

# Discussion on Strengthening the Construction of Practical Training base in Vocational Colleges and Promoting the Training of Skilled Personnel

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**Abstract.** China has always been attaching great importance to education. Especially since the reform and opening-up, Chinese economy has experienced great increasing and more excellent talents have been demanded by the market. So, our nation has put forward lots of related preferential policies to cultivate more skilled-talents, which has provided a great opportunity for the development of higher vocational colleges. After entering the new period, higher vocational colleges have also constantly been encouraged and emphasized by our Party and government, which also has absorbed the attention of the masses. It is necessary to strengthen the construction of training base in higher vocational colleges so as to train skilled-talents. Based on the analysis of the purpose, advice and status quo of training base construction, this paper discussed how to use the training base to cultivate excellent skilled-talents.

**Keywords:** education; economy; preferential policy; higher vocational colleges; training base; skilled.

## 1. Preface

Higher vocational colleges regard the talent demand of society as the main target, and they provide skilled-talents with high quality for talent market after making the specific and systematic training. So, skill training is vital in higher vocational colleges, which requires the cultivation of practical, skillful and pertinent talents. In order to realize the target, many vocational colleges adopt the method of constructing training base, which equals to the simulation of employment in the reality, effectively helping to train qualified and skillful talents. Particularly, with the constant developing economy in the new stage, our Party and country has paid increasing attention to the training of skilled-talents in higher vocational colleges. Some colleges will establish the training base as a teaching base to better promote students' practical skills. So, strengthening the construction of training base in higher vocational college can effectively promote the cultivation with skilled-talents, then providing everlasting power for Chinese economic development.

## 2. The Definition of Training Base

The definition of training base varies from one to one. For some scholar researchers, some hold that training base is a place, simply speaking, in which professional facilities, skill software's and experienced teachers are equipped to cultivate skilled-talents with practical experience. While some assume that training base is a system that aims at cultivating professional skilled-talents and simulating diversified skills needed in the real workplace. It is the bridge between knowledge and practice, including the whole complete teaching process in the real employment. However, teachers in higher vocational colleges think that training base is in order to train skilled-talents with high quality more effectively, and it is the platform for the commutation between society and other colleges that hope to keep up with the times. More importantly, it is the key symbol of the continuing survival of higher vocational colleges.

## 3. The Background and Probability of Strengthening the Construction of Training Base in Higher Vocational Colleges

Higher vocational colleges are significant to China's education, mainly aiming at training the skilled-talents with high quality. However, it cannot be done by the traditional teaching model. The facilities in some colleges cannot keep upgraded, which can make students unable to successfully

express what they learned. And some colleges even lack the necessary facilities, just through the demonstration of teachers and watching of students, which will be more harmful to students' application with knowledge. Such phenomena have aroused the high attention of our Party and country, and Ministry of Education issued related documents, aiming at requiring vocational colleges to strengthen students' practical skill learning, provide teaching places and introduce the newest technological facilities of the enterprise to help students keep up with the times, enhance their own quality, adapt themselves to the current working demands and become the professional skilled-talents.

## 4. Construction Status Quo of Training Base in Higher Vocational Colleges

### 4.1 Current Results of the Construction of Training Base in Higher Vocational Colleges

The target of constructing training base in higher vocational colleges is to train skilled-talents with high quality, and our Party and nation has paid great attention to the training base, a place for promoting the quality of skilled-talents. For instance, the State Council enacted the Decision about Vigorously Promoting the Reform and Development of Vocational Education in 2002, referring to train students' practical abilities, employment abilities and professional skills. At the same time, colleges are required to improve their teaching conditions and environment, and strengthen the training base construction. Due to the shortage of new facilities, vocational colleges are supposed to enhance the cooperation with enterprises, and introduce related facilities and technology. Resource-sharing training base can be constructed in the region with rather intensive higher vocational colleges to save the resource. In order to effectively carry out such resource-sharing policy, Ministry of Education enacted the Notice on the Implementation of Higher Vocational College Manufacturing and Modern Skilled-talents Training. Its main content is selecting the higher vocational college to cooperate with enterprises, construct corresponding training base and make students integrate knowledge with practice. Students can find proper jobs, which reduces the unemployment of graduates and effectively promotes their vocational skills. Many higher vocational colleges have gradually established the training base under the constant support and efforts of our Party and country, which has greatly improved the cultivation of skilled-talents, and solved the shortage of professionals in the work place. It is good for both employers and employees, for the former can quickly find what they need, and the latter can quickly enter the ideal enterprise.

### 4.2 Existing Shortcomings in the Construction of Training Base in Higher Vocational Colleges

Even though training base has been constructed in lots of higher vocational colleges, it is still in the beginning, everything being the exploration. So, there are some shortcomings in the construction of training base.

#### 4.2.1 Lack of Synchronism

Some colleges just focus on introducing the high technology from enterprises, not emphasizing the training with specific teachers. So, students cannot learn the truly required skills in the reality. And some colleges have irrational course setting although they have introduced the high technology from enterprises, which will also make students fail to skillfully master the professional skills. While some colleges pay not enough attention to the environment setting of training base, not making students experience the simulated effects.

#### 4.2.2 Insufficient Integration

A number of colleges have introduced the skills and facilities from enterprises, but they cannot integrate the related requirements in the workplace with course teaching, which will prevent students from keeping up with the times. Finally, these students can just be eliminated by society.

