Research on the Depth Cooperation Mechanism of Civil Aviation Personnel Training

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Abstract. School enterprise cooperation is an important form of civil aviation training at present. In this paper, learn from the successful experience of foreign cooperative education enterprise, the present condition of civil aviation personnel training school enterprise cooperation in China has made a scientific assessment, determine the bottleneck factors restricting the development of the depth. After the school enterprise cooperation in civil aviation personnel training the top-level design of the depth of cooperation mechanisms, to a dynamic mechanism to drive; on an incentive and guarantees mechanism for the protection of; to leadership and coordination mechanism as the pillar of the building up perfect enterprise civil aviation personnel training the depth of cooperation mechanism.

Introduction

China's civil aviation transportation industry has entered a new period of development, from the civil power to civil aviation power across the transport system and the establishment of a new generation, the most fundamental is the science and technology and human resources issues, including all types of civil aviation and the lack of talent, talent training and other civil engineering technical talents training, with professional requirements high quality, occupation and occupation, cannot rely on the cultivation of Independent Colleges of civil aviation, civil aviation enterprises and the need to participate in joint training, in order to break the flight demand for technical personnel and training of civil aviation enterprise problem, break through the restriction of the rapid development of civil aviation in recent years, domestic aviation colleges and civil aviation enterprises carried out cooperation in civil aviation personnel training.

A Summary of the Achievements of the School-enterprise Cooperation

At present, the world's major educational countries are very concerned about the form of cooperation between the school and enterprise, which are combined with their own practice to carry out a lot of useful exploration. German "dual system" College and enterprise joint cultivation mode, its characteristics are: to enterprises as the subject of the students, to cultivate students' vocational ability as the center, teaching with "business needs, ability training, career development" as the principle, assessment to occupational requirements as the standard, by the enterprises and schools participate in [1]. The U. S. "cooperative education" program, in 1906, University of Cincinnati in cooperation with the enterprises training 27 engineering students, create the production classical mode of the cooperative education of "working and learning alternation mode", namely learning term and term alternately. British "sandwich" talent training mode: 1903 British Sunderland special Institute of technology in the Department of marine engineering and architecture implementation of the "sandwich" education mode, in the length of schooling arrangements implement 1 + 2 + 1 or 1 + 3 + 1 teaching mode, students the first year in business practice and 2 or 3 years in school learning. Finally, regression to the enterprise in practice, to achieve knowledge from practice to theory and regression of practice development path. Our model of school enterprise cooperation status: to establish professional Steering Committee, businesses to hire experts to serve as members of the
professional guidance, jointly develop training program, teaching plan, etc.; establishment of enterprise of off campus practice bases; hire business experts to the school to give lectures [2].

**The Bottleneck Problem of the Cooperation Mechanism between Chinese Civil Aviation Personnel Training**

Civil aviation personnel with high professional skills, professional quality and practical requirements; therefore can not rely solely on Civil Aviation College independent culture, need the participation of the civil aviation enterprises and joint training has become consensus of civil aviation education sessions. After years of exploration and practice, universities and civil aviation enterprises contact increasingly close, in the school enterprise cooperation are a series of beneficial exploration, extent, improve the quality of civil aviation personnel training, school enterprise cooperation, training has become an important path to the growth of China's civil aviation talents.

Only to find out the bottleneck of the current school enterprise cooperation, can we have a more comprehensive design for the school enterprise cooperation mechanism, to ensure the cooperation between enterprise and enterprise to carry out more in-depth.

However, the current civil aviation personnel training of school enterprise cooperation is still limited in the "order training, to build a base, interns hips and other several point", cooperation of the breadth and depth are by no means satisfactory. Through various forms of "questionnaires, field visits, individual interviews and other extensive contact with the education authorities, civil aviation academies and schools, and teachers, students, aviation enterprise", from government, universities, enterprises and students, teachers and other multi angle about the problems existing in the current school enterprise cooperation.

Through in-depth research, found a number of deep-seated problems:

1. **The content of the cooperation between enterprises and enterprises is simple and single**

   At this stage, the school enterprise cooperation training civil aviation personnel are mainly limited on the order of culture, to build a base, internships and other, simple content, single form; the two sides to carry out all-round, in-depth cooperation in the case are not many [3]. Although the two sides spent a lot of time and energy, but the effect is not obvious, from the cooperation in running schools, cooperation and education, cooperation and employment, cooperation and development, there is a large gap between the requirements.

2. **The lack of mutual benefit and win-win cooperation mechanism**

   At present, colleges and universities in school enterprise cooperation in civil aviation personnel training more consideration is how to solve the shortage of education resources and students practice problems, rarely think about how to use their own advantages for the enterprise to provide technical support and services such as. Therefore, for the pursuit of interest maximization of enterprise, will not take the initiative to undertake educational work, enthusiasm and motivation of participating in school enterprise cooperation is obviously insufficient [4].

3. **Lack of effective policy guidance**

   Although the enterprise, both sides attach great importance to the cooperation between school and enterprise, but did not establish a complete cooperation between school and enterprise standards and regulations; the lack of specialized school enterprise cooperation and coordination mechanism, responsible for supervision, assessment and the implementation of school enterprise cooperation, so a lot of cooperation projects difficult to obtain support and coordination of the Department in charge of the enterprise and the relevant departments.

