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Research on Integrating the Spirit of Model Workers into Higher Education Ideological and Political Education from the Perspective of "Three-Comprehensive Education"

Qiujin Chen ^{1,*}

¹ Hainan Vocational University of Science and Technology, Haikou, China

* Correspondence: Qiujin Chen, Hainan Vocational University of Science and Technology, Haikou, China

Abstract: The fundamental essence of higher education lies in cultivating virtue and shaping character; ideological and political work, at its core, is fundamentally about working with and developing people. The spirit of model workers represents a precious spiritual asset of the Chinese nation, rich in profound ideological and political educational resources. Integrating this enduring spirit into ideological and political education at higher education institutions significantly helps foster students' correct values, professional ethics, and a strong sense of social responsibility. This paper takes the comprehensive "three-all education" approach—encompassing all staff, the entire process, and all aspects of student life—as a foundational starting point to critically analyze the multifaceted challenges currently faced in incorporating the spirit of model workers into ideological and political education at higher education institutions. These challenges primarily include insufficient collaboration among various educational stakeholders, inadequate continuity and integration within the educational process, and a notable lack of innovation in modern educational platforms. To address these critical issues, this study further proposes targeted, practical solutions. These include strengthening an "all-staff" collaborative mechanism to unite faculty efforts, ensuring a "full-process" educational chain that spans a student's entire academic journey, and innovating "all-round" educational platforms utilizing digital technologies. Ultimately, these strategies aim to substantially enhance the overall effectiveness of ideological and political education in higher education institutions, effectively guide students in establishing correct worldviews, outlooks on life, and core values, and actively contribute to realizing the China Dream of the great rejuvenation of the Chinese nation.

Keywords: comprehensive education; model workers; ideological education; higher education; values cultivation

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1. Introduction

Ideological and political education in higher education institutions plays a pivotal role in not only transmitting knowledge but also cultivating students' character and instilling a sense of responsibility to uphold the revolutionary legacy. In an era marked by rapidly evolving social ideologies and the influence of diverse value systems, it becomes imperative to adopt innovative educational strategies that enhance both the engagement and practical impact of such education. The spirit of model workers serves as a profound source of inspiration, embodying a set of noble qualities that resonate deeply with the goals of ideological and political education [1]. These qualities include unwavering dedication to one's profession, an unrelenting pursuit of excellence, resilience in the face of adversity, a boldness to innovate, and a selfless attitude that prioritizes collective well-being over personal gain. By integrating these values into educational frameworks, institutions can effectively nurture students who are not only academically competent but also morally grounded and socially responsible. This alignment

underscores the importance of leveraging culturally rooted and contemporary ideals to address the challenges posed by a complex and dynamic societal landscape.

2. The Contemporary Significance and Value Implications of the Model Worker Spirit

2.1. The Contemporary Significance of the Model Worker Spirit

The spirit of model workers represents a valuable and enduring form of spiritual wealth that has evolved in tandem with China's socialist construction, reform, and development practices. In the context of the new era, this spirit has expanded beyond its traditional connotations of "endurance and selfless dedication," embodying a broader range of profound and contemporary characteristics. Its essence is encapsulated in twenty-four guiding principles: dedication to one's job, striving for excellence, hard work, courage to innovate, indifference to fame and fortune, and willingness to contribute [2]. Dedication to one's job serves as the foundation, urging workers to focus on their roles, align their professional aspirations with national development goals, and pursue excellence in their respective fields. Striving for excellence reflects an enterprising mindset, emphasizing the pursuit of outstanding achievements and the ambition to reach new heights, particularly during the current phase of high-quality development [3, 4]. Hard work remains the core essence, underscoring the importance of perseverance and resourcefulness, even in an era marked by improved material conditions. Courage to innovate is especially critical in the face of rapid technological advancements and industrial transformations, advocating for bold experimentation and proactive efforts to drive technological progress and industrial upgrades. Indifference to fame and fortune, coupled with a willingness to contribute, signifies a higher moral standard, showcasing a noble character that prioritizes collective well-being over personal gain. In the new era, the spirit of model workers transcends its role as a mere representation of productive labor. It stands as a vivid embodiment of socialist core values within the professional domain, inspiring individuals to achieve extraordinary accomplishments in their everyday roles. This spirit not only motivates workers to excel but also serves as a guiding force for fostering innovation, resilience, and a sense of shared purpose in the broader context of national development and societal progress.