#### 4.2.3 Shortage of Professional Facilities and Skill

Although some colleges have established the training base, they fail to timely cooperate with enterprises, so they lack professional facilities and skills. Then the training base has just become a material structure, which cannot make students to practice and operate, let alone the practical

experience from the simulation. In the end, students are unable to satisfy the requirements of enterprises for talents, both harmful for students and enterprises.

#### 4.2.4 Lack of Innovation

Some colleges have introduced professional facilities and skills from the enterprise, but due to their insufficient innovation, mere copy without expansion and innovation with knowledge, they fail to timely follow with the innovation of technology. As a result, students cannot keep up with the times and become skilled-talents with high quality.

#### 4.2.5 Imperfect Management Mechanism

The management systems of construction in some college are not sound in some colleges where training base has been constructed for a short time. And some colleges cannot grasp the relevant requirements raised by our nation, so they have no ability to well accomplish the construction of the training base. Some colleges don't take their own reality seriously, just blindly pursuing the newest and most popular giant facilities, only to find that they have no systematic mechanism to adjust them. At last, it leads to the shortage of capital, affecting the progress of facility construction and effective training received by the students.

### 5. Benefits of Training Base Construction in Higher Vocational Colleges

#### 5.1 Solve the Current Shortage of Skilled-Talents in Enterprises

At present, some domestic enterprises have rather high requirements with skilled-talents, causing the increase of market demand. A person can obtain a satisfying job as long as he is skillful. But how to achieve the goal? The most effective method is to construct skilled training base to meet with the talent demand. The specific training and practical exercise with skilled-talents can help students quickly adapt to the working environment and largely reduce the insufficient recruitment for skilled-talents in enterprises. Also, it can train more skilled-talents, helpful to their comprehensive quality. Such talents will be popular among enterprise recruiters so that the shortage of skilled-talents in enterprises will be effectively eliminated.

#### 5.2 Increase the Employment Rate of Students

China is a populous country, and Chinese economy has got rapid development since the reform and opening-up. Our Party and nation have also paid high attention to education. Nine-year compulsory education has greatly improved our mental and cultural level. And our nation has issued various policies to encourage students to study. According to the statistics, the college graduates in China has been up to 7,490,000 by the end of 2015, and the number is annually increasing, which means great pressure for Chinese employment market. Some graduates will face the unemployment as long as they left from school. Even some undergraduates have been forced to do the work that can be accomplished without literacy. For example, a male graduate from Peking University should be a butcher, and some college graduates should be cleaners, security guards, even the unemployed just staying in the family. Such phenomena have really disappointed their parents. Our nation has made efforts to train talents, but these talents should have no ability to make their contribution. Based on this, vocational colleges choose to construct training base, cooperate with enterprises, perfectly solve the unemployment problem and enhance the employment rate of students.

#### 5.3 Promote National Economic Development

Higher vocational colleges construct the training base, make deep cooperation with enterprises, and enable students to successfully work as the staff after entering the enterprise, which reduces the single training time and capital input of enterprises with skilled-talents. Meanwhile, students receive the simulated learning in training base, promoting their efficiency and comprehensive quality. So, it can manifest the characteristic of creating economic value for enterprises. The economic development

of enterprises can spur the national economic development. So, the construction of training base in higher vocational colleges can effectively promote national economic development.

## 6. Methods to Strengthen the Training Base in Higher Vocational Colleges

### 6.1 Regulate Perfect Management System

Is it necessary for higher vocational colleges to establish a perfect and sound management system for the cultivation of skilled-talents as other colleges? Firstly, colleges should clarify their own teaching targets and directions, collect the related national preferential policy based on their own characteristics, and regulate a set of specific management system. For the construction of training base, a set of perfect management system can make it smoother and more successful.

### 6.2 Improve the Functional Environment Construction of Training Base

The most important point for the training base in higher vocational colleges is to cooperate with enterprises by excavating their own distinct advantages, to improve the construction with training base environment and function and make a powerful advertisement for colleges. It is good for the long-term development of higher vocational colleges.

### 6.3 Emphasize the Selection of Teacher Team with High Quality

For the enterprises engaged in education, the teacher is the core technology of enterprises. The long-term stable and health development of enterprises rely on the teaching level of teachers. So, the strict recruitment with teachers means higher standards for teachers in higher vocational colleges. Firstly, they should have solid professional skills, long-term practical experience, open mind and rather high innovation consciousness. And for the construction of training base in higher vocational colleges, teachers should positively participate in the integration with specific course design, and investigate the working environment of more enterprises to effectively solve some existing problems in the training base disjoint with society.

### 6.4 Strengthen the Innovation of Training Base Construction

The training base construction in higher vocational colleges cannot merely copy others. They should have the innovation combined with their own characteristics, and constantly explore the appropriate training base.

## 7. Conclusion

In terms of the severe employment and great support with training base in our country, higher vocational colleges should grasp the opportunities to create an appropriate training use, and strengthen the communication and cooperation with enterprises. It can not only help students quickly find good jobs and enterprises quickly find the skilled-talents with high quality, but also make higher vocational colleges keep up with times and get better development. No higher vocational colleges will miss such good thing.

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