   Overall, China's civil aviation personnel training cooperation overall is still in the primary stage, enterprises lack the enthusiasm and cooperation become a mere formality, a single mode of cooperation, teachers in Colleges and universities practice ability needs to upgrade, in a certain extent have affected the quality and quantity of training in our country stage of school enterprise cooperation.
in civil aviation personnel at present. Cooperation in running schools, cooperation and education, cooperation, employment, and cooperation in the development of the mechanism has not been formed, resulting in the current difficult to promote the development of the bottleneck.

**Top Level Design of Cooperation Mechanism of Civil Aviation Personnel Training**

Relevant experiences at home and abroad, and on the basis of the main bottleneck of current civil aviation personnel training in school enterprise cooperation in China, put forward to perfect the general idea of "top-level design in-depth cooperation mechanism of" school enterprise cooperation personnel training for the civil aviation: the national long-term education reform and development plan as a Guide to improve the civil aviation personnel training quality as a fundamental goal, to fully mobilize the initiative, enthusiasm and creativity of both sides; the dynamic mechanism for driving; the "incentive and guarantee mechanism for security;" leadership and coordination mechanism for the pillars, build perfect enterprise personnel training of civil aviation depth cooperation mechanism, promote school enterprise cooperation training to the development of all-round, deep in the civil aviation personnel.

**Civil Aviation Personnel Training School Enterprise Depth Cooperation Mechanism Research**

1. **Research on the dynamic mechanism of the depth of cooperation between school and enterprise in civil aviation personnel training**

   The depth of school enterprise cooperation in running a school has two driving forces, external and internal. External power is in addition to universities and enterprises to promote the school enterprise cooperation in running the [5], mainly including: the government policy guidance, market needs and technology promotion. And the internal power comes from the driving force of the University and the enterprise, including the interest driven and its own development requirements. At present, in the internal power, although the enthusiasm high, but enterprises due to the decline in the attractiveness of the benefit, began to have shown a trend of power shortage; and in terms of external power, is the most direct and effective government policy to guide the dynamic role is not significant. Mainly from the government policy guidance to start with, the government to carry out school enterprise cooperation of enterprises "tax, finance, credit, social honor and preferential policies, to increase the enterprise cooperation motivation and improve the current power shortage situation”.

2. **Research on the incentive and guarantee mechanism of the depth of cooperation between civil aviation personnel training and enterprise cooperation**

   By the early to enterprises in developed countries in Comparative Study on the incentive and guarantee mechanism of school enterprise cooperation, and summarizes the successful experience of foreign countries, and combined with the present status of China's current school enterprise cooperation, from the following several aspects to construct and perfect our country's enterprises to participate in school enterprise cooperation incentive mechanism, as shown in Figure 2. Enterprises and universities through the sharing of resources to achieve a win-win situation, on the one hand, enterprise for the students to provide practical training places, the post teaching practice, to improve the overall quality of the civil aviation personnel; on the other hand, colleges and universities by virtue of the advantages of school, through the form of adult education opened for civil aviation enterprise staff to carry out continuing education, through the seminar, self-examination counseling, enhance the quality of personnel of civil aviation enterprises. The two sides optimize the allocation of resources, sharing of resources, to achieve mutually beneficial cooperation.
3. The research on the leadership and coordination mechanism of school enterprise cooperation in the school enterprise cooperation

The formation of "school enterprise Cooperation Council" is an effective way to improve enterprise leadership and coordination mechanism. "School enterprise cooperation, the Council should be a mutual decision layer, management layer, the implementation layer related personnel constitute, usually members of the Committee in their respective units, by a professional contacts responsible for liaison members of the unit, a regular annual two school enterprise cooperation committee members meeting, a total of market research to talented person's demand changes, the talent training plan and other related issues. The Council by both senior leadership as chairman of the school and company, enterprise appointing executives served as the president of the secondary school. The Council’s decision, consultation and coordination mechanism for the cooperation of school and teaching management etc. The Council established system of regular meetings, on the Faculty of the direction of running a school, training target, teaching plan, curriculum, funding and teaching process on major issues, and timely development of a variety of countermeasures for discussion and research. The Council every year held a formal meeting, on the direction of running a school, development planning, professional settings, and major issues to study and make recommendations.

In the "double director system board mechanism", formed by the two sides agreed training plan expert mechanism. Among them, the Council by "professional teacher + backbone enterprises" team to develop draft plan, and report to the school, the school authorities are discussed through, thus ensuring the training plan "requirements of the industry needs, discipline, and the law of education and teaching norms" a high degree of unity.

Summary

Civil aviation school enterprise cooperation in personnel training has become the consensus of civil aviation education and should be in a dynamic mechanism to drive; on an incentive and guarantee mechanism for the protection of; to leadership and coordination mechanism as the pillar, is conducive to building up perfect enterprise civil aviation personnel training the depth of cooperation mechanism, crack civil aviation personnel training bottleneck.

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