Based on Industry Standard Versatile High-skilled Talents Cultivation Model Analysis

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ABSTRACT

Based on professional standard versatile high-skilled talents cultivation model is not only inevitable demand for talent market, but also inevitable trend of modern vocational education reform. Pay attention to talent training scheme reform is versatile high-skilled talents cultivation key point. "2 + 1" joint cultivate inter-disciplinary talent cultivation model is created, to build "principle + solid + certificate " integration project of cultivating high-skill talents. Through deepening the teaching reform in higher vocational colleges of education, set up and perfect the high-skilled talents of curriculum standard and system, take the lead in better execution high-skilled talents training scheme.

INTRODUCTION

The modern vocational education to return to work demand, emphasizes the complex labor ability and innovation ability, Solve the higher vocational education too specialized and ignore the disadvantages of training comprehensive quality, Advocated the integration of different professional, highly skilled talents training to meet the needs of modern vocational education. higher vocational education is the important content of the reform of the education teaching. By deepening the reform of education teaching, innovative talent training mode, training skills in line with the industry development of high quality technical personnel. From the international experience, build open, flexible and diversified and relatively complete system of higher vocational education, and cultivating high-skill talents is the main trend in the development of vocational education in the world.

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1 BASED ON INDUSTRY STANDARDS TO STANDARDS TO BUILD VOCATIONAL EDUCATION TEACHING

Higher vocational education personnel training is simple by skilled persons into high-quality talents in the field of complex technical skills, reflects the professional education concept of practice constantly close to the nature of the change process[1]. Of high-skilled talents training target is to get talent education more in line with and meet the needs of industry standards and professional jobs, according to industry standards were analyzed, and according to the ability requirements of the post group and enterprise requirements of choose and employ persons, the industry standard post group in high-skilled talents cultivation system, the fusion of multiple professional standard formation of high-skilled talents training content. The basic route is shown in figure 1:

In the teaching, starting from the professional post complex task analysis of comprehensive ability for training talents to enhance the target, the working process oriented, emphasize the complete complex working process and the operation requirements as the course content, improve talent composite technology skills.

![Figure 1. Depends on industry standard high-skilled talents training plan formulation.](image)

2 PAY ATTENTION TO TALENT STRATEGY, MAKE “2+1 JOINT TRAINING” HIGH-SKILLED TALENTS CULTIVATION MODEL

2.1 Skills talents cultivation idea and modern vocational education system

As the first resource of civil aviation development, the quality of the talent and ability of high and low decided the level of modernization of the industry. Composite education teaching reform is the reaction to the modern civil aviation professional post demand. Vocational education should take the student as the basis, to the social demand as the guidance; actively respond to transformation and upgrading of industry and the sustainable development of the people of skilled personnel training new requirements. Therefore, between the enterprise and the school set up a bridge of cooperative education, strengthen cultural education, collaborative innovation, reform and exploration type compound high-quality high-skilled personnel training mode, build ZhengJiao line companies quartet linkage education environment, promote the "production,
study and use the" three-dimensional teaching, explore how to make one with Chinese characteristics of composite innovative high-quality high-skilled personnel training, the mission of higher vocational education is a new historical period[2-4].

2.2 Pay attention to innovation, vision and scientific spirit idea driven by the talent strategy training

Knowledge, business ability outstanding talents for comprehensive knowledge system, and innovative thinking ability and the construction of scientific spirit is the inner motive power of self-improvement and self-development. In compound system of talent cultivation and development in colleges and universities, to the innovative spirit to introduce the basic content of personnel training, scientific spirit to drive, make the vision of talent. Innovation is the important way of self-improvement and self-development, the training of the inter-disciplinary talent practice, innovation includes multiple meanings: one is the innovation covers the requirement of self-learning and self-development. The basic requirement of complex talent training mode is to improve talents' learning ability, learning process by the school to study for lifelong learning. Constantly update their knowledge reserves of real learning; constantly highlight vocational talents of creative spirit [5]. Second, innovative ability or the inter-disciplinary talent necessary way of thinking. Break the routine, dare to break through the thinking area, with a new perspective and method innovation actively, is a key factor to adapt to the fierce competition in the market.