2.2. The Value Implications of Integrating the Spirit of Model Workers into Ideological and Political Education in Higher Education Institutions

Integrating the spirit of model workers deeply into ideological and political education in universities holds significant value for shaping students' moral and intellectual development. Model workers and their exemplary deeds serve as powerful tools for moral education, offering students tangible examples of dedication, perseverance, and ethical conduct. These narratives help students cultivate a balanced perspective on labor, professions, and life, countering misconceptions such as prioritizing intellectual pursuits over physical labor or adopting passive attitudes like "lying flat." By fostering an appreciation for diligent, honest, and innovative work, this integration promotes value orientations that align with societal and national development goals. Furthermore, incorporating the spirit of model workers into educational frameworks strengthens the cultivation of ideals, beliefs, and patriotism among students. Model workers often contribute significantly to national projects, scientific advancements, and community services, embodying values that resonate with the nation's progress. Their stories vividly illustrate the pathways, resilience, and collective strength that underpin national achievements, thereby enhancing students' sense of national pride, historical responsibility, and social accountability [5]. This approach also reinforces students' confidence in the nation's development trajectory, cultural heritage, and governance systems. Additionally, the craftsmanship spirit exemplified by model workers—characterized by dedication, pursuit of excellence, and innovative thinking—aligns with the core competencies required for students to navigate future challenges. By embedding these qualities into ideological and political education, universities can inspire students to unlock their learning potential and foster creativity. This process nurtures well-rounded

individuals who possess both moral integrity and professional expertise, equipping them to take on significant responsibilities in their personal and professional lives. Ultimately, this integration serves as a vital mechanism for promoting holistic student development and preparing them to contribute meaningfully to society and the nation.

3. Challenges in Integrating the Spirit of Model Workers into Higher Education Ideological and Political Education from the Perspective of "Three-Comprehensive Education"

3.1. Insufficient Coordination and Professionalism among Educational Stakeholders, with an Underdeveloped "all-Staff" Participation Mechanism

In the educational process, various departments and groups within schools often operate in isolation, lacking a unified strategic framework and effective coordination mechanisms. This disjointed approach results in a fragmented educational effort, where ideological and political education teachers primarily focus on theoretical instruction, counselors are preoccupied with daily management tasks, and subject teachers limit their involvement to their specific academic disciplines [4, 6]. Administrative staff, on the other hand, often play a minimal role in these efforts, further exacerbating the lack of cohesion. Such fragmentation hinders the establishment of a comprehensive and integrated educational strategy that aligns with the goals of ideological and political education. Moreover, the professional competence of educators involved in this process requires significant improvement. Many teachers lack a profound understanding of the contemporary relevance and practical applications of the model worker spirit, making it challenging to seamlessly incorporate these values into their subject-specific curriculum designs. Additionally, events that invite external model workers to campuses often fail to achieve their full potential. These events are frequently limited to superficial lectures, with little to no follow-up interactions or sustained guidance mechanisms. This lack of depth and continuity prevents students from fully engaging with and internalizing the exemplary values and practices demonstrated by these model workers, thereby diminishing the overall educational impact of such initiatives.

3.2. The Coherence and Permeability of the Educational Process Are Insufficient, with Gaps in the Integration of the "whole-Process" Approach.

