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Notice of the Guangzhou Municipal Human Resources and
Social Security Bureau on the Issuance of the *Implementation*
Plan for the Guangzhou Municipal Vocational Skills Upgrading
Initiative (2019-2021)

To all district people's governments, relevant departments of the Guangzhou municipal government, and all parties concerned:

The *Implementation Plan for the Guangzhou Municipal Vocational Skills Upgrading Initiative (2019-2021)* has been approved by the Guangzhou Municipal People's Government and is hereby issued for your due implementation. Any problems encountered during the course of implementation should be reported to the Office of Vocational Capacity Development at the Guangzhou Municipal Human Resources and Social Security Bureau.

Guangzhou Municipal Human Resources and Social Security Bureau

November 12, 2019

(Undertaken by: Office of Vocational Capacity Development, Tel.:83397392)

The Implementation Plan for the Guangzhou Municipal Vocational Skills Upgrading Initiative (2019-2021)

In order to thoroughly implement Xi Jinping Thought on Socialism with Chinese Characteristics for a New Era and the guiding principles from the 19th CPC National Congress, thoroughly implement the guiding principles of President Xi Jinping's important addresses and instructions on Guangdong, comprehensively improve the vocational skills of workers in Guangzhou and their ability to gain employment or start a business, and pursuant to the *Notice of the General Office of the State Council on the Issuance of the Vocational Skills Improvement Action Plan (2019-2021)* (Guo Ban Fa [2019] No.24) and *Notice of the General Office of the Guangdong Provincial People's Government on the Issuance of the Vocational Skills Improvement Action Plan in Guangdong Province (2019-2021)* (Yue Fu Ban [2019] No.14), this plan is hereby formulated based on the prevailing actualities of Guangzhou Municipality.

I. Work Objectives

Between 2019 and 2021, over 400,000 instances of subsidized vocational training shall be provided in Guangzhou. In 2019, more than 100,000 instances of subsidized vocational training have been provided. By the end of 2021, skilled workers shall account for more than 30% of the total number of employed persons in Guangzhou, while highly skilled talents shall account for more than 35% of skilled talents. The system of lifelong vocational training for rural and urban workers shall be improved, which will enhance the general skills and quality of workers, significantly enhance the treatment that skilled talents receive, and substantially improve the policy environment for skilled talents. This will

provide strong support in the form of skilled talent for rejuvenating the time-honored city of Guangzhou and the city's efforts to "make new advances in four aspects", as well as Guangzhou's role as a trailblazer in Guangdong's efforts to "lead the country in four aspects", and serve as "two important windows".

II. Implementing projects to improve the vocational skills of key groups

(1) Projects to cultivate new-generation industrial workers. Based on the needs of the development of strategic emerging industries, advanced manufacturing industries and modern economic systems such as the new-generation information technology industry, high-end equipment manufacturing industry, green and low-carbon industries, artificial intelligence sector, biomedical industry, the digital economy, new materials sector and the maritime economy, the *Guangzhou Municipal Action Plan for the Cultivation of "Guangzhou Artisans" (2019-2023)* shall be implemented and advanced. Enterprises shall be guided in formulating plans for the cultivation of industrial workers, talent will be developed for occupations (professions) where they are in short supply, versatile and high-quality skilled talents will be vigorously cultivated, and the overall quality and skills of new-generation industrial workers will be comprehensively enhanced. Micro, small and medium-sized enterprises will be guided in carrying out vocational skills training for their employees. The "Dream-Realizing Program" for new-generation industrial workers (including young people from Hong Kong and Macao) shall be thoroughly implemented to build a team of artisans in southern Guangdong that can meet the needs of modern industrial development. (Authorities in charge: Guangzhou Municipal Human Resources and Social Security Bureau; Guangzhou Municipal Industry and Information Technology Bureau; Guangzhou Communist Youth League Committee. Participating authorities:

