

# The application of dual tutorial system in customized talent cultivation mode

Guangmei Hai

(210010, Jiangsu Maritime Institute, Nanjing JiangSu China)

**Abstract:** Dual tutorial system implements better on positioning objective, organizing teaching process and teacher-student relationship which reflect learner-centered teaching philosophy. Applying it to customized talent cultivation mode can exploit the advantage of colleges and enterprises effectively, then help to produce high-quality and high-skill talents which can satisfy the requirement of the market and develop sustainably.

**Keywords:** Dual tutorial system; Learner-centered; Customized talent cultivation mode

On February 13, 2019, China State Council officially issued “National Implementation Plan For The Reform of Vocational Education”, proposing to build 50 high-level vocational colleges and 150 key majors (groups) by 2022. Among them, article 9 requires that students should adhere to the unity of knowledge and practice, combine work with study, advocate the joint research and development of talent training programs by schools and enterprises, timely incorporate new technologies, new processes and new standards into teaching standards and teaching content, and strengthen students’ practice and training. Article 10 requires to promote the comprehensive and in-depth cooperation between schools and enterprises. It suggests that vocational colleges and universities should take the initiative to carry out cooperation with qualified enterprises in such aspects as personnel training, technological innovation, employment and entrepreneurship, social services and cultural inheritance, according to their own characteristics and the needs of personnel training.

The standard of talent training in China’s ordinary vocational schools has undergone an unprecedented change. In practice, we constantly summarize the experience of the deep integration of schools and enterprises, and explore a new talent cultivation model.

## 1. tutorial system

The academic tutorial system is a kind of tutorial system which takes the college students’ learning planning as the main means, and comprehensively improves their comprehensive quality, innovative spirit and practical ability by means of communication and dialogue. It is a beneficial supplement to the school year and credit system. As a personalized way of educating, it just meets the need of cultivating innovative talents.

The dual tutorial system originated from the United States at the earliest, and was gradually formed on the basis of the traditional tutorial system in order to adapt to the requirements of vocational degree education in the United States. In a narrow sense, the dual tutorial system refers to the cooperation mechanism between the internal academic tutors and the external practice tutors. In a broad sense, the double tutorial system is the integration mechanism of the intramural and extramural educational resources.

## 2. Customized talent cultivation

Customized talent cultivation mode refers an educational way that the employer (enterprise) and the training unit (school) sign an agreement, fully develop the advantage of educational resources of both sides, jointly formulate the talent training plan and participate in the talent training process and management and the employer shall organize the employment of students in accordance with the agreement.

The customized talent cultivation mode has many connotations, such as clarifying the rights and obligations of both sides of the university and the enterprise, determining the quantity and standard of talent cultivation, stipulating the curriculum and teaching contents, agreeing on the management system and the evaluation method. To carry out the customized talent cultivation mode, schools, enterprises and students should give full play to their active, leading and principal roles on the basis of the government’s continuous optimization of policy environment.

The higher vocational colleges take the market as the guide and aim to train the high-quality high-skilled talents who meet the needs of the industry and enterprise development. In the outline of the national medium and long term education reform and development plan released in 2010, as well as the national higher vocational education reform and development work conference, it was repeatedly mentioned that “establish and improve the school-running mechanism dominated by the government, guided by industries and enterprises participate in, formulate regulations to promote the institutionalization of school-enterprise cooperation”. The customized talent cultivation mode is an embodiment of the deep integration of schools and enterprises.

At present, a considerable number of relevant majors in higher vocational colleges have set up customized classes, which alleviates the dilemma of talent shortage in enterprises to a certain extent and promotes the rapid development of schools. However, there are also widespread

problems such as the difficulty of teaching mode in cultivating vocational core competence, the formalistic assessment method and the difficulty in stimulating students' independent consciousness.

### 3.The application of the dual tutorial system in the customized training mode of higher vocational intelligent building engineering technology

Intelligent building engineering technology major belongs to civil engineering category and construction equipment category in the subject catalogue of higher vocational colleges, which involves many disciplines such as architecture, electricity, communication network, machinery, HVAC, etc., and the corresponding industry is also very broad. In the process of professional education and teaching reform, how to improve the curriculum system according to the foundation and characteristics of higher vocational students, and make them master the comprehensive application of the above multi-disciplinary knowledge within two and a half years, so as to meet the talent demand of the intelligent building industry, has always been a problem that the peers continue to explore.

In September 2017, NanJing XinShiDian Technology Development Co., Ltd. (Hereinafter referred to as the company) and Jiangsu Maritime Institute (Hereinafter referred to as the institute) signed the agreement on school-enterprise joint talent training. By building a customized class, the school and the company began to cultivate talents in customized way.

The customized class adopts the mode of "alternating learning". In the first and second academic years, students receive basic and professional courses in the school. In the fifth semester, they take internship in enterprises. During the two-way selection meeting organized by the school, enterprise and students make two-way choices and sign employment agreements. In principle, the internship time is half a year, and the internship location is arranged in the design, engineering and other departments of the enterprise.

The school is responsible for arranging the basic theoretical courses of the customized class, and the professional courses should be arranged according to the actual situation of the enterprise and the contents closely related to the enterprise and the post, which should be completed by the enterprise and the school together. Professional courses include professional theory courses and practical courses.

In order to train talents who can exactly meet the needs of the enterprise, the institute and the company introduce the dual tutorial system into the training model. Each student is configured a school tutor and an enterprise tutor who are respectively responsible for the professional basis, theoretical courses in school and the professional practice guidance during the internship, to ensure that when students are learning theory knowledge in the school, they can be helped to

deepen the understanding of the principles under the guidance of enterprise tutors, and when they are practicing during the internship, they can be helped to strengthen job skills under the guidance of school tutors.

In order not to let the system become a mere formality, it is stipulated that each tutor should take a maximum of 5 students, which are determined by two-way selection between tutors and students. In order to ensure the communication and exchange between the tutors and the students, and give full play to the guidance of the tutors, it is stipulated that the tutor and the students should hold a regular meeting every month, the form is not limited. Students should submit a weekly summary of their study to the tutors and have a record of communication with both tutors at least once.

### 4.Conclusion

From the implementation, we can see that applying the dual tutorial system to the customized class has the following advantages:

(1) It is convenient for students to understand the demands of vocational positions more quickly and reserve the core skills of vocational positions during the school period. (2) The relationship between teachers and students has been greatly improved and the relationship between teachers and students has been strengthened, which is conducive for the graduates to establish a deep feeling for their Alma mater and integrate into the working environment more quickly.

To sum up, customized talent cultivation mode is an embodiment of the deep integration of schools and enterprises. The dual tutorial system embodies the teaching concept of "learner-centered" in the aspects of the implementation of the target orientation, the teaching process organization and the teacher-student relationship. Based on the dual tutorial system, on the basis of the in-depth cooperation between schools and enterprises, the customized talent cultivation mode can fully and effectively play the advantages of both, which is conducive to cultivate high-quality skilled talents with sustainable development who can meet the market requirement.

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