

Research on the Training Mode of Order-Oriented Talents for School-Enterprise Cooperation in Higher Vocational Colleges

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Abstract: The close cooperation between Higher Vocational Colleges and enterprises and the adoption of the mode of order type personnel training are of great significance to realize the healthy and sustainable development of higher vocational education, promote the upgrading of local economy, and improve the market competitiveness of enterprises. It is not only necessary but also urgent to actively explore the training mode and path of order type talents, study and solve the existing bottleneck and difficult problems, and train every higher vocational college student to be a qualified builder of socialism with Chinese characteristics.

1. Introduction

With the rapid development of Vocational and technical education, the personnel training mode has also undergone gratifying changes. The school enterprise cooperation order type personnel training mode is the representative of this new change. The rise of order based talent training mode has special significance. On the one hand, it closely links schools and enterprises, and turns the important task of talent cultivation from the unilateral responsibility of schools to the common responsibility of the society; on the other hand, it realizes the full utilization of effective resources, promotes the mutual accommodation and rational utilization of school education resources and local resources to the maximum extent, and greatly changes the problem of lack of Vocational and technical teaching resources.

2. Order based talent training mode is a multi-win option

2.1 More in line with the direction of talent training

The transformation of Vocational and technical education results is ultimately reflected in the market demand for talents, in the level of students' employment and entrepreneurship, in the skills learned by students, and whether they can meet the needs of national economic construction. The order type talent training mode just answers and solves the above problems. The training direction of talents can be clearly defined in the form of orders. Vocational colleges can teach students according to their aptitude with targeted objectives, students can study diligently with objectives, and enterprises can receive the technical talents needed for their own development. Such results are of great benefit to the sustainable development of higher vocational education, the technological progress of enterprises, and the future employment of students.

2.2 It is more conducive to serving the local economic construction

The biggest driving force of economic development is not how generous the natural conditions are, nor how powerful the financial resources are, but the most important is the possession of talents. The order type talent training mode can not only attract talents to the local economic construction, let them take root and sprout in the local area, but also meet the needs of the local economic development, and can provide a never failing internal vitality for the rapid development of local economic construction.

2.3 More suitable for the needs of enterprises for talents

The current market competition is actually the competition of talents. School enterprise cooperation, the implementation of order type talent training mode, so that enterprises can get the needed talents, which is more in line with the vital interests of enterprises, in line with the development vision of enterprises, but also to enlarge the competitiveness of enterprises in the market.

2.4 It is more convenient for students to get employment

Order based talent training mode benefits not only enterprises and local economy, but also higher vocational students. Through the order type talent training mode, students and enterprises are bound together, so that students can be fixed early for future employment, so that they can study technology at ease, clear the direction of their efforts, and reserve technical energy to adapt to post work.

3. There are still some problems and shortcomings in the order based talent training model

3.1 The combination is not tight enough

The school enterprise cooperation order type talent training mode is carried out earlier in the western advanced countries, especially in Germany. The school enterprise cooperation experience is mature and the mode is scientific, which is worth learning and learning. At present, the order type personnel training of school enterprise cooperation in Higher Vocational Colleges in China is still in the primary stage. The cooperation between schools and enterprises is not close enough, and the cooperation between them is not coordinated enough, especially the teaching content, which is still at the level of vocational education. There is still a gap and distance between it and the requirements of order type personnel training.

3.2 Teachers are not adaptable enough

The school enterprise cooperation order type talent training mode is an inevitable requirement for the economic development to a certain extent, a special need for the long-term development of enterprises, and an important embodiment of Vocational and technical education advancing with the times. However, in the process of implementation, the problem of teachers' maladjustment is still prominent. It is mainly manifested in the lack of ability, more theoretical teaching and less order based teaching, which makes the order based personnel training can not fully meet the needs of enterprises.

3.3 The choice of teaching materials is unscientific

The school enterprise cooperation order type personnel training mode not only includes the universality of Vocational and technical education, but also has its particularity. The distinction and difference lies in the cultivation of order type talents. We should not only study the basic theory and practice, but also consider the technical needs of order type enterprises to achieve the purpose of learning and doing. But in the actual teaching, in the choice of teaching materials, it ignores the requirements of this aspect. The decoupling of teaching materials and orders, or the lack of close integration, must affect and restrict the realization of order based talent training objectives.

3.4 The mechanism is not sound enough

Any work needs to be guaranteed by mechanism, so does the implementation and operation of the order type talent training mode of school enterprise cooperation. In the process of training the university enterprise cooperative order talents, there are still some problems, such as the imperfect mechanism, which has become a big obstacle to the smooth progress of this work.

4. Order based talent training mode needs continuous improvement and innovation

4.1 Keep pace with the times

The implementation of the order type talent training mode of school enterprise cooperation should also keep pace with the times. First of all, we should emancipate our minds, study the successful experience of western advanced countries, and make up for our shortcomings and shortcomings; secondly, we should continue to innovate, dare to take the road that has not been taken by our predecessors, so that the way of school enterprise cooperative talent training mode will be wider and wider.

4.2 Strengthen the team

To strengthen the construction of teachers' team and build a "double teacher" teachers' team is an important prerequisite to ensure the smooth implementation of the school enterprise cooperative talent training model. To solve the problem of teachers' insufficient ability, on the one hand, it is necessary to strengthen teachers' training, organize them to carry out systematic learning, improve their theoretical level and practical ability; on the other hand, it is necessary to give full play to and mobilize teachers' enthusiasm, encourage them to exercise and recharge in enterprises and factories, and improve their practical ability.

4.3 Scientific selection of materials

The school enterprise cooperative order type talent training mode is that the school and the enterprise share the responsibility of talent training. The school gets the order and the enterprise needs the talent. They are not only the supply and demand relationship, but also the cooperative relationship, and also a community of interests. Therefore, in the selection of teaching materials, we need to make overall planning and scientific selection, which should not only take into account the students' basic theory learning and comprehensive grasp of technical knowledge, but also take into account the needs of enterprises for technical talents, and give preference to the selection of teaching materials.

4.4 Improve the mechanism

There is a sound and perfect mechanism, which is the guarantee of the operation of the school enterprise cooperative talent training mode. Therefore, it needs to be continuously improved. In order to ensure the effective operation of the mechanism, it is necessary to modify it regularly, enrich new contents and give new connotations in combination with the actual situation.

5. Summary

It is an effective mode to achieve the goal of talent training. We should constantly summarize new experience, broaden new path and promote new development.

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