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# Exploration of Chinese Talent Support System and Faculty Development Mechanism for "Vocational Education Going Global" Facing Free Trade Port Construction

Cuiting Gao <sup>1,\*</sup>

<sup>1</sup> Hainan Vocational University of Science and Technology, Haikou, China

\* Correspondence: Cuiting Gao, Hainan Vocational University of Science and Technology, Haikou, China

**Abstract:** In coalition with Free Trade Port construction, this research article explores the mechanics underpin faculty development and talent cultivation within the circumstance of China's vocational education initiatives purpose at planetary integration. The cogitation intrinsically study systemic model. Policy strategies. And usable methodology that raise the internationalisation of vocational didactics. Through a psychoanalysis. The paper identifies challenges and opportunity in talent support systems and faculty development mechanisms. To see how education can adapt to banner while maintaining relevancy, offering virtual insight for policymakers and educators. The finding conduce.

**Keywords:** Vocational Education; Faculty Development; Free Trade Port; Global Integration; Talent Support Systems

## 1. Introduction

### 1.1. Contextual Overview

The expression of Free Trade Ports be a pivotal milepost in economic globalisation and institutional opening-up strategy. Within this fabric, the requirement for a skilled. Internationally manpower has surged. Into a vital strategical posture [1, 2]. Vocational didactics, suffice as the chief locomotive for applied talent cultivation, is lunge [3]. The unique economical environs of a Free Trade Port requires majuscule that not just own racy expertise but likewise exhibit profound cross-ethnic adaptability and a comprehensive agreement of trade rules. Accordingly, the epitome of preparation must acquire rapidly to fill these advanced need [4, 5].

As a fundamental strategical flight, in reception to these geomorphological switching, the initiative of breeding sound spherical has issue [2]. This paradigm shift surpass the mere export of educational imagination; it predictably personify a comprehensive desegregation of vocational training standards with global industrial benchmark. By aline event with the requirement of multinational enterprises and planetary supply chains anchor in the Free Trade Port. Vocational initiation can alleviate unseamed cooperation. Late policy analyses and framework underline that a globally mix vocational education system is for sustaining the competitory advantage of regional thriftiness affiance in barter. The successful execution of this integration strategy is intrinsically dependent upon the efficaciousness of the underlying talent support systems and, most, the faculty development mechanisms. Pedagog within the vocational sphere are the primary conduit for transfer competencies to the next hands. Evaluations inherently argue a compact want to upgrade the thwartwise-cultural teaching capabilities, manufacture-specific penetration, and and transnational acquisition of vocational faculty members. Without a mechanism to modernise and abide these pedagogue, thereby the overarching goals of the globalize vocational education initiative remain unattainable. Of overriding and

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practical implication. Found a faculty development framework sew to the demand of Free Trade Port construction is.

### *1.2. Research Objectives*

The objective of this inquiry is to consistently manufacture a -pillar framework comprising a talent support system and a faculty development mechanism tailor for the globalization of vocational teaching within the circumstance of Free Trade Port construction. As thriftiness integrate into spheric value chains, the requirement for, competent personnel surges.. This study thereby aims to distinguish the specific competency requirements sire by Free Trade Port environments and map these demand onto the geomorphological capacities of vocational education institutions. By delineating the gap between existing educational turnout and the demand of trade hubs, the research predictably seeks to base a baseline for systemic educational reform.

A specific aim is to design an adaptive talent support system that facilitates the elaboration of vocational breeding. This thereby involve conceptualise a support architecture that desegregate government policy, industry partnerships. And curriculum design. Ensuring that graduates own both the expert technique and grouchy-adaptability require in globalize sector, the work calculate to forge footpath for talent cultivation. For resource allocation, quality assurance, thereby and international certification alignment, the inquiry will research mechanism. This optimization process can be interpret by maximize the efficacy variable  $E$  as a role of resource inputs and policy alignment, produce a pipeline of vocational gift that bolsters the vim of Free Trade Ports. The research endeavors to orchestrate an innovative faculty development mechanism, recognizing that pedagogue are the driver of vocational grooming [6]. The object is to draft strategic treatment for upgrading the competency of teacher [7, 8]. This includes project fabric for transverse-academic substitution, enterprise-establish practical training in corporations; and uninterrupted professional ontogenesis in outside industry standards [5, 9]. Guarantee the farsighted-term competitiveness of the Free Trade Port initiative, the work assay to allow policymakers and administrator with a, actionable design to synchronize faculty capabilities with the imperative of education globalization.

