

Research on the system mechanism of mixed ownership sub-academies of higher vocational colleges

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Abstract: With the deepening of China's market economy, the number of enterprises continues to surge, so the demand for technical talent is increasingly urgent. However, it is obviously not enough to rely on the basic investment of vocational education by the government, so the mixed ownership sub-academies industrial college has gradually launched a preliminary attempt in many higher vocational colleges. The sub-academies industrial colleges built by schools and enterprises not only improve the utilization rate of educational resources in our country, but also can rely on the running of colleges and universities to train the practical talents of enterprises, and realize the mutual benefit and win-win. This paper probes into the causes of the mixed ownership sub-academies of higher vocational colleges, introduces their basic characteristics, and analyzes the problems existing in their institutional mechanism. The aim is to promote the further improvement of China's vocational education system and promote the sustainable development of enterprises.

1. Introduction

Speeding up the development of modern vocational education system is the common voice of enterprises and society, in 2014, the State Council issued the "Decision on accelerating the development of modern education", since then, mixed ownership vocational colleges have sprung up in the field of higher vocational education. Immediately thereafter, the issue of institutional reform in mixed-ownership vocational colleges was put on the agenda. 2015, the Ministry of Education issued the "Higher Vocational education Innovation and Development Action Plan" clearly stated: *encourage enterprises and public higher vocational colleges to cooperate in running schools, and establish sub-academies with mixed ownership characteristics*. These documents have promoted the balanced development of China's modern vocational education system, and colleges and universities in various provinces and cities throughout the country have been put into trial, and have won certain fruits. But at the same time, there are some problems to be solved in the mixed ownership sub-academies under this system, whether in legal status, management mode, operation mechanism and running efficiency, which hinder the health, stability and sustainable development of level two industrial college under mixed ownership. Therefore, we should actively explore the road of institutional reform of sub-academies industrial college under mixed ownership, so as to ensure that it can operate scientifically in order to cultivate the high-tech professional talents needed

for the modernization of the country.

2. Reasons for the emergence of mixed ownership sub-academies of higher vocational college

First, the government of traditional vocational education is not invested enough. China's ordinary undergraduate colleges, research institutes and other educational institutions are the focus of national higher education investment, so the lack of funds is a long-standing main factor restricting the development of higher vocational colleges. Enterprises are an important source of national economy, enterprises not only have advanced technology and management system, but also a large number of financial support. So enterprises are important reference resources for the development of higher vocational colleges. Therefore, the state first proposed in 2015: *Allow capital, knowledge, technology, management and other resources to participate in joint-stock, mixed ownership of vocational colleges and universities, and can enjoy certain rights*. This proposal clearly lays a solid material foundation for the establishment of higher vocational colleges with mixed ownership, and can fully guarantee the development of follow-up exploratory work.

Second, the real needs of enterprise development. High-tech and innovative talents are the key to the development of enterprises, but nowadays, the professional setting and construction mode of undergraduate colleges and universities are in a big gap with the realistic needs of enterprises in the degree of professional matching and market adaptability. Therefore, modern vocational education is related to the core competitiveness and market competitiveness of all walks of life in China, and strive to train modern talents who can conform to the realistic development direction of enterprises not only need the solid knowledge of professional theory, but also to emphasize the comprehensive quality of all aspects of talent, especially the operating ability, creative spirit and the tenacity and perseverance of constant truth-seeking exploration. And the mixed ownership vocational secondary colleges with the combination of school and enterprise as the medium can solve this realistic problem very well.

Third, the key to deepen the system reform in higher vocational colleges. The traditional higher vocational colleges take technical schools and vocational schools as the basic forms and there are serious deficiencies in the teaching staff, education and management system, and the direction of operation. Industrial college is a new model of higher vocational education, which realizes the joint management of both schools and enterprises, adopts the concept of foreign modernization, not only gives full play to the main advantages of higher vocational colleges, but also absorbs a large number of powerful enterprises into colleges and universities, and creates the enterprise environment and campus environment that students need. It promotes the high integration of campus and staff culture, and creates a new mode for the future development of vocational education.

3. Basic features of mixed ownership sub-academies of higher vocational colleges

Mixed ownership is characterized by the participation of the government and enterprises in the process of running a school, at this time, higher vocational colleges not only include the nature of public institutions, but also include the nature of private institutions and enterprises. By the college to introduce a number of considerable enterprises, the two sides in accordance with the proportion of school investment to jointly carry out equity distribution, this level two college has independent power to run schools, the leadership of the college is unanimously agreed by the board of directors, and subject to its supervision, its basic characteristics are as follows.

