

# On the Construction of talent training mode in higher vocational Education

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**Abstract:** The introduction of economic and social transformation and industry-education integration policy has brought extremely good opportunity for the development of higher vocational education personnel training in our country, but it also makes higher vocational education personnel training face many challenges. In order to seize opportunity and cope with challenges, we must actively reform teaching content in order to better train highly qualified skilled personnel for our economic and social development in the new era. Promote the integration of industry and education, deepen the effective integration of information technology with teaching and management, and truly improve the quality of personnel training.

**Key words:** higher vocational education; Personnel training mode; construct

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## introduction

Nowadays, the speed of social and economic development is getting faster and faster. Therefore, higher vocational colleges must carry out educational reform, innovate the talent training mode guided by the industrial chain, pay close attention to the curriculum setting and teaching reform, improve the teaching quality of higher vocational colleges by strengthening the practical training of students' applied skills, and find appropriate training methods, so that students can get the favor of large enterprises. All these are urgent problems to be solved in higher vocational colleges.

### I. Opportunities for talent training in higher vocational education

(1) Economic and social transformation and upgrading create opportunities for higher vocational personnel training

At present, the country is gradually accelerating the construction of the real economy, scientific and technological innovation, industrial transformation and upgrading, as well as the improvement and construction of the modern economic system. China's creativity is also moving towards the medium-high level. At present, the industrial structure of our country is in a period of adjustment and optimization. The adjustment and upgrading of industrial structure inevitably experience the continuous reduction of the proportion of primary industry, the continuous rise of the proportion of secondary industry and then the steady decline of the proportion of tertiary industry. The adjustment and upgrading of the industrial structure needs a large number of high-quality innovative

talents as support. The adjustment and change of the labor structure will inevitably lead to the corresponding adjustment of higher vocational colleges. As the main place for personnel training, higher vocational colleges are an important guarantee for providing high-quality skilled talents for the country and an important support for conveying professional skilled talents. The transformation and upgrading of economic and social development and the new tasks and requirements of higher vocational education put forward by the state undoubtedly point out the direction for the reform and development of higher vocational schools in the new era, and also provide opportunities for the training of higher vocational talents.

(2) The policy of integrating production and education opens up paths for higher vocational personnel training

The cultivation of talents in higher vocational education cannot be separated from the cooperation and support of production departments and employers. The cooperation between schools and enterprises has always been an important way to cultivate talents in higher vocational education. We will vigorously promote the integration of industry and education and cooperation between schools and enterprises, and carry out national trials to integrate industry and education. In March of the same year, the Ministry of Education and the Ministry of Finance issued the Opinions on Implementing the Construction Plan of High-level Higher Vocational Schools and Majors with Chinese Characteristics, which further emphasized the need to promote the integration of industry and education, school-enterprise cooperation, focus on high-end industries and high-end

industries, and support a number of high-quality higher vocational schools and professional groups to take the lead in development. Lead vocational education to serve national strategy, integrate into regional development and promote industrial upgrading. A series of policies and implementation plans for deepening "integration of industry and education" have not only pointed out the direction for "school-enterprise cooperation" in Chinese higher vocational schools, but also opened up a path for the training of higher vocational talents. For a long time, vocational schools have been trying to seek cooperation with enterprises in the process of talent training, but due to various reasons, the willingness of enterprises to cooperate is insufficient, the platform of school-enterprise cooperation can not be built, the degree of cooperation is not high, the effect is not good. The introduction of the national policy of "integration of industry and education" will help eliminate the obstacles in school-enterprise cooperation and promote the building of Bridges and approaches for in-depth cooperation between the two sides under the framework of "integration of industry and education". "The Plan for the Implementation of National Vocational Education Reform" clearly proposes that, on the basis of the national pilot construction of the integration of industry and education, the certification system of the integration of industry and education will be established, and the combined incentive of "finance + finance + land + credit" will be given to the enterprises entering the catalog, and relevant tax policies will be implemented in accordance with regulations. At the same time, the state will carry out the "3+2" personnel training model and the pilot construction of the "1+X" certificate system in the field of higher vocational education, and encourage vocational colleges to take the initiative to cooperate with qualified enterprises in personnel training, technological innovation, employment and entrepreneurship, social services and cultural inheritance according to their own characteristics.

### 2. higher vocational education personnel training model construction strategy

#### (1) Reform teaching content

Teaching content is related to the completion of higher vocational education training objectives, is the core content of the training module. Traditional teaching content reflects the "emphasis on theory, light practice", so that students learn a specific practice course knowledge pile up, but do not have the ability to use the professional knowledge to solve practical problems. For higher vocational education, schools should strengthen knowledge education, with the main goal of cultivating

knowledge transfer ability, technological innovation ability, learning ability and experimental innovation ability, and with students' ability to master basic post as the principle, train students to have basic skills for specific posts. Theoretical teaching should aim at practical application, take effective and sufficient as the degree, and take clarifying basic theory and emphasizing practical application as the teaching key points. Professional courses should pay attention to the combination of relevance, practicability and permeability, in order to adapt to the actual requirements of vocational posts and adequate degree, timely supplement the modern science and technology related to the development of the subject. At the same time, the subject setting of higher vocational colleges must be scientific. The setting of specialized courses should be different from the theoretical basis teaching of general colleges and universities, and should be adjusted constantly with the rapid development of society.

#### (2) Promoting deeper integration of industry and education

Based on the construction of the platform for integration of industry and education, the discipline joint construction and organization guidance committee jointly established by the school and enterprise follows the basic principles of sharing and mutual benefit, and builds a long-term cooperative system of mutual promotion and mutual benefit from the aspects of training, the gathering of the campus enterprise mixed editing team, the construction of productive practice base, the service of four technologies and enterprise organization and management. Form a mode of joint construction and an open school-running system featuring joint construction of specialties, teaching institutions, practice bases, and shared training of talents, so as to fully connect disciplines with industries, occupations with posts, teaching contents of professional courses with professional norms, and educational processes with production and manufacturing processes. A "teacher-industry two-way dialogue and cooperation mechanism" and a "teacher-industry collaborative management mechanism" have been formed between the central and local governments in key industries to revitalize the vitality of enterprises in running schools in an all-round way.

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