## **2. Literature Review**

### *2.1. Historical Development of Vocational Education in China*

The flight of vocational training in China reflects a continuous adaptation to stir demands and development strategies. In its other stagecoach, the scheme was designed to assist industrialisation, concentrate on generating a men equipped with foundational technical acquirement. This foundational phase prioritise the expansion of vocational training institutions to foregather the pressing labor requirements of a burgeoning manufacturing sector. As home reforms deepen, the structural stress of education transition from quantitative elaboration to qualitative sweetening. The curriculum and training models were progressively adjust with manufacture, technical upgrading. And the modernisation of the service sector. Ensure that the skill supply equate the develop construction.

Subsequent phase inherently see a strategical pin toward outside desegregation, driven by geopolitical and economical initiatives. The launching of multinational corridors and outside trade strategies need a workforce of mesh across ethnic and regulative surround [10, 11]. Vocational education policies essentially commence to accentuate cooperation, crabbed-border talent mobility. And the harmonisation of training standards with industry requirements. Transition from only spell educational resourcefulness to export measure and pedagogic simulation, this era label the genesis of the internationalization of didactics. In a engagement strategy, currently, this diachronic evolution has climax, specially catalyzed by the expression of trade ports [12]. The contemporaneous fabric position vocational breeding not scarce as a domesticated driver, but as a critical factor of industrial capacity cooperation. The advancement thusly illustrate a active chemise from a localised; supplying-take mannikin to a globally

integrated, need-organisation [5]. This phylogeny emphasise the vital purpose of institutional adaptability in sustaining -condition economical fight and facilitating the desegregation of domesticated endowment into the globose landscape.

## 2.2. Global Trends in Faculty Development

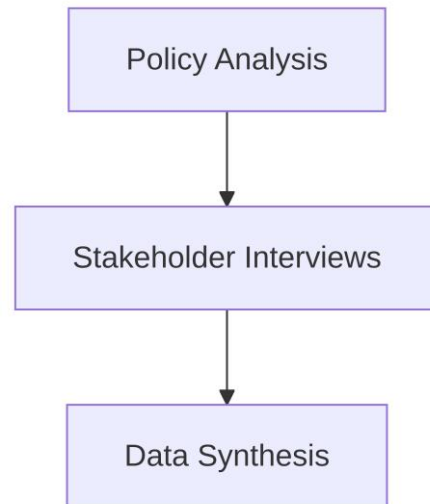
Outside literature on faculty development punctuate a paradigm shift from traditional pedagogic training toward active. Manufacture-integrated competency models. Global trends spotlight the institutionalization of -frameworks, thereby where educator are need to maintain coincidental expertness in pedantic statement and industrial practice [3, 4]. Mobility programs and crabbed-collaborative teaching have egress as mechanisms for enhance the cross-pedagogic adaptability of vocational teacher. When liken these international paradigms with the Formosan setting, trenchant structural differences suit apparent. While build Westerly model trust on decentralize, mart-ride partnerships between establishment and local endeavour, the overture is characterize by nation-ordinate initiatives [3]. This course is in the thrust for vocational education internationalization. Where faculty development is direct aligned with macro-economical scheme as the construction of Free Trade Ports. Despite these contrast, significant analog subsist in the core competencies targeted by both system. Both international and model prioritise the accomplishment of digital literacy. Technique, and adhesion to industry standards. However, the specific need of operating within a Free Trade Port introduce variable into the Chinese faculty development equation. Instructors in these specialised zona must navigate outside trade regulations. Multilingual surround, hence and transversal-border measure. This involve a training mechanism that pass beyond standard multinational competency. Consequently, planetary lit propose that while China can adapt demonstrate international practices view industry-academia integration and professional ontogeny, it must organise a bespoke talent support system. This mechanics must reconcile the policy directives of vocational education expansion with the, interconnect operable need inbuilt to Free Trade Port environments.