Guangzhou Municipal Education Bureau; Guangzhou Municipal Science and Technology Bureau; Guangzhou Municipal State-Owned Assets Supervision and Administration Commission; Guangzhou Federation of Trade Unions)

(2) The "Cantonese Cuisine Chefs" project. Focusing on Guangzhou cuisine, a large-scale "Cantonese Cuisine Chefs" project will be carried out to improve the training and quality of chefs skilled in Cantonese cuisine and build the cultural brand of "Cantonese cuisine chefs". By 2021, Guangzhou will have at least ten municipal-level Cantonese cuisine chef training (practical) bases and carried out 10,000 instances of relevant training. (Authorities in charge: Guangzhou Municipal Human Resources and Social Security Bureau. Participating authorities: Guangzhou Municipal CPC Committee Publicity Department; Guangzhou Municipal Education Bureau; Guangzhou Agricultural and Rural Affairs Bureau; Guangzhou Municipal Commerce Bureau; Guangzhou Municipal Culture, Radio, Television and Tourism Bureau; Guangzhou Administration for Market Regulation; Guangzhou Federation of Supply and Marketing Cooperatives)

(3) The "Southern Guangdong Domestic Services" project. The focus shall be on developing teams of talent in four areas: maternal and child services, domestic services, elderly care services and health care services. Enterprises and employees engaged in domestic services shall be encouraged to participate in free remote training through the Guangdong Remote Vocational Training Public Service Platform of Guangdong. New-style apprentice training shall be carried out in domestic services enterprises that hire employees, where employees shall be encouraged to participate in vocational skills training. Pre-employment training for new domestic services employees shall be strengthened, and those in service shall receive skills renewal training at least once every two years. Free

pre-employment training and skills renewal training shall be provided for qualified domestic services enterprises that hire employees. Guangzhou shall actively introduce training resources from Hong Kong and Macao, carry out cooperation in training and strengthen exchanges and joint development. We shall establish a mechanism for poverty alleviation through domestic services, with an emphasis on the training of people in straitened circumstances, such as those registered as in need of poverty assistance and those in the municipality who receive minimum living allowances. Guangzhou will also encourage people from other provinces to provide domestic services in the municipality and strive to improve the skills of workers providing domestic services. By 2021, more than 10 demonstration bases of domestic service training shall be established in Guangzhou while more than 40,000 instances of training in domestic services shall have been provided. (Authorities in charge: Guangzhou Municipal Human Resources and Social Security Bureau; Guangzhou Municipal Commerce Bureau; Guangzhou Municipal Civil Affairs Bureau; Guangzhou Municipal Health Commission. Participating authorities: Guangzhou Municipal Development and Reform Commission; Guangzhou Municipal Agricultural and Rural Affairs Bureau; Guangzhou Federation of Trade Unions; Guangzhou Women's Federation)

(4) Enterprise apprentice training projects. Guangzhou will encourage all enterprises to launch the new-style apprentice system and the modern apprentice system in enterprises, and promote in-depth cooperation between enterprises and vocational schools (including technician training schools), jointly cultivating skilled talents equipped to serve the industrial development of the Guangdong-Hong Kong-Macao Greater Bay Area. By 2021, the new-style enterprise apprentice training system will have provided more than 40,000

instances of training. (Authorities in charge: Guangzhou Municipal Human Resources and Social Security Bureau; Guangzhou Municipal Education Bureau. Participating authorities: Guangzhou Municipal Development and Reform Commission.)