2.3 Talent's cultivation and industry standard relative to answer the "2 + 1 joint training" university-enterprise cooperation mode test

In the process of high-skilled talents cultivation, on the one hand, schools should fully integrate the campus resources, the existing training base for schools, education resource and network resource and talent resource, combing the formation of highly service reform of education system; On the other hand, schools should actively contact enterprises actively strengthen cooperation, especially cooperation of talent training. Positive for college students to build education base, will place for talents from the school to a line of production sites. On the subject construction and professional training, and actively combined with market demand, and enterprises and institutions to orientation training contract, provide employers with fixed-point, directional professional personnel training. In university-enterprise cooperation innovation cooperation with civil aviation enterprise implements the "2 + 1 joint training" mode, to promote extensive and in-depth cooperation between colleges and combining the talent training and the market need, to achieve practical strong, set up and perfect the service of higher education resources platform. “Two-way choice, merit-based" principle, each year in the second grade students in the selection of "2 + 1" class and signed a joint development agreement, to determine the teaching content in junior school year to complete the project in stages. After the project learn, tripartite employment agreement, through between the two sides assessment of students into the enterprise employment. Strengthen the cooperative innovation,
university-enterprise cooperation to further promote the implementation of the relying on industry standard of high-skilled talents training mode, at the same time, expand the channels of employment of graduates.

3 TO DEEPEN THE EDUCATION REFORM PRACTICE OF HIGHER VOCATIONAL COLLEGES, BUILD HIGH-SKILLED TALENTS CULTIVATION MODEL

3.1 Scientific setting compound professional learning platform

Operation can be divided into three kinds of pattern classification step by step implementation: one is "qualified" hospital, with maintenance unit of secondary college, college in different professional qualified combination, for students is limited to choose; The second is the "courtyard international limited", between the different secondary college, different professional qualified combination, for students is limited to choose; Optional "three is" the school, in the school, the students based on personal intend to choose any professional portfolio. "Hospital qualified" and "Yuan international limited" focuses on knowledge skills and knowledge of correlation between whether mutual confluence, depends on the degree of compatibility between the two professional and the professional development of science and technology level, the higher the level of science and technology the more comprehensive. Choose "campus" is usually close, borderline, crossed, compound professional content, to broaden the students' choice, let different potentials and different aspirations of the cultivation of the students can find the right channel, choose "campus" is not as the focus of the project research[6].

3.2 Scientific setting composite course combination

Composite curriculum is to cultivate composite concrete means of innovative talents. According to the post group set up the course group, will develop the students' innovation ability as a professional curriculum, form a composite course system, and realize the goal of school social effect and talent development. Composite course combination structure of spider web forms and professional technical talents, set up the basic way of the curriculum group of group structure for the spider web courses, to professional backbone courses as the center, to the peripheral curriculum development, curriculum group of structure assumes the spider, as shown in figure 2.
3.3 According to the interdisciplinary curriculum system construction license test requirements

Aircraft maintenance base license is divided into electronic, electrical and mechanical, structural plane and other professional direction, on behalf of the personnel have engaged in the corresponding positions of the knowledge and skills, represents the industry standard requirements, our school according to the standard for curriculum development license exam skills, combined with school 147 training base, common development based on industry standards and multiple professional direction license exam content consistent curriculum system. Analysis of compound talent training requirements and the characteristics of this professional talent training, at the same time according to students' interests and hobbies, convert the talent training needs to cross major curriculum group structure, the innovation education integration curriculum content, curriculum and teaching material construction, build a practical teaching method of teaching team, through the research method of feedback continuously improve compound talent training course content.

3.4 The well-known industry experts to school part-time lecture

In the process of training compound talents in higher vocational colleges should focus on the introduction of outstanding management personnel in all walks of life to school part-time teachers, experts and scholars, will the cutting edge of knowledge information industry development and the scientific research project is passed to the students through lectures, teaching and other forms, broadening the scope of vision and knowledge of students. The cultivation of higher vocational talents for holding on to the school's own strength is difficult to complete, it needs to realize the combination of, give full play to the schools, enterprises and institutions of their own advantages, realize the collaborative coordination of the three parties, build high-skilled talents cultivation model.

CONCLUSION

Above all, higher vocational colleges is an important place for national transportation professionals, with the reform of education system in China, society, schools and teachers more and more attention to the cultivation of
talents, especially in the rapid development of university-enterprise cooperation platform, be badly in need of a large number of talents. Higher vocational colleges should strengthen the cooperation with social enterprises, realize the combination of production, the cooperation between colleges and industry standard platform construction of high-skilled personnel training mode, meet the needs of national and social development of interdisciplinary talents.

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