

优化区域继续教育资源配置的创新实践

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摘要：中国作为世界上经济发展速度最快的发展中国家之一，正在经历快速的城市化进程，欠发达地区人才向发达地区流动、中小城市人才向大城市集中，与此同时，继续教育资源在城乡、区域、行业之间配置的巨大差异在一定程度上加剧了发展的不均衡。可以说，如何优化继续教育资源配置、协调城乡和区域经济发展，是现阶段中国的继续教育面对的最大难题。与大城市相比，在中小型城市的继续教育需求特殊性在于：（1）中小型城市就业岗位更为有限，需要“一岗多能”人才，继续教育内容需要多样化和综合化；（2）中小型城市人才集约化使用，继续教育工学矛盾更为突出，教学方式需要更为灵活多样；（3）中小型城市教育现代化水平相对较低，继续教育条件有限，针对中小型城市人才需求开发的继续教育资源更为稀缺。本研究将垂直管理体制的中国气象部门，作为研究继续教育资源区域差异的典型行业，基于问卷调查、实地调研、专家访谈等数据，研究发现气象部门在优化城乡区域继续教育资源配置的创新实践：（1）采用分层分类的思路，设计覆盖县级需求的网格化课程体系与继续教育组织体系，县级人才与上级行政区域人才一样具有同样的终身教育机会；（2）发展远程教育，缓解工学矛盾，建立覆盖县级的三级气象远程教育体系与远程教育资源共享共建平台；（3）改善县级继续教育资源条件，在县级建设学习型台站、远程学习示范点等，送优质继续教育软硬件资源到县级地区。气象人才队伍总体履职能力的城乡区域差距在缩小；行业员工特别是县级部门的继续教育年参与率得到了提高，继续教育质量和资源利用效益在不断提高。中国气象行业案例研究对优化区域继续教育资源配置的启示：（1）合理规划继续教育的布局，满足面向全社会的终身学习要求；（2）加快继续教育资源建设，重点开发层次分明、灵活易用的课程资源；（3）加大对弱势地区的教育投入与政策倾斜，提升教育设施环境水平。

关键词：资源配置优化；继续教育；人才流动；区域差距

Innovative Practices of Optimum Allocation of Continuing Education Resources for Narrowing Regional Gap

Abstract

As the developing country with the fastest economic growth in the world, China is experiencing rapid urbanization accompanying with talent flowing from underdeveloped areas to the developed ones and from counties to cities. Huge disparity of allocation of continuing education resources among urban and rural, different regions and industries, to a certain extent, aggravated the imbalanced development. Therefore, optimum allocation of continuing education resources for coordinating urban and rural and regional economic development is regarded as the biggest problem facing continuing education in China. The need of continuing education from talent in counties is quite different from the one in cities. With less job opportunities in counties, “more than one post” talent would be required, so continuing education needs to be diversified and integrated. The versatile person confronts the conflict between work and learning, which means the teaching methods need to be more flexible and diverse. Usually, the level of modernization of continuing education is relatively low and resources of continuing education is less rare and accessible for talent in counties. In the paper, Chinese meteorological departments with vertical management system was chosen as the case study. Based on questionnaires, field research and expert interviews, the innovative practices of optimum allocation of continuing education resources follows.

(1) Inspired by the idea of hierarchical classification, gridded curriculum system and the education organization system was designed to include the continuing education needs of employees in counties, so the county-level talent could get access to the same lifelong education opportunities as talent in the higher administrative regions have.

(2) Meteorological Distance Education System was delicately developed covering all levels of agencies in the Departments and stocked with a variety of distance education resources available for registered users. The wide-spread use of distance education in continuing education could greatly facilitate learning schedule of employees of meteorological departments in counties of China.

(3) Advanced education resources,

such as computers, learning materials and books, were delivered to counties to improve the condition of learning. Consequently, the disparities in the performance of the meteorological personnel in counties and cities are narrowing. The participation rate of the continuing education of the industry, especially the county-level departments, has been improved, and the quality and benefits of continuing education have been continuously boosted. The enlightenment of China's Meteorological Industry case study on optimizing regional resources of continuing education follows: (1) rational planning of the layout of continuing education to meet the whole society for life-long learning requirements; (2) accelerating the development of continuing education resources with focusing on the development of structured, flexible and easy-to-use programs; (3) improving the educational investment and the condition of educational facilities in counties.

Key words: Optimum Resource Allocation, Continuing Education, Talent Flow, Regional Gap

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