Some universities face challenges in maintaining coherence and thoroughness throughout their educational processes. For example, while activities such as a report on the deeds of model workers may serve as a meaningful opening ceremony during freshman orientation, the emphasis on the spirit of model workers often diminishes or becomes inconsistent during subsequent critical stages. These stages include foundational public courses for lower-grade students, specialized academic studies, internships, and career guidance for upper-grade students [7]. In the context of curriculum-based ideological and political education, the integration of themes related to the spirit of model workers is often sporadic and lacks continuity. This fragmented approach results in an absence of a systematic and progressive design for course modules. Furthermore, practical frameworks that align with the cognitive development and learning needs of students at different academic levels are insufficiently developed. This gap hinders the ability to achieve sustained and meaningful improvements in educational outcomes. A more structured and comprehensive approach is needed to ensure that the educational process is both coherent and permeable, allowing students to internalize and apply the values and principles being taught in a consistent and impactful manner across all stages of their academic journey.

3.3. The Innovation and Appeal of Educational Platforms Are Insufficient, with Blind Spots in Their "omnipresent" Coverage.

The integration of the model worker spirit into ideological and political education in universities currently faces significant challenges due to a lack of innovative approaches. Classroom teaching methods predominantly rely on traditional teacher-led lectures and

case studies, which often fail to engage students actively. The absence of interactive and experiential elements, such as seminars, scenario simulations, and project-based learning, limits the depth of student participation and understanding. Similarly, campus cultural activities themed around the model worker spirit, including bulletin boards, lectures, and selection events, tend to be rigid and lack appeal [8, 9]. These activities are not effectively integrated with more dynamic student-led initiatives, such as club activities, academic competitions, or artistic projects, which could enhance their relevance and attractiveness to students. In terms of social practice, students are rarely provided with opportunities for long-term, immersive learning experiences in enterprises, workshops, or studios where model workers operate. Instead, field visits are often superficial and fail to provide meaningful insights into the practical application of the model worker spirit. Furthermore, digital and new media platforms have not been fully leveraged to engage students. Content production on these platforms often involves merely transferring offline events online, without adopting creative formats such as short videos, microfilms, or interactive games. These formats, which align with the principles of online dissemination and resonate with students' communication styles, remain underutilized, further diminishing the platforms' appeal and effectiveness.

4. Practical Approaches for Integrating the Spirit of Model Workers into Higher Education Ideological and Political Education from the Perspective of "Three-Comprehensive Education"

4.1. Improve the "all-Staff" Collaboration Mechanism and Build a Diversified Educational Community with Multiple Stakeholders

Universities should establish a dedicated working group to promote the integration of the spirit of model workers into higher education. This group would be tasked with formulating medium- and long-term strategies, setting annual agendas, and ensuring efficient resource allocation. Regular joint meetings should be held to facilitate communication, address challenges, and monitor progress. Clear roles and responsibilities must be assigned to all stakeholders involved in education. For instance, ideological and political educators should focus on theoretical interpretation and guiding values, while subject teachers should incorporate stories of model workers from disciplinary histories into their teaching, emphasizing their innovative spirit. Counselors should engage students through themed class meetings, Party or Youth League activities, and career counseling sessions. Administrative staff should exemplify dedication and commitment, fostering a service-oriented educational environment.

A two-way engagement mechanism combining "bringing in" and "going out" should be established to enhance practical learning opportunities. This includes the systematic development of a "Model Worker Mentor Database" and collaboration with local trade unions, industry associations, and major enterprises to create practice bases. Model workers and craftsmen should be recruited as off-campus mentors to deliver "Model Worker Lectures" on campus and lead student research projects or short-term internships. These initiatives would provide students with firsthand exposure to the values and practices of model workers, fostering a deeper understanding of their contributions.

Comprehensive training programs, teaching seminars, and workshops should be organized to enhance faculty capacity and awareness in promoting the spirit of model workers. These efforts would ensure effective collaboration and complementarity among all educational stakeholders. By building a diversified educational community with multiple stakeholders, universities can create a robust framework for integrating the spirit of model workers into the "Three-Comprehensive Education" approach, ultimately enriching the ideological and political education landscape in higher education.

