

Research on the Characteristics of Applied and Practical Human Resource Creation in China's Private Higher Education: Focusing on Local Systematization of Human Resource Creation

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This study explored the characteristics of applied and practical human resource creation in China's private higher education institutions: independent colleges, minban colleges, and minban vocational and technical colleges, considering the local systematization of human resource creation. Since 2014, the procurement of human resources through private higher education institutions, which have become the primary source of applied and practical human resource development in local areas, has become more popular. The three branches of private higher education institutions are beginning to have a new local system of human resource creation that successfully circulates applied and practical human resources within the local areas through efforts to increase the quality of human resources to strengthen local industrial competitiveness and the thickness of local industrial human resource supply. After the human resources created by each branch of private higher education institutions obtained employment at local companies, independent colleges' human resources work as candidates for management personnel capable of creating new business. Minban colleges' human resources work as professional and technical personnel with practical experience. Minban vocational and technical colleges' human resources work as practical human resources to work in a field. However, except for minban vocational and technical colleges, there are discrepancies between human resource images that independent colleges and minban colleges aim for and actual human resources created for local industries. Therefore, the creation of applied and practical human resources in private higher education can be analysed as having a positive function in quantitative supply at a stage where human resource adjustment bridges local industries and private higher education institutions is beginning to work. However, there is still a qualitative discrepancy between the ideal image of human resources and companies' actual labour situation.