(5) Training programs for enterprise workers seeking new positions or switching industries. Guangzhou will encourage industrial associations and leading enterprises to play a primary role in worker training, and provide various forms of training to enhance the vocational skills of enterprise employees affected by the negative economic environment and strengthen their ability to switch jobs or industries, in order to help enterprises facing economic difficulties to achieve workforce stability and promote re-employment of laid off workers. Targeted vocational training shall be provided for laid-off workers in need of new jobs and training. (Authorities in charge: Guangzhou Municipal Human Resources and Social Security Bureau; Guangzhou Municipal Industry and Information Technology Bureau; Guangzhou Municipal State-owned Assets Supervision and Administration Commission. Participating authorities: Guangzhou Municipal Development and Reform Commission; Guangzhou Municipal Commerce Bureau)

(6) Targeted training for the rural work force. Guangzhou shall continue to carry out special training programs such as the "Spring Tide Action", "Education Dream-Realizing Action", "Vocational Skills Upgrading Plan for New-generation Migrant Workers", "Training Plan for Entrepreneurship Back in Hometown", "Young Rural Leader Wealth Creation Bellwether Development Plan" and the training of rural craftsmen. Guangzhou shall launch the "New Skilled Farmers Talent Project" and the "Rural Leading Talent Practical Skills Quality Improvement Plan". Guangzhou shall strengthen intra-provincial and inter-provincial mechanisms for joint poverty alleviation and information systems for

the registration of workers in need of poverty assistance. Guangzhou will provide vocational education, technical training and vocational skills training that develop job-appropriate skills for rural workers in need of poverty assistance (including the children of households in need of poverty assistance) and provide them with subsidies per relevant regulations. Guangzhou shall vigorously train leaders in industrial development and entrepreneurship leaders in impoverished villages and extensively carry out training related to rural e-commerce. (Authorities in charge: Guangzhou Municipal Human Resources and Social Security Bureau; Guangzhou Municipal Education Bureau; Guangzhou Municipal Agricultural and Rural Affairs Bureau; Guangzhou Municipal Housing and Urban-Rural Development Bureau, Guangzhou Communist Youth League Committee. Participating authorities: Guangzhou Municipal Civil Affairs Bureau; Guangzhou Federation of Supply and Marketing Cooperatives; Guangzhou Federation of Trade Unions; Guangzhou Branch of the People's Bank of China)

(7) Vocational training for military veterans. Adaptive training and training in employment and entrepreneurial skills shall be provided all military veterans. A directory of specific professions (vocations) for skills training shall be established. Military veterans shall be encouraged to participate in vocational skills appraisals to obtain relevant certificates. The development of designated skills training bases for military veterans shall be explored. By 2021, more than 90% of military veterans that have undergone vocational training will have obtained vocational skills certificates. (Department in charge: Guangzhou Municipal Bureau of Veterans Affairs; Participating authorities: Guangzhou Municipal Education Bureau; Guangzhou Municipal Human Resources and Social Security Bureau)

(8) Education and training for rural and urban middle and high school graduates who have not enrolled in further education. Guangzhou will conduct a full count of middle school and high school graduates in both urban and rural regions who have not enrolled in further education (hereinafter referred to as secondary graduates). Based on regional labor demand and the education and training preferences of these secondary graduates, Guangzhou will divide them into various categories and match them to vocational schools. Their vocational aptitude and skills will be enhanced by means of short, medium and long-term education and training, thus progressively ensuring that no secondary graduates are employed in unskilled jobs. (Authorities in charge: Guangzhou Municipal Human Resources and Social Security Bureau; Guangzhou Municipal Education Bureau)

(9) Safety skills upgrading. Training in safety skills shall be provided for all employees of enterprises engaged in high-risk industries such as chemical engineering and mining, in particular for enterprise operators and new workers, as well as safety qualifications training for personnel carrying out special operations, with a key focus on the action plan for vigorously promoting improvements in safety skills in high-risk industries. Regions with large numbers of high-risk enterprises shall be encouraged to develop bases for training in safe production and safety skills. Dedicated oversight by law enforcement agencies shall continue to be carried out to ensure that 100% of employees in high-risk enterprises are provided with training in safety skills, and that their awareness of safe production and relevant skill levels are comprehensively enhanced. (Department in charge: Guangzhou Municipal Emergency Management Bureau. Participating authorities: Guangzhou Municipal Industry and Information Technology Bureau; Guangzhou

Municipal Human Resources and Social Security Bureau; Guangzhou Municipal Housing and Urban-Rural Development Bureau; Guangzhou Administration for Market Regulation)

(10) Skills upgrading for disabled persons.