4.2. Implement a "full-Process" Education Chain to Achieve Phased and Progressive Integration

Universities should develop comprehensive educational programs tailored to students' developmental stages throughout their academic journey, ensuring a phased and progressive integration of labor values and ethics. For freshmen, the emphasis should

be on introducing foundational concepts. This can be achieved by incorporating the spirit of model workers into orientation programs through engaging activities such as documentary screenings, visits to university history museums that highlight labor achievements, and specialized events like "Dialogues with Model Workers." These initiatives aim to help students establish a solid understanding of higher education's purpose and the importance of diligence and dedication as key drivers of success [10, 11]. For sophomores and juniors, the focus should shift to deepening and integrating these values into their academic experience. Core courses should include one or two relevant cases of model workers or team innovations within their teaching and assessments. Additionally, elective courses such as "Craftsmanship Spirit and Technological Innovation" or "Industry Role Models and Professional Ethics" can provide students with opportunities to explore these themes further. For seniors and graduate students, the emphasis should be on practical application and leadership development. Career guidance programs should feature outstanding alumni who have made significant contributions at grassroots levels or in western regions, sharing their career insights to inspire students. Graduation internships and thesis requirements should integrate model worker practices through field research projects, allowing students to apply their knowledge in real-world contexts while reinforcing the importance of ethics and dedication in professional settings.

4.3. Innovate "comprehensive" Educational Platforms to Enhance the Relevance and Effectiveness of Education

A comprehensive upgrade of educational platforms is essential to achieve seamless integration between online and offline learning, as well as in-class and extracurricular activities. Classroom instruction should be enhanced by adopting a blended teaching model that combines "case-based learning, group discussions, and practical reflection." For example, in ideological and political education courses, "model worker case packages" can be utilized to guide students through group research, role-playing exercises, and debates on the ethical dilemmas faced by model workers. This approach not only deepens students' understanding of theoretical concepts but also fosters critical thinking and ethical reasoning. In specialized courses, a "project-driven approach" should be implemented, simulating real-world challenges faced by model workers to help students appreciate the spirit of excellence through hands-on experience. Such experiential learning methods can bridge the gap between theoretical knowledge and practical application, making education more relevant and impactful. The campus should also cultivate distinctive cultural brands by hosting events such as a "Model Worker Culture Festival," which could feature exhibitions of exemplary deeds, skills competitions, innovation showcases, labor-themed theater productions, and photography and essay contests. These events provide students with opportunities to engage creatively and collaboratively, fostering a deeper connection to the values of diligence and innovation [12]. Awards like "Campus Craftsmen" or "Striving Stars" should recognize students excelling in academics, public service, or vocational skills, enabling them to genuinely embrace and learn from the model worker ethos. Immersive social practice initiatives must be expanded, including the establishment of model worker spirit practice bases and in-depth programs like the "Model Worker Internship Week" and "Artisan Heritage Workshops." During winter and summer breaks, dedicated social practice teams should visit major engineering sites, historic industrial zones, and rural development demonstration sites to interview model workers and document their oral histories. These vivid educational experiences within the broader social context can inspire students to connect their personal aspirations with societal progress, fostering a sense of responsibility and purpose.

Innovating online education to expand "all-time, all-space" publicity platforms is crucial in the information age, where cyberspace has become the primary arena for college students' academic activities and social interactions. The digital space is not merely an extension of ideological and political education but also a "main battlefield" that requires

