

# *Exploration and Research on the Matching Degree of Local University Talent Cultivation and Industrial Structure*

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**Abstract:** the talent training of local universities should match with the industrial structure to ensure the effectiveness of talent training. In order to solve the problem of the mismatch between talent cultivation and industrial structure in some local universities, this paper explores and studies the matching degree between talent cultivation and industrial structure in local universities.

## **1. Introduction**

The basic goal of talents training in local universities is to cultivate excellent talents needed by national economic development. And national economic development is built on the basis of a certain industrial structure. In order to promote the development of the international economy, local universities should match the talent training with the industrial structure.<sup>[1]</sup> The impact of the industrial structure on the training of talents in local universities is directly manifested in the goal and content of talent training. For example, if the country's industrial structure is agriculture-oriented, the talent training goal of local universities will be to cultivate agriculture-oriented talents, and the corresponding training content will be mainly agricultural knowledge and skills. If the country's industrial structure is based on industry, the goal of talent training in local universities is to cultivate industrial talents, and the corresponding training content is based on industrial knowledge and skills.

The industrial structure has a great influence on the target and content of talent training in local universities. At present, some local universities have not paid enough attention to the industrial structure when formulating talent training goals and arranging talent training content. A prominent reason for this problem is that the leaders and teachers of specialized courses in these local universities lack a correct understanding of the relationship between talent cultivation and industrial structure. In order to ensure the effectiveness of talent training in local universities and promote China's economic development, local universities should attach great importance to the matching degree between talent training and industrial structure.

## **2. Analysis on the Characteristics of China's Current Industrial Structure**

Throughout the universities in developed countries, their high-quality talent training activities

fully reflect the orientation of industrial structure, and the objectives and contents of talent training are consistent with the talent demand of the market<sup>[2]</sup>.

Based on the comprehensive analysis of the employment situation and industrial development of college students in China in recent two years, it is found that the employment proportion of college students in China is in order from high to low: tertiary industry, secondary industry and primary industry. Among them, the tertiary industry has the strongest ability to absorb college students, followed by the secondary industry and the primary industry. From the perspective of deviation degree of industrial structure, the deviation degree of industrial structure of the primary industry is positive, indicating that this industry has the greatest demand for college students, the structural employment contradiction is prominent, and the supply of college students entering this industry exceeds the demand. The deviation degree of the industrial structure of the secondary industry approaches “0”, indicating that the demand for college students in this industry is stable and that the demand for college students entering this industry is roughly balanced. The deviation degree of the tertiary industry's industrial structure is negative, indicating that the industry has the least demand for college students, and the supply of college students entering the industry exceeds demand. The current situation of oversupply has caused some college students who entered the industry to be squeezed out to enter the primary or secondary industry.

### **3. Methods for Local Universities to Improve the Matching Degree of Talent Cultivation and Industrial Structure**

Local universities must clarify the status and role of industrial structure in talent training, and highlight the pertinence of talent training based on the actual industrial structure, that is, the pattern of national economic development. In the specific work, local universities should establish a talent training mechanism guided by the industrial structure as soon as possible.

#### **3.1 Establish an Overall Forward-Looking Mechanism**

Local universities should establish a special “industrial structure + talent training” working group to analyze and study issues related to industrial structure and talent training, including the current development characteristics of the country's industrial structure, the school's majors and curriculum, and the employment of graduates of the school, information feedback from the employment units of graduates, etc. The purpose of establishing this working group is to look forward to the talent training under the guidance of the school's industrial structure, and to correct problems in a timely manner. The members of the working group should have a clear awareness and a clear sense of direction in the cultivation of talents under the guidance of the industrial structure. For example, in view of the biggest demand for college students in my country's primary industry, schools should strengthen the construction of labor skills training platforms and strengthen the training of applied and skilled talents.

#### **3.2 Establish a School-Enterprise Cooperation Docking Mechanism**

There is a direct connection between the enterprise and the industrial structure. Local universities should strengthen school-enterprise cooperation, through the joint organization of job fairs, school-enterprise joint practice bases, and school-enterprise joint scientific research, so as to improve the matching degree of talent training and industrial structure. The industrial structure has a very large impact on the type, quantity, scale of development, and development speed of enterprises. Therefore, enterprises can directly or indirectly reflect the development status and trends of the industrial structure<sup>[3]</sup>. Local universities should strengthen the docking with

enterprises in the following two aspects: one is to connect the needs of school personnel training, educational resource allocation and professional skill improvement with the needs of corporate talents; the other is to connect talent training models and teaching methods with the requirements of corporate talents.

### **3.3 Curriculum Development Mechanism**

The systematic and standardized implementation of talent training in local universities requires courses as a strong guarantee. If local universities want to improve the degree of matching between talent training and industrial structure, they must fully develop courses based on the industrial structure. When developing courses, local universities should focus on solving two problems: one is the choice of course content; the other is the order of course content. Traditional courses are courses based on knowledge reserves, while courses that have a high degree of matching with the industrial structure are courses based on knowledge application<sup>[4]</sup>. The curriculum based on knowledge application does not focus on the reproduction of explicit theoretical knowledge by students in a static subject system, but on the generation and construction of implicit practical knowledge by students in a dynamic subject system.

### **3.4 Teacher Transformation Mechanism**

Teachers are the main force for local universities to organize and develop talent training. To improve the matching degree between talent training and industrial structure, local universities need to guide the transformation of teaching materials-led teachers to industrial structure-led teachers, and speed up the training of a group of teachers with higher awareness, research and teaching abilities about the industrial structure. First of all, when local universities recruit new teachers, they should take industry literacy and industry experience as important recruitment criteria<sup>[5]</sup>. Secondly, local universities must use certain means (such as regularly organizing learning and training on “talent training and industrial structure matching”) to increase teachers’ professional knowledge reserves on talent training and industrial structure, and at the same time improve their professional teaching capabilities. Finally, local universities should select teachers to practice in cooperative enterprises. No matter which method is used to guide the transformation of teachers, local universities must first change teachers’ educational concepts, make them understand the development status of industrial structure, and prepare for transformation in accordance with the changes in market demand for talents and the planning of school majors and curriculum settings.

## **4. Conclusion**

The industrial structure has an important influence on the goal and content of talent training in local universities, so the talent training in local universities must adhere to the industrial structure. Through analysis and research, it is found that the primary industry has a great demand for college students, the secondary industry has a general demand for college students, and the tertiary industry has the least demand for college students. However, the tertiary industry is still the most attractive industry for college students. In view of this, local universities should pay attention to strengthening the training of talents in the primary industry. During the training period of talents in the secondary and tertiary industries, relevant departments should strengthen the positive guidance to them.

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