Research on Countermeasures of Talents Training in Application-Oriented University

Mingming Wang

School of Shandong Xiehe University, JiNan 250109, China; 476398949@qq.com

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Abstract. This paper mainly studies the strategy of talent training in Application-oriented Universities. Literature, interview and comprehensive analysis are adopted. Through research, problems for applied talents training in University: professional layout and regional economic development fit is not high, cooperative education mechanism, personnel training key links still need to reform; strategy for cultivating talents in Applied Universities: adjust the professional layout, improve the cooperative education mechanism; strengthen intercollegiate exchanges and cooperation; deepen the cultivation of applied talents the key link of the reform. This research proposes countermeasures to cultivate applied talents in Colleges and universities is feasible, the reform of training to provide theoretical guidance for the application in universities, has a strong theoretical value; conducive to optimizing the structure of discipline, improve cooperation mechanism, deepen the educational training of Applied Talents in key aspects of the reform of the educational practice in application-oriented universities, has an important practical value.

1. Implications for Application-oriented Universities and Application-oriented Talents

Application-oriented universities aim at training applied talents. This kind of education is mainly to train qualified personnel to meet the needs of regional economic development, requiring all specialties to closely integrate local characteristics, paying attention to students' practical ability and training Application-oriented talents. Application oriented universities focus on the "application" requirement under the new situation in the construction and adapt to meet the needs of economic and social development of the professional structure; curriculum system; teaching process; teaching methods; improve the quality of education; training and social adaptability; competitive advantage of high-quality applied talents.

The Application-oriented talents are mainly devoted to the use of scientific principles to transform the world, and to solve the practical problems creatively through social practice, and to provide material and spiritual wealth for the human society[1]. Look from the concept, application-oriented talents with emphasis on practical application ability, application-oriented talents is the organic unity of knowledge and practice of academic ability in two areas; from the point of view of the characteristics, the all-round development of talents in the knowledge; ability to discover problems; analyze and solve the problems of practical application ability; from the social function and value, Application-oriented talents and emphasized the economic and social development of the "direct correspondence"; emphasizing the social adaptation ability and service consciousness [2].

Application-oriented talents should focus on the application of knowledge, ability and quality coordinated development, the ability to use for cultivation; construction of practice teaching system; to achieve both theory and practice; combining ability training and quality education. The training process emphasizes the combination with the practice of first-line production, and attaches importance to practical teaching links, such as experimental teaching, production practice and so on.
2. Problems Existing in the Practice of Talent Training in Application-oriented Colleges

Through the study on the basis of literature review, in-depth interviews and consultation combined with the application of university teachers, teaching management, education experts and related enterprises, sort out the deficiencies existing in application in talent training.

2.1 The layout of subjects and the development of regional economy are not high

The application of colleges and universities in the convergence of professional settings, discipline and professional layout of the irrational phenomenon still exists. For example, many professional settings have high repetition rates. On the other hand, the professional needs of regional industrial restructuring and upgrading, such as corresponding to the emerging industry of new energy, new materials and new technology professional, professional settings applied in colleges is also not docking with the professional distribution remains blank (see Table I). In addition, the advantages and specialties are scarce, which leads to a low degree of adapt to regional economic and social development [3].

Table 1. List of professional categories of undergraduate specialties in the sample Universities.

