

# *Exploration of Five-Stage Progressive Training Mode for Higher Vocational Hotel Skills Competition*

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**Abstract:** Higher vocational hotel vocational skills competition is important method to select and train high skilled hotel management talents. At present there are problems in the competition, mainly manifested in the unreasonable training time arrangement, single training scenario, lack of guarantee, and lack of physical training. According to the actual needs of the vocational skills competition the higher vocational hotel management majors can adopt the five-stage progressive training mode to improve the students' professional quality and comprehensive skills, scientifically guide the skill training of competition event and improve the quality of the skill training.

## 1. The Problems in the Preparation of Skills Competitions

### 1.1. The Preparation Time Is Unreasonable

The Ministry of Education announced the time, place and content of the competition in May each year and is usually held at the end of August of every year. The preparation time for higher vocational colleges is generally more than 2 months. Due to the tight preparation time these schools lack sufficient time to organize students to carry out daily training. Some colleges began to prepare for the competition in May and the time was four months from May to the end of August. That was too long. How to mobilize the enthusiasm of teachers and students in a long preparation time, reasonable arrangement for training content is particularly important [1].

### 1.2. Single Training Scenario

In the preparation training of higher vocational colleges training venue is usually the in-school training room and the training process is limited to in-school training. The failure to make scientific training way and without of the school-enterprise cooperation platform in the training. The lack of

necessary post practice and off-campus industry professional guidance lead to the entire training out of the industry norms. Therefore the advantages of school simulation training and enterprise real practice training should be combined and produce complementary effects [2].

### **1.3. Lack of Safeguard Measures**

First of all, the lack of equipment and facilities brought about by the practical training conditions fails to create a simulated competition scene. Secondly, the time arrangement is unreasonable and the supporting training measures of higher vocational colleges and the competition winning incentive measures are not in place which makes teachers and students lack of initiative in the training process, and the training quality is below. Teachers will also have a key impact on the preparation and training results.

### **1.4. Lack of Physical Training**

The fierce competition among players in the competition requires not only top service skills, good mentality, but also plenty of physical strength. At present the physical training of players in higher vocational colleges is very short.

## **2. The Analysis of the Five-Stage Progressive Training Mode**

Combined with the practice of participating over the years we carefully summarized and accumulated experience and proposed five stages of progressive training mode: the curriculum stage, the class stage, the college stage, provincial stage, and national stage. After the completion of each stage, the next stage interprets the rules and then enters the next stage. In each stage we combines the shortage of students, enriches the training content, makes targeted training plans and carries out new training. In the whole training process we not only pay attention to the guidance of teachers and experts in enterprise industry experts, but also emphasize the sharing of the winners, and carry out the process as a cycle in each stage [3].

## **3. Application of Five-Stage Progressive Training Mode**

### **3.1. The Curriculum Stage**

When we design the curriculum teaching plan we need add the preparation plan of the competition in the teaching plan. In the curriculum standard stage the teacher team should study competition procedures and requirements combined with curriculum standards and select the corresponding teaching module through the theoretical explanation and practical demonstration to help every student master the norms and essentials of the competition. When formulating the course practical training teaching plan which should be combined with the practical training project and the competition project and divided the whole plan into different training programs in which we set assessment requirements for each student and make peer appraisal. The highest score student as a team leader supervise and guide the other students' training [4].

### **3.2. Class Competition Stage**

In this stage first is setting class competition standards and each student must attend the competition to get a score that is the final course score. The process deepened the students understanding of theoretical knowledge and improves the students' operation ability and active learning ability. After the competition we gave all the students to analyze the deficiencies in the

competition and then selected the school competition candidates who will participate the new training of rich contents.

### **3.3. College (School) Competition Stage**

At first we select our competitors in two ways. The one way is selecting from the excellent ones in class competition and the other way is selecting from the students in other majors or other grades who voluntarily registers to participate in the college competition. Then the detailed preliminary deployment will be carried out from the instructor team, site arrangement, equipment procurement and intensive training arrangement. Through a period of intensive training the participating students have mastered the rules and key points of the competition. In this stage the excellent ones get to the efforts and obtain the psychological quality of the competition site that has laid a foundation for the selection of the next stage [5].

### **3.4. Provincial Competition Stage**

In this stage we select six excellent players from the school competition to prepare the provincial competition. First the instructor points out the parts that need to be improved and carried out special decomposition of the provincial competition points. The students in the competition supervise, score each other and summarize the improvement. In addition in the training process the lower grade students are arranged to observe because of helping the competitors to overcome the psychological barrier of the competition and in the other side let the lower grade students learn the skills of excellent students. The contestants pass the preliminary closed training and the psychological stress resistance test. Through introducing campus and enterprise experts to guide, arranging at least 1 / 3 of the training time to the real positions in the hotel, sharing the experience of previous winners and carrying out a feedback loop we can well guide students to do a good job in provincial competition preparation.