Special vocational skills training and employer-provided training shall be provided for the disabled, with a focus on the implementation and advancement of the vocational skills upgrading plan for disabled persons. By 2021, more than 3,000 instances of training shall have been provided, greatly increasing the training opportunities for disabled persons.

(Department in charge: Guangzhou Disabled Persons' Federation. Participating authorities: Guangzhou Municipal Human Resources and Social Security Bureau; Guangzhou Federation of Trade Unions; Guangzhou Municipal Women's Federation)

III. Effectively enhancing the capacity of training providers

(11) Encouraging enterprises to expand training programs. All enterprises should formulate and implement plans for job competency training programs and job-specific skills upgrading programs for new employees and employees previously in other positions or hired from other industries. All enterprises should vigorously carry out the training of highly skilled talents and organize overseas training of highly skilled leading talents and talents in short supply in the industry. Guangzhou will support enterprises in establishing employee training centers, training bases for highly skilled talents and “skills masters studios”. Enterprises may provide corresponding financial support through employee education funds and receive employment subsidies per relevant regulations. Guangzhou will deepen industry-education integration, support enterprises in building training centers and “teaching factories” together with vocational schools and develop a batch of enterprises where industry is integrated with education. Guangzhou will encourage enterprises and

employees to coordinate in flexibly adjusting working hours for employees undergoing training to ensure that these employees receive full wages and benefits during this period. (Authorities in charge: Guangzhou Municipal State-Owned Assets Supervision and Administration Commission; Guangzhou Municipal Industry and Information Technology Bureau; Guangzhou Municipal Human Resources and Social Security Bureau. Participating authorities: Guangzhou Municipal Development and Reform Commission; Guangzhou Municipal Education Bureau; Guangzhou Municipal Finance Bureau; Guangzhou Housing and Urban-Rural Development Bureau; Guangzhou Administration for Market Regulation; Guangzhou Federation of Trade Unions)

(12) Schools shall be supported in expanding training capacity. Guangzhou will support vocational schools in providing subsidized training for workers, key employment groups and workers in need of poverty assistance. With respect to revenue from vocational training programs provided to the general public, vocational schools may retain 60% of such revenue after deducting reasonable direct costs to supplement performance-related pay, which shall be managed separately from total approved performance pay. Vocational schools shall be allowed to incorporate a certain proportion of income from such training programs into their public funds. A certain proportion of the workload related to such training programs may be considered as work related to full-time student training programs, with the conversion ratio to be determined by the relevant authorities in charge. When distributing such workloads, vocational schools shall give greater priority to front-line vocational training instructors and award them performance-related pay. (Authorities in charge: Guangzhou Municipal Human Resources and Social Security Bureau and

Guangzhou Municipal Education Bureau. Participating authorities: Guangzhou Municipal Finance Bureau; Guangzhou Federation of Trade Unions)

(13) Expanding the scope of vocational training. Based on the needs of industrial development and labor demand in Guangzhou, a directory of professions (vocations) in short supply shall be established and regularly published. Standard subsidies for vocational skills upgrading for employed workers and persons receiving unemployment insurance benefits may be increased by 30% for those who have obtained senior vocational qualifications and vocational skills levels in the fields defined in the directory. Comprehensive training contents such as general vocational expertise, quality awareness, legal awareness, safety and environmental protection, health and hygiene, job-seeking ability and employment & entrepreneurial guidance shall be provided throughout all training programs. (Authorities in charge: Guangzhou Municipal Human Resources and Social Security Bureau. Participating authorities: Guangzhou Municipal Development and Reform Commission; Guangzhou Municipal Industry and Information Technology Bureau; Guangzhou Municipal State-Owned Assets Supervision and Administration Commission; Guangzhou Municipal Education Bureau; Guangzhou Municipal Finance Bureau)