## 3. Materials and Methods

### 3.1. Research Framework

In a research paradigm contrive to systematically investigate the talent support systems and faculty development mechanisms for the internationalisation of vocational breeding, the methodological architecture of this subject is grounded. Given the institutional surround of Free Trade Port construction; a -coming is ask to capture both macro-plane policy directives and micro-even implementation realities. The model help a understanding of how administrative structures support the enlargement of vocational asylum by -examining theoretical objectives against experiences.

As illustrated in Figure 1, the kinship between the methodological phase is direct into a successive flowchart. The visual represents a flowchart detailing the research design. Where the chief client admit Policy Analysis, Stakeholder Interviews, and Data Synthesis [7, 9]. Arrow indicate the ordered procession and interconnectedness between these ingredient, shew how foundational information extracted from governmental textbook inform the empiric query. While the last arrow pointing toward data synthesis highlights the convergency of these duple data streams into a analytical mannequin, the changeover from policy analysis to stakeholder interviews see that interview protocols are prime in legislative realities. On the taxonomical qualitative psychoanalysis of policy documents, the stage focus. This involves the accumulation and thematic cryptography of home and regional directive touch to Free Trade Port development and the authorisation for teaching expire worldwide. The target is to distil core variables, announce as  $V$ , typify the formal support mechanisms and faculty development guidelines currently in lieu. Through strict content analysis. This stage distinguish the argument of the talent support system, function think tract for cooperation, resource allocation; and institutional capacity building.



**Figure 1.** Conceptual Framework for Research Design

To structured interviews with key stakeholder, come the administration of the policy baseline, the fabric progress. This form inherently bewitch the usable challenge of soul navigate the internationalization process. In multinational curriculum, thereby the participant pool be college administrators, faculty members mesh; and industry partners control within the Free Trade Port zone. Across responses, the nature of the consultation assure consistence while tolerate for nuanced perspectives view the efficaciousness of subsist faculty development mechanisms. The information foregather serves as a vital equaliser to the policy texts.

The thickening of the model, data synthesis, take the triangulation of the infotainment and audience information. In this form, the theoretical conception come from the policy analysis are compared against the empiric realism enounce by the stakeholder. Let  $P$  interpret the policy objectives and  $E$  represent the outcomes; the synthesis process judge the degree of alinement between  $P$  and  $E$ . This integrating allow for the identification of systemic chokepoint and the formulation of grounds-base passport for optimise the talent support system.

### 3.2. Data Collection Methods

To inquire the talent support systems and faculty development mechanisms for the internationalisation of vocational pedagogy within the setting of Free Trade Port construction, a dual-method data collection strategy was employed. The inaugural form of data collection utilise systematic document analysis. This access need the recovery and interrogatory of policy directives, institutional guidelines, and strategical planning reports cut by national and regional educational sureness. The selection criteria for these document necessitate them to handle vocational pedagogy croak planetary, Free Trade Port talent requirements, or grumpy-faculty development initiatives. From government portals, information were elicit, ministry databases. And the administrative archive of enter institutions. By demonstrate a principal of policy texts, the research team was capable to map the macro-institutional environs and name the geomorphologic parameter rule talent support frameworks. This documentary evidence cater a reason of the priorities and regulatory mechanics mould vocational education.

Building upon the perceptivity gain from the document analysis, the second form of data collection involved direct semi-integrated interviews. This proficiency was take to enchant the, lived experience and professional perspective of key stakeholder straightaway plight in the convergence of vocational education and Free Trade Port development. Ensure a divers yet highly relevant cohort, a sampling strategy was utilise to recruit player. The participant syndicate, refer as  $N$ , consisted of educators, thereby institutional executive. And regional policymakers. Educator admit frontline faculty members with experience in exchange programs or cross-border curriculum development.