<table>
<thead>
<tr>
<th>Discipline category</th>
<th>Professional category</th>
<th>Disciplines category</th>
<th>Professional category</th>
<th>Disciplines category</th>
<th>Professional category</th>
</tr>
</thead>
<tbody>
<tr>
<td>Philosophy</td>
<td>Philosophy class</td>
<td>Science</td>
<td>Psychology</td>
<td>agronomy</td>
<td>Veterinary Medicine</td>
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<tr>
<td>Economics</td>
<td>Finance</td>
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<td>Statistics class</td>
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<td>Seafood</td>
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<tr>
<td>Law</td>
<td>Law class</td>
<td></td>
<td>Mechanics</td>
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<td>Grasses</td>
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<td></td>
<td>Sociology</td>
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<td>Water conservancy</td>
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<td>Basic Medicine</td>
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<td></td>
<td>Ethnology</td>
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<td>Mapping class</td>
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<td>Stomatology</td>
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<td></td>
<td>Marx doctrine</td>
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<td>Geology</td>
<td></td>
<td>Public health and Preventive Medicine</td>
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<td></td>
<td>Police Science</td>
<td></td>
<td>Mining category</td>
<td>Medical Science</td>
<td>Traditional Chinese Medicine</td>
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<tr>
<td>Education</td>
<td>Physical education</td>
<td>Engineering</td>
<td>Weapons category</td>
<td></td>
<td>Combination of Chinese and Western Medicine</td>
</tr>
<tr>
<td></td>
<td>History class</td>
<td></td>
<td>Nuclear Engineering</td>
<td></td>
<td>Chinese Materia Medica</td>
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<td></td>
<td>Physics class</td>
<td></td>
<td>Agricultural Engineering</td>
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<td>Forensic medicine</td>
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<td></td>
<td>Astronomy</td>
<td></td>
<td>Forestry Engineering</td>
<td>Management Science</td>
<td>Agricultural Economics and management</td>
</tr>
<tr>
<td></td>
<td>Geography Science</td>
<td>Engineering</td>
<td>Biomedical Engineering</td>
<td></td>
<td>Public Administration</td>
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<tr>
<td></td>
<td>Atmospheric Science</td>
<td></td>
<td>Safety science and Engineering</td>
<td></td>
<td>Library, information and archives management</td>
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<tr>
<td></td>
<td>Marine Sciences</td>
<td></td>
<td>Public security technology</td>
<td></td>
<td>Art Studies</td>
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<tr>
<td></td>
<td>Geophysics</td>
<td>agronomy</td>
<td>Natural protection and environment ecology</td>
<td></td>
<td>Art theory class</td>
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<tr>
<td></td>
<td>Geology</td>
<td></td>
<td>Animal production</td>
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</tr>
</tbody>
</table>

2.2 The mechanism of cooperative education is not perfect

The traditional mode of personnel training in school enterprise cooperation has the disadvantages of unidirectional and singleness in the mode and content of cooperation. Colleges and universities simply rely on the development needs of enterprises; according to the actual position of the enterprise, the model of order teaching has bound the flexibility and initiative of school teaching, it is unfavorable for the innovative training of applied talents. Therefore, the depth and scope of school enterprise cooperation need to be further increased, the mode of school enterprise cooperation must be changed into the cooperative education model of "University and Locality Cooperation+University and Enterprise Cooperation+Cooperation among Universities". It
emphasizes not only the guidance of the government but also the demand of the enterprise, and emphasizes the initiative of the application oriented universities to improve the cultivation of application-oriented talents with innovative ability[4].

2.3 The key link of talent training still needs reform

The development of regional economy requires not only talents with professional basic knowledge, but also talents and strong practical ability. At present, some private universities still have the problems of reteaching basic knowledge and cultivating comprehensive application ability, which leads to the application ability of graduates, can’t meet the needs of regional economic development. It is still a long and arduous task to integrate the application, practice and innovative spirit of entrepreneurship in all aspects of personnel training, and to achieve the goal of training application-oriented talents.

3. The Basic Principles of Training Applied Talents

The application of personnel training in colleges and universities in the process, should adhere to the "four combination" principle, namely: the combination of comprehensive education and personality development, science education and humanities education in the combination of general education and professional education, the combination of knowledge and ability training, to adapt to the social economic development needs[5].

Combining comprehensive education with personality training: promote the students to master the basic knowledge while realizing the characteristic development; combination of science education and humanistic education: to promote students' ability of innovation and entrepreneurship, and to cultivate their humanistic quality and raise their awareness of humanistic care, providing human services at work; combining general education with professional education: if the subject knowledge is confined to narrow specialized fields, it is difficult to deal with all kinds of practical and complex problems in the work, therefore, college students have the basic cultural, moral, emotional and physical qualities of the premise, should have a certain professional expertise, only through "combination", is the most conducive to physical and mental development of college students, in order to achieve the purpose of education; combining knowledge and ability training: in the process of imparting knowledge, ability training, including basic ability and professional ability, is specially strengthened. This is not only the need to cultivate creative talents, who can meet the needs of the future society, but also to improve their interest in learning and to promote the mastery of college students' knowledge.

4. Countermeasures for Talents Training in Application-Oriented Universities Adapting to Regional Economic Development Strategy

Under the premise of adapting to the requirements of regional economic development, application-oriented universities should be bold and safe reform and innovation, and actively explore the application of talent training countermeasures.

4.1 Adjusting the professional layout

The quality and level of professional construction decides the training specifications and quality structure; with the rapid development of social economy and the transformation and upgrading of industrial structure, the quality structure and quality specifications of talents training in application-oriented universities have encountered severe challenges. At the same time, higher requirements have been put forward for professional construction[6].

