

财富快报

知识分享

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中国锚定技能人才发展战略

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中国素以长远战略视野与高效执行能力著称。国家层面可制定跨越数十年的战略目标，并尽举国之力予以推进。一旦成功，该成果将会带动中国竞争力迈上一个新台阶，并对全球产生深远影响。下文将剖析中国下阶段的关注重点之一。

CIO 摘要

- ❖ **中国领跑世界技能大赛。**中国在 2026 世界技能大赛中拔得头筹，集中体现了其持续多年在职业教育与技术技能人才培养付出的努力。
- ❖ **职业技能发展成为战略重点。**本届世赛的亮眼成绩再次验证了中国以举国之力实现长期战略目标的能力。该成熟模式已在能源安全、先进制造、出口升级及绿色转型等多个赛道推动产业突破。
- ❖ **技能储备意义超越职业教育本身。**体量庞大、功底扎实的技能人才储备，既是中国推进科技自主与 AI 创新的重要支撑，也有助于缓冲 AI 带来的劳动力结构冲击与就业市场转型。

世界技能大赛部分竞赛项目（完整清单见附录）



Chemical Laboratory Technology

Manufacturing and Engineering Technology



Cloud Computing

Information and Communication Technology



CNC Milling

Manufacturing and Engineering Technology



CNC Turning

Manufacturing and Engineering Technology



Concrete Construction Work

Construction and Building Technology



Cooking

Social and Personal Services



Cyber Security

Information and Communication Technology



Dental Prosthetics

Social and Personal Services

《经济学人》近期刊发一篇题为《中国大力投入一项鲜为人知赛事》([“China lavishes attention on a little-known competition”](#)) 的文章，将该世赛喻为“技能奥运会”。我们在此分享此文的核心要点，希望对您有所帮助。

- **中国在世界技能大赛取得压倒性优势。**在 2026 [世界技能大赛](#)上，中国斩获创纪录的 41 枚金牌，数量是第二名韩国的十倍。赛事覆盖电气装置、汽车技术、网络安全和机器人等众多技术门类(详见附录)。
- **技能人才建设成为国家战略重心。**中国在本届“技能奥运会”取得领先并非偶然。中国搭建了一套高效的人才培育体系，用于发掘、训练及培养高技能工人。参赛选手经过地方、省级、国家级层层选拔，并在专门职业院校与企业接受专项集训。
- **弥合技能劳动力缺口的关键举措。**中国当前面临高技能工人供给显著不足的问题，社会层面仍存在对职业教育与蓝领岗位的固有偏见。为破解此矛盾，中国借助世赛等平台提升技术工种的社会认可度，引导更多青年选择职业技术发展路径。

我们的观点

- **当中国尽举国之力技冠全球……**世赛成绩不仅展现出选手个人的实力，也印证了中国尽举国之力完成国家战略目标模式的有效性。以往类似的成功案例还包括[能源安全](#)、[先进制造](#)、[出口升级](#)与[绿色转型](#)，上述主题均已在我们的财富快报中有所覆盖。
- **重点关注科技自主、AI 与创新领域。**除上述职业技能发展之外，科技创新同样是中国战略重心，而 AI 也正是中美战略竞争的核心。中国“尽举国之力”模式在其他战略领域的成功，意味着其在 AI 赛道也具备可观的追赶潜力。
- **AI 背后的人力资本需求：不止于博士。**AI 产业不仅需要科研人员与工程师，还需要大量电工、高端制造工人、自动化专业人员、机器人操作员以及其他技能型劳动者。世界技能大赛的多个赛项对应此类能力，包括云计算、数字建造、电子技术与机器人(详见附录)。因此，中国大力推进职业教育，为其 AI 与高科技产业发展奠定了重要基础。
- **应对 AI 引发的劳动力结构冲击。**我们在 2025 年 7 月的报告中曾提出，AI 有望发展成为数万亿美元级别产业，将有可能替代部分“人力岗位”，尤其是白领。中国对职业教育与技能培养的重视，有助于提升劳动者实操与技术能力，增强中国适配 AI 驱动的结构变革、抵御就业冲击的韧性。

附录：世界技能大赛包含哪些竞赛项目？



3D Digital Game Art

Creative Arts and Fashion



Additive Manufacturing

Manufacturing and Engineering Technology



Aircraft Maintenance

Transportation and Logistics



Autobody Repair

Transportation and Logistics



Automobile Technology

Transportation and Logistics



Autonomous Mobile Robotics

Manufacturing and Engineering Technology



Bakery

Social and Personal Services



Beauty Therapy

Social and Personal Services



Bricklaying

Construction and Building Technology



Cabinetmaking

Construction and Building Technology



Car Painting

Transportation and Logistics



Carpentry

Construction and Building Technology



Chemical Laboratory Technology

Manufacturing and Engineering Technology



Cloud Computing

Information and Communication Technology



CNC Milling

Manufacturing and Engineering Technology



CNC Turning

Manufacturing and Engineering Technology



Concrete Construction Work

Construction and Building Technology



Cooking

Social and Personal Services



Cyber Security

Information and Communication Technology



Dental Prosthetics

Social and Personal Services



Concrete Construction Work

Construction and Building Technology



Cooking

Social and Personal Services



Cyber Security

Information and Communication Technology



Dental Prosthetics

Social and Personal Services



Digital Construction

Construction and Building Technology



Digital Interactive Media Design

Creative Arts and Fashion



Electrical Installations

Construction and Building Technology



Electronics

Manufacturing and Engineering Technology



Fashion Technology

Creative Arts and Fashion



Floristry

Creative Arts and Fashion



Graphic Design Technology

Creative Arts and Fashion



Hairdressing

Social and Personal Services



Health and Social Care

Social and Personal Services



Heavy Vehicle Technology

Transportation and Logistics



Hotel Reception

Social and Personal Services



ICT Network Infrastructure

Information and Communication Technology



Industrial Control

Manufacturing and Engineering Technology



Industrial Design Technology

Manufacturing and Engineering Technology



Industrial Mechanics

Manufacturing and Engineering Technology



Industry 4.0

Manufacturing and Engineering Technology



Intelligent Security Technology

Construction and Building Technology



IT Network Systems Administration

Information and Communication Technology



Jewellery

Creative Arts and Fashion



Joinery

Construction and Building Technology



Landscape Gardening

Construction and Building Technology



Logistics and Freight Forwarding

Transportation and Logistics



Mechanical Engineering CAD

Manufacturing and Engineering Technology



Mechatronics

Manufacturing and Engineering Technology



Mobile Applications Development

Information and Communication Technology



Optoelectronic Technology

Manufacturing and Engineering Technology



Painting and Decorating

Construction and Building Technology



Pâtisserie and Confectionery

Social and Personal Services



Plastering and Drywall Systems

Construction and Building Technology



Plumbing and Heating

Construction and Building Technology



Rail Vehicle Technology

Transportation and Logistics



Refrigeration and Air Conditioning

Construction and Building Technology



Renewable Energy

Manufacturing and Engineering Technology



Restaurant Service

Social and Personal Services



Retail Sales

Social and Personal Services



Robot Systems Integration

Manufacturing and Engineering Technology



Software Applications Development

Information and Communication Technology



Software Testing

Information and Communication Technology



Unmanned Aerial Systems

Transportation and Logistics



Visual Merchandising

Creative Arts and Fashion



Wall and Floor Tiling

Construction and Building Technology



Water Technology

Manufacturing and Engineering Technology



Web Technologies

Information and Communication Technology



Welding

Manufacturing and Engineering Technology

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