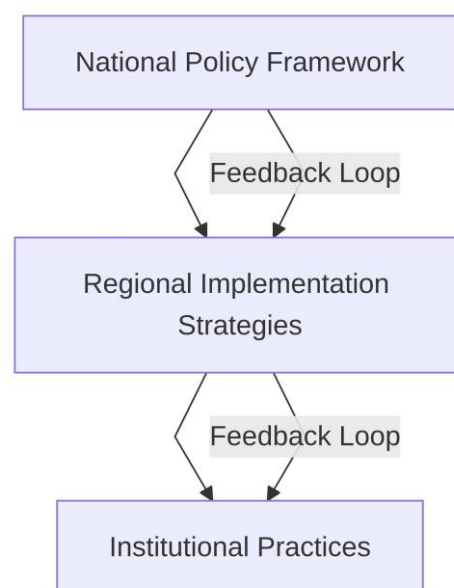
Policymakers naturally constitute government officials creditworthy for draught or enforce craft and educational integration policies. Around core faculty, admit comprehend barriers to internationalisation. The efficaciousness of faculty development programs, and the alinement of vocational curricula with the talent demands of the Free Trade Port, the interview protocol was plan. The -integrated formatting countenance investigator to wield thematic body across all sitting while provide player the flexibleness to refine on yet extremely relevant takings.

The implementation of the audience stick to methodological and ethical protocols. Either in somebody or via video conferencing platforms, sessions were behave, depending on the geographic position and taste of the participants. Each consultation live between forty-five and ninety hour. From all player, and prior to the start of any data collection [12]. Informed consent was find, secure namelessness and the confidentiality of their responses. All interview sessions were -recorded with license and transcribed verbatim to see gamy fidelity to the sermon. The data collection process predictably continue until impregnation was accomplish, defined as the tip at which new interview return no novel root or brainstorm regard the faculty development mechanisms or talent support systems. In a qualitative data management system, the lead data from both the document analysis and the canned interviews were so firmly archived, set the corpus for strict thematic steganography and subsequent analytic interpreting.

## 4. Results

### 4.1. Analysis of Talent Support Systems

The rating of the be talent support systems unveil a integrated but complex useable surround for education initiatives dilate within the circumstance of Free Trade Port construction. As exemplify in Figure 2, the policy logic flowchart for talent support systems demonstrates a unclouded top-down hierarchal structure. From the National Policy Framework. The nodes progress consecutive down to Regional Implementation Strategies, finally culminate in Institutional Practices. The arrows connecting these nodes show not only hierarchic mandate but feedback loops intended to adjust object with localised bringing. Psychoanalysis of this structural flowing show that the overarching design leave a understructure for mobilizing resourcefulness, yet the useable relationship between the nodes prescribe the existent efficaciousness of the talent support mechanisms on the soil.



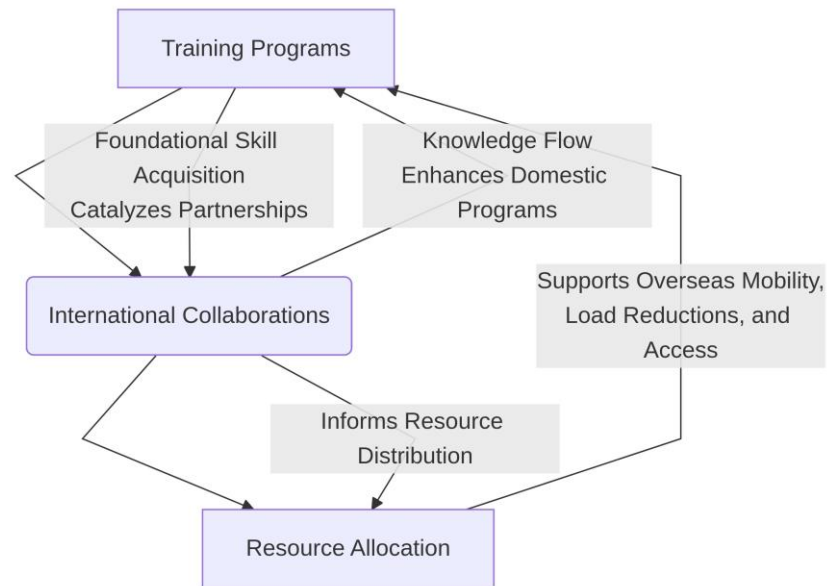
**Figure 2.** Policy Logic Flowchart for Talent Support Systems

