

Investigation and Analysis on the training mode of Applied Talents in Private Higher Vocational Colleges

—Taking Qingdao Huanghai College as an Example

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Abstract—This paper, with Qingdao Huanghai College as the research object, by researching on the literature data, questionnaire survey, interviews, statistics and other methods, personnel of the school culture, reveal the problem of training applied talents in private colleges and analyzes the reasons. Finally, from four aspects, the application type talents training countermeasure provides a reference for other private colleges and universities in the future development and higher education professional talents cultivation.

Keywords—Private colleges; Application; Talents training mode; Countermeasure

I. INTRODUCTION

The "national long-term education reform and development plan (2020 2010-)" proposed "form to the adjustment of industrial structure, reflecting the concept of lifelong education, higher vocational education in the coordinated development of the modern occupation education system", in order to adapt to the transformation of the mode of economic development, building a modern industrial system of strong demand for talent; to improve the occupation education level and system construction of modern occupation education experience; to promote the medium occupation technical school (vocational school) and higher occupation technical college (vocational) to strengthen the connotation construction, deepen educational reform, improve the quality of personnel training, all began to explore the convergence work to cultivate vocational and higher vocational talents. At present, we should speed up the construction of vocational education level structure and connotation, and improve the quality of vocational education, so as to meet the overall needs of the society for high-level technical application-oriented talents. In order to carry out the convergence of vocational work, in 2016 March, the project

leader established "applied technicians in Vocational convergence research and Practice on the training mode of" research group, the research group of the Yellow Sea Institute of Qingdao applied talents training mode of current situation investigation. Through investigation and research, we have a preliminary understanding of the current situation of practical talents training mode in this university, and reveal the existing problems of the school personnel training mode, which provides an objective basis for the study of the talent training mode of private universities [1].

II. PURPOSE OF THE SURVEY

Investigation and analysis of status quo of applied talents training mode by the Huanghai College a reveals the problems of the existing mode of cultivating the talents, and puts forward the strategy, provide objective basis for the study of private colleges and universities talent training mode research. At the same time, it also provides reference and research value for the implementation of application-oriented technical personnel training in private higher vocational colleges.

III. RESPONDENTS AND METHODS

This study takes the Yellow Sea Institute of Qingdao as the research object, mainly uses the literature, questionnaire survey, interview, data statistics and other methods to investigate. The results of the investigation will be processed and analyzed [2], and the strategies and suggestions for the training mode of application-oriented talents in private colleges will be explored.

IV. FINDINGS AND ANALYSIS OF THE CAUSES

A. Some of the major positioning and services are ambiguous

Professional construction is the leader, foundation and center of school development. With the continuous development of the national economy and society, new requirements have been put forward for the types, specifications, levels and skills of applied talents, and the orientation and service orientation of the Yellow Sea institutes are also facing new challenges and opportunities. At present, the school has 9 teaching units and 1 Basic departments, a total of 23 undergraduate and 26 specialist, of which 21 science and engineering, accounting for 42.86%, non science and engineering 28, accounting for 57.14%; two. As part of the professional research is not deep enough, the lack of social demand demonstration led to professional orientation and service oriented is not clear enough, enrollment and employment is not the economy, professional application ability is too broad [3], the lack of occupation ability for analysis. Major is a big field. Graduates of the same major may work in different positions, such as tourism management, travel agencies, hotels, tourism and scenic spots. The same job may require different job positions, such as: hotel jobs, including the manager, housekeeping, catering, personnel, general and accounting department. At present, some specialties of the college are relatively broad and lack of professional posts.

B. The lack of supporting application curriculum system support

In 2016, there were 1512 courses in the hospital, including 126 basic courses, 125 foreign language courses, 1009 specialized courses and 252 practical courses. In accordance with the standard of cultivation of applied talents, graduates should have the ability of knowledge and ability, practical skills and occupation accomplishment of the three aspects, and is supported by construction of three modules of the curriculum practice training of professional theory courses, skills and occupation accomplishment. But at present, the number of courses, the relative theory and not fine, the content is relatively backward, the difficulty is inconsistent with the facts; practice course is not practical, single training project and the theory content is not complete, content is simple [4], practical is not strong; occupation literacy education is not perfect, only including the occupation development and college students the contents of employment guidance.

C. The teacher team structure is unreasonable

Teachers are one of the prerequisites to ensure the quality of teaching. At present, the structure of teachers in the Yellow Sea College is not very reasonable. The school has 756 teachers, including 710 full-time teachers, part-time teachers from enterprises employed 46 people, among them master more than 380 people, accounting for 50.2%; the TA 132 and below, accounting for 17.5%; 486 lecturers, 64.2%, associate professor of more than 138, accounting for 18.3%.