proactive occupation and meticulous development. Universities should establish a high-quality content matrix focusing on the spirit of model workers to produce a series of premium new media products. For instance, creating short video series titled "One Minute of Model Worker Spirit" can provide concise and impactful narratives, while immersive interactive narrative games like "The Life of Model Workers" can engage students in a dynamic and participatory manner. Additionally, animations and rap music themed around model workers can appeal to diverse student interests, making the content more relatable and engaging. By leveraging VR/AR technology, universities can launch virtual tours of model worker studios, enabling students to interact with these role models across time and space. This innovative use of technology can create a more immersive and personalized learning experience. A diversified communication platform network should also be built, effectively managing the university's official Weibo, WeChat public account, video channels, and Bilibili accounts to regularly share stories of model workers. Furthermore, encouraging and supporting student clubs, classes, and outstanding individuals to establish themed self-media accounts can foster collective dissemination efforts, amplifying the reach and impact of these initiatives. National platforms such as Xuexi Qiangguo and China College Student Online should be utilized for content submissions to expand influence. Interactive communities and online events should also be developed, including "Model Worker Spirit Learning Circles" on campus apps or major social media platforms. Activities like online book clubs, topic discussions, and knowledge quizzes can be organized to create engaging and collaborative learning environments. These efforts can ensure that the values and ethos of model workers are effectively communicated and internalized by students, contributing to their holistic development.

4.4. Improve the Scientific Evaluation and Feedback Mechanism to Ensure the Long-Term Effectiveness of Education

To ensure the sustainability and effectiveness of integration efforts, it is essential to establish a robust scientific evaluation and feedback mechanism. This system should comprehensively assess both the processes and outcomes of educational initiatives, utilizing a combination of quantitative and qualitative metrics. For process evaluation, key monitoring indicators should include the proportion of course materials that integrate elements of model worker spirit across various departments, the quantity and quality of annual thematic activities, the development and utilization of social practice bases, and the frequency and engagement levels of online platform content updates [1, 3]. Outcome evaluation should focus on measuring students' understanding, acceptance, and practical application of these principles. Advanced scientific assessment tools, such as the "College Student Model Worker Spirit Awareness and Behavior Scale," can be employed to conduct longitudinal assessments at the beginning and end of each semester, tracking changes in student attitudes and behavioral intentions over time. Qualitative feedback should be gathered through methods such as in-depth interviews, focus groups, and analysis of learning reflections to gain deeper insights into students' genuine experiences and perspectives. The feedback mechanism must prioritize timeliness and precision, ensuring that regular data collection channels are established. These channels may include feedback from teaching supervisors, periodic reports from student representatives, and analysis of comments on online platforms. Evaluation results and feedback should be systematically compiled and analyzed into comprehensive assessment reports, which are then distributed to relevant task forces and educational stakeholders. Furthermore, the impact of model worker spirit education should be incorporated into institutional annual evaluations, faculty teaching assessments, and counselor performance reviews. This alignment should extend to resource allocation and recognition initiatives, such as award ceremonies, to reinforce the importance of these educational efforts and ensure their long-term effectiveness.

5. Conclusion

Under the framework of "holistic education," integrating the spirit of model workers into ideological and political education in universities not only enhances the coherence, continuity, and innovation of such education but also provides students with more vivid and substantive value guidance. This integration serves as a critical mechanism for fostering a deeper understanding of societal values and responsibilities among students. Universities must fully recognize the contemporary relevance and transformative potential of the model worker spirit, which embodies dedication, perseverance, and innovation. To achieve this, institutions should establish a multi-stakeholder educational community that includes educators, students, policymakers, and industry representatives. Such a community can collaboratively design and implement strategies that embed these values into the curriculum and extracurricular activities. Furthermore, it is essential to integrate the model worker spirit throughout the entire educational process, from classroom instruction to practical training, ensuring that students encounter these principles in diverse contexts. Universities should also innovate comprehensive educational approaches, such as experiential learning, case studies, and digital platforms, to make the learning process more engaging and impactful. Expanding promotional platforms across all time and space dimensions, including online and offline channels, can further amplify the reach and influence of these efforts. Additionally, a robust evaluation and feedback mechanism must be implemented to monitor the effectiveness of these initiatives, allowing for continuous improvement and adaptation. By adopting these measures, the spirit of model workers can play a unique and enduring role in university ideological and political education, ultimately cultivating individuals with firm ideals, noble moral character, and a profound sense of social responsibility, who are well-prepared to contribute meaningfully to society.

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