

## **Discussion on Talent Training Mode of Higher Vocational Human Resources Management Major under Modern Apprenticeship System**

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**Keywords:** Modern apprenticeship system; Personnel training mode; Human Resources Management Major

**Abstract:** This paper first expounds the important significance of promoting the "modern apprenticeship" talent training mode, then discusses some problems faced in developing the "modern apprenticeship" talent training mode in our country, and finally puts forward some suggestions.

### **1. Basic Situation of Vocational Education in China**

At present, the main problem facing vocational education in China is the poor connection between the talents in vocational schools and those needed by the society. On the one hand, vocational education produces a large number of fresh graduates every year, and these students generally face the dilemma of finding suitable jobs. On the other hand, the demand of enterprises for technical talents has not been met for a long time. This situation is a structural contradiction of human resources. The main reason for this contradiction is that China's economy has entered an industrial upgrading period. The society's demand for skilled talents has increased and technological upgrading has accelerated. At this time, vocational education is still in the original education mode. Accordingly, the trained talents cannot meet the needs of the society. Due to the long-term disconnection between vocational education and enterprises in our country, schools have a vague understanding of the needs of enterprises and cannot accurately locate the talents needed by enterprises and carry out education, which also leads to further lag of school education. At the same time, the long-term influence of traditional ideas makes vocational education colleges still look for ways to cooperate better with enterprises. Enterprises also have certain difficulties in connecting with schools due to interest problems. However, since China's vocational education has undertaken the task of training skilled personnel at this stage, how to explore a way to train skilled personnel that is suitable for the current social needs and meets the needs of the future development of the society is an urgent problem currently faced by all domestic vocational education institutions.

### **2. Significance of Promoting "Modern Apprenticeship" Talent Training Mode**

"Modern Apprenticeship" personnel training mode is proposed to solve the problems existing in personnel training in higher vocational colleges in China. Western developed countries regard the "modern apprenticeship" talent training mode as an important method to vigorously develop vocational education. As for the theoretical research and practice in this area, our country is still carrying out practical exploration and is in the trial stage. The training mode of "modern apprenticeship system" is simply to combine the traditional apprenticeship training mode with the education system of modern higher vocational colleges. Through the platform of school-enterprise cooperation, students' practical work ability and comprehensive quality are cultivated. Promoting the "modern apprenticeship" talent training mode is conducive to improving the employability of our country's higher vocational college graduates, so that they can smoothly adapt to the needs of the labor market and become the talents that enterprises really need. It is conducive to promoting the "integration of two certificates", namely, academic certificates and professional qualification certificates. It is beneficial to the construction of "double-qualified" teachers. Enterprises participating in the whole process of personnel training in higher vocational education can improve

the quality and pertinence of personnel training. It is conducive to improving the labor employment system in modern enterprises and solving the employment difficulties in cooperative enterprises, and has a good reference value for improving China's modern higher vocational education system.

### **3. The development of "modern apprenticeship" personnel training mode faces some problems**

(1) "Schools are hot, enterprises are cold." According to the wishes of the school, it is hoped to strengthen the practical ability of students through school-enterprise cooperation. However, time has become a big problem in enterprises. Generally, three months of training are required before taking up their posts. Most enterprises are unwilling to spend time and energy on training employees. More hope is to directly use experienced and educated employees, thus restricting the implementation of the apprenticeship system.

(2) "It is difficult for students to fix their working hours when studying." Students have normal study time rules in school. Internships are usually arranged in the next semester of the third year of the school system. However, apprenticeship requires enterprises to determine the internship time. Enterprises can accept a large number of students when there is a large demand for employees. On the other hand, enterprises are unwilling to do so, which forms the biggest contradiction.

(3) "It is difficult for students to manage during their internship." Safety is always the biggest difficulty in the management of students during their internship. For example, there are great safety risks in automobile maintenance, metal industry and welding specialty. How to manage students well during their internship is an unavoidable major problem for schools and enterprises.

### **4. Thinking about the Personnel Training Mode of Human Resources Management Major in Higher Vocational Colleges**

(1) The closeness of school-enterprise cooperation is the key to the characteristics of the personnel training mode. The characteristics of the personnel training mode of this major lie in the all-round cooperation between school and enterprise depending on the advantages of the industry. However, the closeness of school-enterprise cooperation is still the key problem to be solved for this major at present and in the future. School-enterprise cooperation is often characterized by high school enthusiasm, strong initiative, insufficient industry guidance and low enterprise participation. It is suggested that the state should strengthen the corresponding education legislation from the macro level. On the one hand, the compulsory legal system should stipulate the responsibility of industrial enterprises to participate in vocational education. On the other hand, encouraging measures such as tax incentives and other policies can be adopted to encourage industrial enterprises to participate in vocational education. From a microscopic point of view, schools should actively seek the balance point of interests among schools, industries and enterprises for in-depth cooperation and establish a long-term stable mechanism for school-enterprise cooperation.

(2) The combination of work and study is a difficult problem in the training mode of human resources management professionals. The embodiment of the combination of work and study in human resources management majors is that besides students receiving corresponding hands-on and practical courses in school, students should also work in real positions and environments earlier. However, at present, the embodiment of "work" is more in the internship on the eve of students' graduation, which is too late. Germany's "dual system" can be said to be a talent training mode worthy of reference in the aspect of work-study combination, but it faces various difficulties in the specific operation process of human resources management major, including many liberal arts majors. There are few human resources management posts that enterprises can provide practice. Now there are more than 40 students in a class, which is difficult to concentrate on enterprise practice in batches. There are also various difficulties in normal teaching arrangements, student safety management, enterprise daily operation management, etc.

## **5. Conclusion**

To sum up, when constructing the modern apprenticeship training mode of characteristic vocational education, we should base ourselves on the existing vocational education foundation in our country, draw on the technical strength of enterprises, and jointly explore a feasible teaching way for the training of skilled talents.

## **Acknowledgements**

This paper is the phased research result of "Modern Apprenticeship" in 2019, the sub-project of Shanghai's first-class professional construction.

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