Through questionnaires and interviews, teachers' age composition, academic structure, professional title status, practical ability, and what abilities need to be strengthened are listed in Tables 1, 2, 3, 4 and 5.

TABLE I LIST OF AGE COMPONENTS OF TEACHERS

Age	Under 30 years of age	30~39 years old	40~49 years old	50~59 years old	Total
Number	138	390	192	36	756
Percentage	18.1%	51.2%	25.6%	5.1%	100%

TABLE II LIST OF TEACHERS' ACADEMIC QUALIFICATIONS

Education	Master's degree or above	Undergraduate	Junior college	Other	Total
Number	380	244	114	18	756
Percentages	50.2%	32.3%	15.1%	2.4%	100%

TABLE III LIST OF TEACHERS' PROFESSIONAL TITLES

Title	Senior	Intermediate	Junior and below	Total
Number	138	486	132	756
Percentages	18.3%	64.2%	17.5%	100%

TABLE IV PRACTICAL ABILITY OF TEACHERS

Practical ability	Commonly	Very strong	Very poor	Total
Number	498	233	25	756人
Percentages	65.9%	30.8%	3.3%	100%

TABLE V WHAT TEACHERS' ABILITIES NEED TO BE STRENGTHENED

What capabilities need to be strengthened?	Practice and practice teacher training	Cultivation of teaching ability	Additional psychological counseling teachers	Total
Number	423	287	46	756
Percentages	56%	38%	6%	100%

From the interviews and survey results, teachers of high degree, master's degree accounted for more than 50%, but there are still some problems of teachers, mainly in the following two aspects: one is the teacher's age tend to be

younger. The main reason for the youth is that the school is an emerging private school, the number of teachers aged 30~39 is the largest, and the proportion of teachers under the age of 40 is close to 70%. Young and middle-aged teachers are the main force of school teachers. Younger teachers tend to lead to lack of experience and irrational echelon. Two is the teacher troop has the practice work experience to be few. Most teachers go straight to school after their graduation from school, and occasionally have the opportunity to visit enterprises. They are not really involved in the project practice. Teachers do not have practical experience, practical ability, and how to guide students in practice and practice? One of the reasons for the weak teachers' practical ability is the problem of school funding. The funds for running schools in private colleges are relatively tight, and there is not much financial support for teachers to practice in schools. On the other hand, teachers' teaching tasks are relatively heavy, if teachers go to business practice, is bound to affect the normal teaching [5], if it is completely out of teaching to business practice, it can not be teaching, internship teachers, the normal teaching order of the school may be disrupted. In addition, students go to enterprises to practice, there is no real internship teachers, basically all enterprises are front-line workers, guidance to students. Because of the management system, there are other reasons for the benefit, so the students' theoretical courses and practical courses are completed by the teachers of the school. The college also employs technicians and administrators to be part time teachers, but they just give lectures or make occasional exchanges, and they do not really teach at school.

D. Campus experimental and training base, some of the equipment is not advanced

The school attaches great importance to the construction of the experiment and training base, every year to gradually increase investment, experimental training room and equipment funds, so far, the teaching experiment and training equipment worth more than 8000 yuan, the center has experiment (training) room 94, a total of more than 9000 sets (800 yuan). The school training center is a comprehensive training base combining work with study, pre job training, re employment training, practice training and skill appraisal in five major functions. The center is equipped with numerical control technology, machinery, electronics, automobile repair, welding technology, fitter six technology training base, the training base of automobile maintenance is the central financial support in Shandong province and focus on the construction of training base [6], CNC training base is the focus of Qingdao City financial support project. All kinds of teaching experiments and training rooms are well equipped and can basically meet the teaching needs. However, with the changing social needs, the experimental training room construction project is relatively simple, some experimental and training equipment is outdated, lack of innovation, exploration and comprehensive performance, resulting in poor teaching results.

V. COUNTERMEASURES FOR THE TRAINING OF APPLIED TALENTS IN PRIVATE COLLEGES

A. Scientific adjustment, optimization of professional orientation and service orientation, to meet the new needs of economic development

The Yellow Sea college is a private, non-profit school, tuition is the economic foundation of education, taking into account the input and output, for enrollment and employment of the economy is not the professional can take the following measures: for occasional bad professional companies to increase research efforts, careful analysis of the market demand, increase the intensity of the transformation, change the passive situation as soon as possible; for intermittent bad professional, can be taken to make the following year enrollment, teaching resources for the business professional, alleviate the employment pressure; for bad professional, can be revoked closed. According to the specific needs of enterprises, professional application ability to occupation ability to focus, technical skills, schools should focus on cultivating the students' occupation should have the professional application ability in detail to improve the ability of occupation, occupation professional application ability and practicability of the needle.