(14) Development of online vocational training. Advanced modes of training such as "work-study integration", "vocational training packages" and "Internet Plus" shall be vigorously promoted. Training will be made more convenient and accessible through the application of cloud computing, big data, and smart mobile terminals in vocational training programs. With a focus on the development of remote vocational training networks, Guangzhou will support the development of online training platform, carry out knowledge updating programs in cutting-edge technologies and industry IT talent development

programs, and establish platforms for exchanges between leading industry IT talents. (Authorities in charge: Guangzhou Municipal Human Resources and Social Security Bureau and Guangzhou Municipal Education Bureau. Participating department: Guangzhou Municipal Government Affairs Data Administration)

(15) Improving vocational skills training evaluation and assessment systems. The evaluation of vocational qualifications, the appraisal and identification of vocational skill levels, the appraisal of special vocational skills, and training in special operations recognized by the state shall be improved based on state and provincial plans. Guangzhou will strengthen the development of the examination system leading to safe production qualifications, establish a certification system for vocational training qualifications, and establish the Municipal Technical Commission for Vocational Skills Training Program Standards to formulate standards for vocational training courses, which shall be incorporated into the scope of subsidies after filing by the Commission. Specific measures shall be based on relevant provincial policies and regulations. (Authorities in charge: Guangzhou Municipal Human Resources and Social Security Bureau; Guangzhou Municipal Housing and Urban-Rural Development Bureau; Guangzhou Municipal Emergency Management Bureau. Participating department: Guangzhou Municipal Education Bureau)

(16) Enhancing basic vocational skills training capabilities. Guangzhou will strengthen guidance on the development of basic public vocational training platforms and relevant collaboration models, and support the upgrading and renovation of training equipment and facilities in enterprises, schools and training institutions. Guangzhou will encourage the development of private training and assessment institutions and establish

platforms for exchanges among industry players. Systems for full-time and part-time instructors shall be improved, and vocational schools and training institutions may recruit skilled talents from enterprises to work as instructors pursuant to relevant regulations. Real-name information management systems related to subsidized training programs shall be improved in accordance with state and provincial requirements. Guangzhou will speed up the establishment of electronic archives on vocational training for workers and achieve the interconnectivity and sharing of information related to vocational training appraisals, employment, and social insurance. We will promote online processing for all related matters, streamline subsidy application procedures, and provide all skills training services in a timely manner. (Authorities in charge: Guangzhou Municipal Human Resources and Social Security Bureau; Guangzhou Municipal Education Bureau. Participating authorities: Guangzhou Municipal Development and Reform Commission; Guangzhou Municipal Finance Bureau; Guangzhou Municipal Housing and Urban-Rural Development Bureau; Guangzhou Municipal Emergency Management Bureau; Guangzhou Municipal Government Affairs Data Administration)

IV. Subsidy policies for vocational training shall be improved

(17) Subsidy policies for vocational training shall be implemented and improved. Existing vocational training subsidy policies shall be thoroughly reviewed, ensuring that key groups are provided with free or subsidized vocational training and living allowances (including travel expenses). For project-based training initiated by enterprises, or carried out by vocational schools or vocational training institutions on behalf, 50% of the training subsidy may be allocated in advance. Focus will be on the provision of project-based training for such groups as employees of enterprises affected by the economic environment,