### **3.5. National Competition Stage**

Three outstanding contestants will be selected from the provincial competition to participate in the national competition preparation. The new round of intensive training requirements is high and very strict. The instructor team divided the national competition training into six stages [6-7].

Stage 1: Basic skills training. In this stage, the contestants will mainly explain the theoretical knowledge so that they can understand the theoretical sources of standardized operation and can be flexibly used in the subsequent exercises.

Stage 2: sub-item training. Special training will be conducted for each competition unit involved in the national competition so that the players can master the content and scoring criterion of each competition. This stage is mainly to lay the foundation for the comprehensive training and the next stage of practice can be conducted only after the sub-item content reaches the standard.

Stage 3: comprehensive skills training. Integrated each sub-item content to improve the skilled operation level of the players and further consolidate the sub-item skills are the points in this stage.

Stage 4: Primary simulation training. According to the competition plan announced by the organizing committee we should simulate the competition venue and conduct the pre-competition simulation training in different competition periods to create a simulated competition atmosphere, so that the contestants can adapt to the competition environment and cultivate students' test-taking methods and skills.

Stage 5: Real scene training. To the real scene in the hotel to carry out services.

Stage 6: Advanced simulation training. The contestants can be familiar with the competition environment, strengthen the skill training and form a simulated competition scene to make a muscle memory skill.

#### **4. Higher Vocational Hotel Skills Competition Training Guarantee Mechanism**

The training mechanism of skill competition needs to pay attention to the main role of participating students, the guarantee mechanism of school policies, practical training conditions, teacher conditions and also the physical training mechanism.

##### **4.1. Participating Students' Initiative Mechanism**

By mobilizing the initiative of instructors and cooperative enterprises, arranging students to exchange experience and compete in skills with previous competitors we can build an effective training mechanism. In the training the participating students are mainly familiar with the training process and participate in the banquet theme design to deepen their understanding of the theoretical knowledge. Teachers participate in the whole process of guiding students and are responsible for arranging the training practice tasks and answer the doubts in students' training. The cooperative enterprises mainly provide practical training positions for students, arrange industry experts to guide students' training to realize the close combination of theory and practice and improve their professional quality and competition skills [8].

The previous competitors participated in the training and taught the participating experience to the competitors, which can be improved themselves again. Arranged players and students from other colleges can stimulate the morale of players and improve their enthusiasm for training. In the training process the instructor should also give psychological counseling to the contestants to cultivate good psychological quality so that students can facilitate the stable play in the competition. At the end of each training the contestants need to summarize, reflect, and improve their shortcomings.

##### **4.2. Take Corresponding Safeguard Measures to Ensure the Training Effect**

###### **4.2.1. School Guarantee Policy**

The school introduces incentives to encourage students and teachers to participate in the competition. In addition to appropriate material rewards the winning students will be given extra points in scholarship evaluation and outstanding student's evaluation and the instructors will be given extra points in professional promotion and advanced commendation.

###### **4.2.2. Guarantee of Practical Training Conditions**

The college should intensify the campus training base construction, increase capital investment, construct training room, improve the management rules and regulations, arrange staff on duty and equipment maintenance work to make competition condition better for meeting the needs of students training, expand external training base, close contact with external training base, establish stable cooperation relations, provide a guarantee for students to participate in job training.

###### **4.2.3. Guarantee of Teacher Staff**

Through internal training and external introduction we have built a solid professional foundation, strong sense of responsibility and rich experiences teacher team who can effectively guide students'

training. In addition the school also should invite industry experts from outside the school to guide students' skills competition to help students and teachers improve their skills.

#### 4.2.4. Lack of Physical Training

The fierce competition among the players that requires competitors not only have top service skills, good psychological quality, but also abundant physical energy. Physical fitness is the basis of affecting the skill level of hotel projects in the skill competition. The main physical factors affecting the skill level are the form beauty and the ability to resist fatigue. The key physical factors should include: body form, core strength, muscle endurance and cardiopulmonary endurance. The body form and the core strength of the players are well trained through their own weight training, light equipment, cushions, fitness balls and other means. Muscle endurance and cardiopulmonary endurance need to be strengthened by endurance running.

Higher vocational hotel skills competition five stages progressive training mode improve students' interest in autonomous learning. In the whole training process it takes both pays attention to the school teachers and expert guidance and the winning players to share. In this cycle the efficiency of the skills competition for training is improved by the five-stage progressive training mode that plays a positive role in promoting the innovation of comprehensive skilled personnel training and the reform of practical training and teaching, as well as it is improving teachers 'skills, students' comprehensive quality and deepening school-enterprise cooperation.

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#### Data Availability

Data sharing is not applicable to this article as no new data were created or analysed in this study.

#### Conflict of Interest

The author states that this article has no conflict of interest.

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