According to the regional economic strategic development plan, considering the needs of industrial structure and human resources and their own conditions; keeping pace with market demand; service industry and promoting employment is the premise of professional setting in Application-oriented Universities. The applied universities should improve the mechanism of the professional adjustment with the development of the industry; run specialty with characteristic advantage; establish a market oriented and survival of the fittest professional setting mechanism. Specifically, in the professional setting, we should rely on the demand of the regional industry for
application-oriented talents; in accordance with the needs of professional positions or technical fields; set up a forward-looking; prominent application; reflecting the application of high-tech trends professional. At the same time, the profession has been updated and adjusted in a timely manner, large scale of social demand for professional expansion of the scale of enrollment. On the other hand, it “off, stop, and, turn”, ensure that professional settings and regional economic needs are closely aligned.

The development of regional economy relying on industry, layout of application oriented university professional should be adjusted as follows: around the characteristic advantage industry professional construction; around the pillar industry majors and so on. This set of professional, the professional in a certain industry as the background, in a certain industry as Application-oriented talents required production base and training space, to meet the needs of industrial development to achieve good quality talents, professional characteristics, regional economic development goals. In theory, these forward-looking, professional shortages, applied research, colleges and universities must choose carefully, considering whether universities have opened the professional advantages, such as professional basis, teaching advantages.

4.2 Improve the mechanism of Cooperative Education

The development of regional economy relying on industry, layout of application oriented university professional should be adjusted as follows: around the characteristic advantage industry professional construction; around the pillar industry majors; adjust the professional focus on emerging industries with development potential; on modern service industry development; around the regional industrial structure adjustment trend is professional. For example, set up to adapt to efficient ecological and circular economy, fine processing industry professional; adapt to the ecological fishery, green planting and water saving agriculture professional; adapt to the high technology industry, advanced equipment manufacturing industry, marine chemical industry professional characteristics. This set of professional, the professional in a certain industry as the background, in a certain industry as Application-oriented talents required production base and training space, to meet the needs of industrial development to achieve good quality talents, professional characteristics, regional economic development goals.

The Application-oriented universities and enterprises should also deepen the connotation of industry university research cooperation, and perfect the school enterprise joint education mode [7].

First of all, improve the school enterprise system and mechanism to ensure the quality of application-oriented personnel training. Secondly, strengthen the application of college teachers and technical personnel to work part-time and exchange, to promote the application of teaching content and the actual situation of enterprises docking. Third, construct the talent training base; promote the students' professional ability and the actual requirement of the enterprise. Fourth, create "post class card docking, learning and training match, teaching as one" Application-oriented talents training mode.

4.3 Deepen the reform of the key link of the application oriented talents training

In the training of Application-oriented talents, we should focus on key links such as training program, training mode, curriculum system and practice teaching.

First, optimize the personnel training program. Application-oriented universities should combine regional economic development plan and corresponding industrial upgrading and structural adjustment; combined with its own resources, conditions and development; Establish distinctive characteristics of knowledge, quality and ability as a whole. And to highlight the ability of application-oriented talents training program and training model. Practical teaching is an important link to train students' practical ability and creative ability. It is also an important way to improve students' social professionalism and employment competitiveness. According to the characteristics of regional industries, reasonably set up the proportion of students' practical learning in the course, Increase the teaching hours of practical teaching appropriately. Promote students' targeted, systematic, basic skills, training and professional skills. Improve students' practical ability, comprehensive application ability and innovative thinking ability[8].
Second, reform the curriculum system. Reorganizing and integrating the basic courses offered by the subject; highlighting the application of theoretical teaching. Focus on training students to use knowledge to analyze problems and solve problems. Set up modular specialized courses based on the application of industrial and industrial application technology in regional economic zones. Construct a clear and logical "platform + module" curriculum system, which enables students to link their professional knowledge with industry needs[9,10].

5. Conclusions

With the increasing demand of regional economic development for application-oriented talents, application oriented colleges and universities play an increasingly important role in promoting regional economic development. Therefore, how to select talents training strategies and train high-quality and applied talents with strong service and regional economy has become an important historical mission of Application-oriented Universities. Through the research, the applied universities should adjust their specialty layout, perfect the cooperative education mechanism, strengthen the exchange cooperation among schools and deepen the reform of key links of application-oriented talents training according to their own conditions.

6. Fund Project

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