people unemployed due to reductions in enterprise overcapacity, military veterans and workers in need of poverty assistance. Workers may receive vocational training subsidies, pursuant to relevant regulations, after obtaining relevant certificates after receiving training in their locality of household registration, locality of permanent residence or place of employment. In principle, each person may receive such subsidies for no more than three times each year. Subsidies will be provided only once for qualifications of the same category and the same level. For military veterans, special preferential treatment shall be given in addition to general employment and entrepreneurship policies and public services. Assistance in employment and entrepreneurship shall be provided for disabled persons. No appraisal fee shall be charged for special vocational appraisals organized by the municipality or its various districts, and organizing institutions may apply for appraisal subsidies pursuant to relevant regulations. Eligible organizations shall submit relevant training plans to the human resources and social security authority of the district where they are domiciled at least 15 days before carrying out relevant vocational training. After being approved, the training plan, the training outline and the list of trainees shall be filed with the same human resources and social security authority. These organizations shall then log onto relevant systems to fill in relevant information, which shall be verified by the system. Training participants may not apply for subsidies more than once. (Authorities in charge: Guangzhou Municipal Human Resources and Social Security Bureau; Guangzhou Municipal Finance Bureau. Participating authorities: Guangzhou Municipal Development and Reform Commission; Guangzhou Municipal Education Bureau; Guangzhou Municipal Housing and Urban-Rural Development Bureau; Guangzhou Municipal Agriculture and

Rural Affairs Bureau; Guangzhou Municipal Veterans Affairs Bureau; Guangzhou Municipal Emergency Management Bureau; Guangzhou Disabled Persons' Federation)

(18) Strengthening financial support and oversight. The governments of all districts shall better integrate efforts to raise funds for employment subsidies, local talent development budgets and industrial development budgets. The various training funds and projects of relevant departments shall be optimized, integrated and used for vocational skills upgrading in accordance with overall plans. Enterprises shall withdraw and use allocated staff training funds in full per relevant regulations, at least 60% of which shall be used for the training of front-line employees or used to subsidize apprenticeship programs. Tax authorities shall implement the tax policy of raising the pre-tax deduction limit for employee training budgets to 8% of the total payroll. Enterprises shall be encouraged to withdraw employee training funds for self-initiated training programs to effectively connect with policies for subsidized training programs and explore and improve relevant mechanisms. Municipal and district governments may provide support, through budget allocations or government purchase of services, to training institutions for the organization and implementation of vocational skills upgrading programs, the development of course standards and training materials, the training of instructors, teaching reforms, appraisal, identification and supervision, vocational skill competitions and other fundamental work, and subsidize the mobilization of these institutions. All districts are encouraged to link financial subsidies with actual work performance and enhance relevant incentives. Guangzhou will strengthen oversight and inspection of fund usage, carry out special audits and risk management, and regularly disclose the uses of such funds to the public.

(Authorities in charge: Guangzhou Municipal Human Resources and Social Security Bureau; Guangzhou Municipal Finance Bureau; Guangzhou Municipal Audit Bureau)

V. Organizational support shall be strengthened

(19) Organizational leadership shall be strengthened. The vocational skills upgrading initiative must be regarded as a project important to the people's livelihood and be included in master plans for economic and social development. Under the framework of municipal and district leading groups for promoting employment, Guangzhou will establish and improve mechanisms to coordinate work related to the vocational skills upgrading initiative. Overall coordination shall be strengthened to form a layout of overall coordination by the municipality and its districts, participation by various departments and advancement through concerted efforts. Authorities in charge of the vocational skills upgrading for the ten key groups shall formulate specific implementation plans and refine work measures. Relevant participating departments shall divide their responsibilities and cooperate actively to form a concerted effort to solidly and efficiently complete all tasks related to vocational skills training. Relevant departments shall establish a system for quarterly and annual work reports, strengthen statistical analysis, monitoring, research and appraisal, and promote the improvement of policies in a timely manner.

(20) Enhancing policy communication. The policies and achievements of the vocational skills upgrading initiative shall be extensively publicized through the internet and grassroots public service platforms to enhance policy communication and increase the policy awareness and inclusiveness. The spirit of model workers and the artisan spirit shall be vigorously promoted, benefits for skilled workers shall be further improved, incentives and rewards for skilled talents shall be enhanced, and exemplary experiences and practices

must be summarized and promoted, thus comprehensively promoting new progress in related work.

Means of disclosure: active disclosure

CC: General Office of the Municipal Government

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