3.1 Realizing the diversification of school-running resources

The traditional vocational college has only a single nature, that is, "public or private", the school-running resources are also relatively single, and it gradually gets rigid in the teaching staff, school venues, management mode. So it is willing, yet unable to cultivate applied talents. After the entry of enterprise capital, it has provided a lot of funds for running a school, and in the management of funds, it has realized the co-ordination of the three-party funds for the funding of higher vocational colleges, enterprise investment and student tuition fees. In addition to paying for the equity funds of universities and enterprises, the main benefits are also used for project development, scholarship, hiring of experts, activities and general expenses in daily colleges. Meanwhile, it also makes the school venue continue to expand, the basic curriculum teaching is arranged in higher vocational colleges, and in the academic internship stage can enter the enterprise each position to carry on the study, connecting the training venues of both schools and enterprises. In the human resources, realizing the "double-qualifications type" teaching staff, including not only intellectuals with a professional background as traditional colleges and universities do as well as enterprise's excellent technical personnel and teachers in charge of the daily management of students, undoubtedly provides a good resource for the professional growth of students.

3.2 Realizing the innovation of system and Operating Mechanism

Unlike the traditional institutional mechanism of higher vocational colleges, mixed-ownership level-two colleges can allow faculty and staff to jointly control and enjoy certain rights. In the discipline setting, the major setting is carried out with the help of the enterprise. In teaching research, enterprises can also send specialized technical personnel to help the students. The goal of personnel training in the second-level colleges of mixed ownership is formulated directly by the direct participation of enterprises. The teaching and research group, composed of the faculty and staff of colleges and universities and the high-tech talents and subject experts of the enterprises, will discuss the curriculum setting, teaching content, assessment standards and reward system of the second-level colleges. At the same time, enterprises also take the college as the industrial incubation base, teaching, production, technology research and development and manufacturing formed a professional industrial chain, to build a practical training base for students, jointly carry out enrollment work and students employment arrangements, to achieve a seamless integration of student learning and employment.

3.3 Introducing the management and education system of enterprises

Mixed ownership of the second-level college fully absorbed the essence of enterprise development, introducing not only the enterprise scientific and standardized personnel management methods into higher vocational colleges, for example, faculty and staff to clock in and out, the formulation of strict rules and regulations and reward and punishment measures, imitate the management positions of enterprises set up institutions and class management of administrative posts, the distribution of unified work clothes, etc. which strengthen the discipline of the college, but also make students adapt to the survival law of the enterprise as soon as possible. At the same time, in the education of people, students are also a part of the enterprise staff, teachers conduct enterprise training for students, so that students understand the business and operation mode of the enterprise, which is conducive to service enterprises better in the future.

4. The problems existing in the institutional mechanism of the second-level colleges of mixed ownership in higher vocational colleges

Firstly, there is a lack of support for appropriate policies and regulations. The mixed ownership level-two college of higher vocational colleges is a school-running institution funded by multi-subjects, but because of the different nature of the higher vocational colleges and enterprises in the ownership of property rights, and lack of relevant property rights trading market and legal system protection. The real problem it faces is that the non-profit higher vocational colleges can't make the share investment and the distribution of benefits clearly, and because they don't have the nature of their own, they can't properly absorb social resources and carry out market-oriented operation. For-profit enterprises are also not protected by the interests of running schools, so the motivation of investment will be greatly reduced, which is not conducive to the development of mixed ownership second-level colleges in higher vocational colleges.

Secondly, the administrative characteristics of the management mechanism are prominent. Enterprises are market-oriented and own a modern market management system. While higher vocational colleges belong to the state-run units, and the faculty and staff are mostly part of the establishment. Colleges and universities implement the principal responsibility system under the leadership of the Party Committee, the management of the right is too centralized, so for the management of the second-level college also highlighted the characteristics of administrative, and the range of intervention in decision-making is wide, quite a tail, so that enterprises can not exert their skills. Therefore, friction between different interest subjects is also more and more, the effect of cooperation is not satisfactory.

Thirdly, the operating costs of the second-level college are higher. Higher vocational colleges pay attention to the training of knowledge-based talents, and enterprises focus on training in line with market demand for technical talent. Although the combination of the two deepens the deep integration of production and research, improves the students' market suitability, yet because the interests of higher vocational colleges are weak, and enterprises also straining a large number of human and material resources for the training of talent, while because of different understanding and interests, the ultimate result is likely to be the enterprise sacrifice their own economic interests, and the secondary industrial college also exported a lot of resources, gave up some rights, the enthusiasm and initiative of cooperation between the two sides is still not high, the closeness of cooperation and the depth of integration still need to be improved.

5. Conclusion

In a word, the existence of mixed ownership of sub-academies of higher vocational colleges is the result of deepening the reform of the institutional mechanism of higher vocational education, although there are obvious differences between the nature, interest points, school-running concept and the advantages of higher vocational colleges and enterprises, it is clear that the integration of the two together to develop professional and technical personnel has obvious advantages. It not only effectively solves the problem of the shortage of funds for running a university, but also promotes the coordinated development of students' professional growth and multi-faceted practical ability, which is of great significance for the cultivation of innovative talents. In the future development, we should further explore the way out of the reform of the institutional mechanism of the second-level colleges mixed ownership of higher vocational colleges, and the state should improve the corresponding laws and regulations as soon as possible to provide a good guarantee for the cooperation between schools and enterprises.

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