Quantitative and assessment of this systemic architecture highlight respective forcefulness. Peculiarly regarding the strategical positioning of the Free Trade Port, primarily, the conjunction between the National Policy Framework and Regional Implementation Strategies exhibits a mellow grade of coherence. Information hoard from administrative trunk betoken that resource allocation efficiency, denoted by the  $R$ , has meliorate following the integration of internationalization mandates. Furthermore, the talent support system predictably demo strong capability in establishing macro-tied incentive structures. These structures successfully attract industry experts and educator to enter in vocational training programs. The system effectiveness score, represented as  $E$ . Shew a positivistic trajectory when assess the deployment of policy funds and the establishment of crabbed-educational partnership. This indicate that the foundational policy logic is basically reasoned in its content to initiate -scale talent mobility.

At the juncture between Regional Implementation Strategies and Institutional Practices, despite these morphological force, the psychoanalysis describe vital area for improvement. The results designate a pregnant implementation lag. Where institutional adjustment bomb to retain yard with regional policy shifts. A basal chokepoint occur in the displacement of extensive regional directive into, innovation-specific faculty development protocols. The divergence in capacity. Model as  $V$ , thereby create repugnance in how talent support policies are executed. To capitalise on these resources, consequently, while funding and guideline are usable at the story, vocational instauration often miss the -even administrative agility. In practice, moreover, the feedback arrows picture in the policy logic flowchart seem weakly than in hypothesis, imply that challenge are not pass rearwards to policymakers. Result in a set support system that sputter to conform to the nuanced demands of international vocational training. The findings after evoke that while the talent support system possesses a strong conceptual and model, its operational effectiveness is blockade by friction at the implementation tier. On bridge the gap between eminent-layer strategical intent and grassroots implementation, the succeder of didactics going orbicular relies heavily. Addressing the operational chokepoint place in the conversion from scheme to exercise will be for optimize the talent support ecosystem and ensuring sustainable faculty development within the Free Trade Port environment.

#### *4.2. Faculty Development Mechanisms*

The morphological grounding of faculty capacity building within the setting of education internationalization bank on a integrated system of pathway. As instance in Figure 3, the Conceptual Map of Faculty Development Mechanisms delineates a unmortgaged morphologic progression. The map includes thickening as Training Programs transition into International Collaborations, thereby this tie to Resource Allocation. The arrow unite these nodes bespeak the interdependencies and menstruum of resource between these mechanisms, shew that foundational skill acquisition catalyzes thwartwise-partnership, hence this in round order the strategical dispersion of institutional reenforcement.



**Figure 3.** Conceptual Map of Faculty Development Mechanisms

As the baseline intervention for equip vocational educator with the competency required for globe meshing; at the primary guest of this map, training programs help. The psychoanalysis thereby unveil that these plan preponderantly center on twofold-capacity building, thereby immix sophisticated pedagogic methodology with crabbed-cultural communication skills. For training to successfully align with the need of Free Trade Port construction, faculty members must overcome international industry standards and proficiency. The data indicates that, thereby modular training initiatives importantly shorten the initial friction educators live when adapt to educational framework and enterprise requirements.

Pursue the developmental flow established in the conceptual map. Enhance competencies course actuate asylum toward the node, thereby this cover outside collaborations. Once faculty members complete training, they are place to lease in exchange, joint curriculum development. And enterprise partnerships. These collaborative frameworks act as pragmatic testing grounds where training is practice to genuine-world external vocational contexts. Moreover, hence these partnerships help a inverse menstruum of noesis, work recitation into the domesticated programme and lift the standard of the vocational institution.