B. Establishment of an application curriculum system which is matched with the ability training of professional post

In order to meet the social and market demand of the applied talents, the Yellow Sea Institute of Qingdao began to plan the new revision of the cultivation of talents from June 2014, after a year, the revised draft has been put into use in September 2015 and in continuous improvement. School preliminary plan, each year undergraduate courses to reach 1700 or so, focusing on the construction of core courses around 250. At the same time, to encourage teachers to write a high level of teaching and scientific research papers and school-based teaching materials, for about 2-3 years, built the theory and practice of curriculum system (training) application operation matching. In addition, in the existing vocational quality curriculum system, innovative and entrepreneurial education should be integrated to cultivate students' awareness of innovation and entrepreneurship. The 2015 edition of the talent training program has been integrated into 96 hours of vocational literacy courses, through 4 years and 6 semesters, to train students into "knowledge, literacy, skills" as one of the application of innovative talents.

C. Strengthening the construction of young teachers

1) To improve the teaching level of teachers

To encourage young teachers to have rich experience in teaching the course of old professor, or between teachers and teachers with each other in class, and discuss the advantages, improve the quality of teaching.

2) The establishment of teaching incentive mechanism

In order to improve young teachers' teaching level and practical skills, regularly carry out "teachers teaching demonstration class" and "micro class game", "multimedia courseware design competition", "practical skills teaching",

"new teachers in the course to watch" series of games teaching. After the game held teaching seminar, please Dean, director of the Department of education, supervision, and part of the backbone teacher, learn from each other learn from each other, and selected 123 other awards according to the review results, learning motivation of teachers, to further improve the teaching level.

3) *Carrying out famous teacher project*

A group of young teachers are promoted by the famous teachers, and a group of excellent technical masters are trained to bring up professional leaders who are leading the teaching of Vocational education.

4) *Strengthening training for young teachers*

First, to encourage young teachers to actively participate in various training or self-study, update their professional knowledge and practical skills, so as to promote teachers to master a solid foundation of theoretical knowledge and practical skills, enhance their teaching skills in practice. Secondly, schools should make full use of the enterprise platform to strengthen the training of teachers' skills and qualities. The school may send potential young teachers to their counterparts in the enterprise to receive training, to train skills for their courses, and to integrate the accumulated experience into the curriculum so as to improve their quality of practice teaching. The school can also select senior staff with strong teaching ability from the enterprise team to serve as apprentice master, so as to strengthen the teaching level of the practice course.

D. Strengthening laboratory and practical training base construction

Facing the environmental factors such as intense competition among students, limited sources of funds and insufficient teaching resources, private colleges should stress the application and training characteristics of talents. The electromechanical integration specialty as an example, applied talents should not only have extensive knowledge and profound mechanical theory, but also has strong practical ability, the general need to cultivate students' practical ability from two aspects of experiment and training. On the one hand, the traditional experimental school to retain the necessary, increase the input of funds, the new comprehensive laboratory construction can be used in multi level teaching practice, let students experiment and development system of different teaching units in the laboratory [7], it can stimulate the completion of extracurricular practice activities and innovation, and strive to explore double promotion skills and occupation accomplishment. On the other hand, practical training is an extension of teaching and should be included in the teaching plan. The training includes training and training, for the construction of practical training base, in the management, the factory management mode, teaching organization in the work process, the implementation of the project training, combat and emphasize the training content,

such as the establishment of CNC training base, training base equipment in CNC machine tools, CNC machining simulation system by using the after the implementation of teaching simulation software, to the machine really real gun knife for operation; will integrate the manufacturing process of typical parts in the factory and the common NC machine tool operation content into related training projects, to enable students to master the operation of CNC machine tool, eliminating methods common faults of typical parts, CNC programming and machine tool. For the construction of off campus practice bases, we should deepen the teaching reform and take the industry and enterprise requirements as the core, and implement the application technology through diversification, diversification, school enterprise cooperation, production and education integration

With the continuous development of social economy, as a training base for application-oriented talents, higher vocational colleges should have a correct understanding between the engineering practice ability, comprehensive quality and innovative spirit, innovation driven, according to the characteristics of the industry and the social demand for talents, abandoning the traditional mode of education, scientific adjustment, optimization of professional positioning and service oriented, establishment and application of the curriculum system matching to occupation ability are necessary, to strengthen the construction of laboratory and training base, strengthen the construction of teaching staff, earnestly cultivate practical ability and the ability to work independently, with applied technical skills of personnel social and business needs, to contribute to the promotion of sustainable and healthy development of modern society.

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