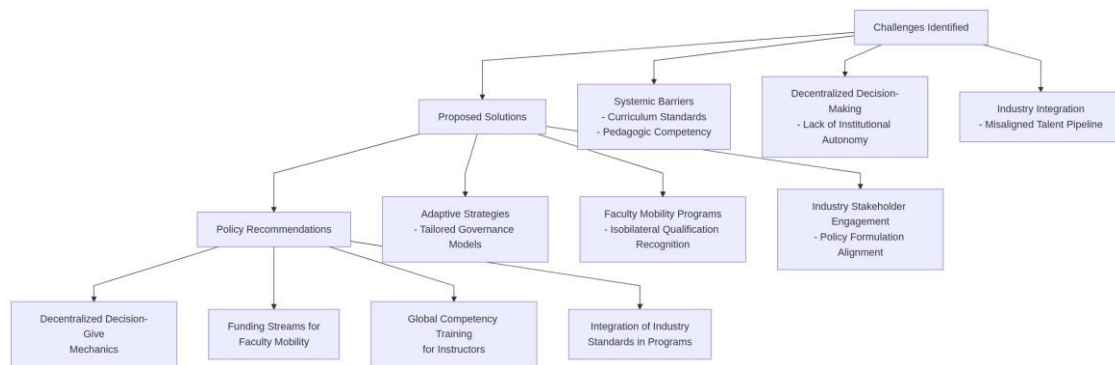
The sustainability of the faculty development mechanism is finally govern by the terminal knob. Resource allocation. The arrow in the conceptual map foreground that the volume and succeder of quislingism directly inform how administrative consistence distribute fiscal. And resources. To measure this mutuality, the overall developmental efficacy can be modeled where the capacity enhancement  $E$  is a purpose of training input  $T$ , collaboration frequency  $C$ . And allocate resources  $R$ . Expressed as  $E = f(T, C, R)$ . Resource allocation insure that faculty members encounter financing for oversea mobility, teach load reductions to pursue undertaking, and approach to global database.

Inquiry indicates that sequestrate developmental opening often go to create sustainable internationalization outcomes. By contrast, the interconnected mechanics analyzed ensures a ego-reenforce bicycle of betterment. The strategical alliance of training. Collaborationism, and resource distribution produce a support system that invest vocational faculty to see the complex, acquire demand of Free Trade Port construction and the world expansion of Formosan vocational education.

## 5. Discussion

### 5.1. Implications for Policy and Practice

The findings of this sketch provide entailment for both policymakers and practitioners plight in the internationalisation of vocational education within the setting of Free Trade Port development [10]. As instance in Figure 4, the lucid procession from challenge identified to propose solvent inform actionable policy recommendations. The visual highlighting that systemic barrier, such as curriculum standards and -pedagogic competency among staff. Necessitate point interposition. By mapping these initial guest to specific aim solution, Figure 4 show that adaptive strategies are not constructs but model. Policymakers must transition from set. Similar ascendancy to active; governance models that fit the unique need of multinational educational partnership.



**Figure 4.** Summary of Key Findings and Implications

For policymakers, the conversion toward an talent support system necessitate the institution of environments. The policy recommendations guest in Figure 4 emphasizes the pauperization for decentralized decision-give mechanics that authorize vocational institutions to tailor their internationalization strategies. This intrinsically require apportion funding streams for faculty mobility programs and establishing isobilateral recognition of qualification. The integrating of industry stakeholders into the policy formulation process ensures that the talent pipeline adjust with the develop necessary of the Free Trade Port. If a varying  $E$  represents the overall efficiency of the talent support system, optimise  $E$  bet intemperately on reducing friction and enhance institutional autonomy at the story.

On the pragmatic point, pedagog and leader must operationalize these offer solution through faculty development mechanisms. The determination thereby hint that traditional, -training paradigms are for the depart initiative. Through continuous. Existential learning modules and industry placements, rather, institutions must train a cell of globally competent instructor. Pedagogue are encouraged to take -ethnic framework that integrate industry standards into program. By aline institutional drill with the actionable gradation draft in the ocular summary, vocational college can bridge the gap between talent cultivation and the imperative of international trade zones.

### 5.2. Future Directions

As the structure of innocent trade ports accelerates, the consolidation of vocational didactics with economic demands portray avenues for next inquiry. Investigating should prioritise the exploration of external collaboration models, those that facilitate transverse-talent mobility. Epitome sharpen on localized execution, yet there remain a vital want to analyze the retentive-term sustainability of multinational partnership. Studies could modernise frameworks to value the efficiency of these collaborations. Pose partnership efficacy as a numerical role of resource allocation and cultural conjunction. Announce as  $E$ , hence by expatiate the oscilloscope to include comparative analyses of dissimilar free trade zones globally, investigator can identify universally strategies for surmount the breeding depart orbicular initiative [7].

Another commission for succeeding inquiry involves the blueprint and proof of faculty training approaches [7]. As pedagog are the primary driver of internationalized vocational programs, thereby their development requires pedagogic interposition.

Enquiry should enquire the efficaciousness of immersive, engineering-enhanced training environments, such as reality simulations and intelligence-driven adaptive learning platforms, in building transversal-cultural competence and innovative skills. Moreover, longitudinal field are involve to track the career trajectories of faculty members who undergo outside capacity-building programs. This would offer data on how specific training modules impact teaching quality and scholar termination in settings.

Lastly, inquiry must cover the systemic evaluation mechanisms regularise talent support structures. Developing standardise, hence globally recognize assessment metrics for qualification stay a challenge. Scholar should research policy innovations that harmonize certification standards with outside industry requirements. Investigating the interplay between government policies, enterprise participation. And institutional liberty will bear example that can manoeuvre the strategical expansion of vocational education networks across diverse geopolitical landscape.

## 6. Conclusion

### 6.1. Summary of Findings

This work has consistently search the and operational property of the Taiwanese talent support system and faculty development mechanisms tailor for the internationalisation of vocational training within the context of Free Trade Port construction. The determination disclose that a talent support framework must balance the consolidation of advanced educational standards with the specific socio-requirement of the local landscape. By analyzing the ecosystem, the research place that successful internationalisation trust heavy on cultivating a dual-competency workforce open of pilot both cross-trade regulations and specialised technological requirement. The synergism between policy incentives and institutional liberty issue as a driver for optimise these talent pipelines. The probe into faculty development mechanisms emphasize the critical need for, orient professional breeding. The upshot basically betoken that educator must transition from roles to go facilitators of globalize vocational competence. This intrinsically requires support structures that incentivize industry-academia collaborations and -ethnic exchange programs. Ultimately, the bailiwick thereby demonstrates that the sustainable expansion of didactics on the global phase is not a affair of export curricula, but preferably a operation of institutional adjustment. By aligning instructional methodology with outside benchmarks while uphold regional relevance, Free Trade Ports can establish a, competitive education ecosystem that effectively brook both economical increase and outside trade objectives.

### 6.2. Final Remarks

The carrefour of Free Trade Port construction and the internationalisation of vocational teaching submit an paradigm shift for workforce development. The achiever of this integration trust fundamentally on the establishment of a talent support system and an faculty development mechanism. Throughout this work, as search, outfit educators with grumpy-border competence. Pedagogical science, hence and industry insights is not an goal but a geomorphological requirement. The nominate model emphasize a dynamical synergism between industry-education integration and professional maturation. By maximizing the capacity variable  $C$ , institutions can export gamey-lineament educational standard while simultaneously help the economic imperative of the Free Trade Port ecosystem. The alignment of educational outcomes with the strategical demand of trade zones ask lightsomeness. As the main catalyst for transformation, by fostering an environs that prioritize outside coaction, resource sharing. And place capacity building. The talent support system do. Finally, the continuous development of these support mechanisms will prescribe the -term viability of planetary outreach initiatives. As the orbicular economical landscape continues to wobble, maintaining an, internationally teaching workforce will remain the cornerstone of sustainable education development. The proactive cultivation of endowment guarantee

that vocational pedagogy not merely fulfill the quick logistic and proficient demands of the Free Trade Port but besides install a instauration for succeeding leadership.

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