Research on the "Cooperation between School and Enterprise, Combination of Work and Learning" Talent Training Mode

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ABSTRACT

Both research-oriented undergraduate colleges and applied vocational colleges have their own definite orientation and training mode. Independent colleges must seek transformation in order to meet the needs of the development of society. Firstly it explains the theoretical basis of the construction principle of the "cooperation between school and enterprise, the combination of work and learning". Then, from the practical level and the operational level, the concrete implementation path of talent training mode of the "cooperation between school and enterprise, the combination of work and learning" is discussed in detail. Finally, the conclusion is drawn that this model has the power to improve students' professional accomplishment and ability. And it is beneficial to train more application type outstanding talented persons for countries and regions. It will be an important direction for the reform and development of higher education. And it is the only way to cultivate high-quality applied talents. However, it is necessary to sum up experience, adjust, optimize and further perfect in practice to provide the experience and basis for the reform of independent college.1

KEYWORDS

Independent college; Combination of work and learning; Personnel training; Applied type.

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INTRODUCTION

"Cooperation between school and enterprise, combination of work and learning" is an effective training model to strengthen the combination of theory and practice teaching. The education model has been developed for more than 100 years and has been developed in vocational education. It covers the form of school enterprise cooperation in various countries, like the "dual system" in Germany, the British "Work alternation", Japan's" industry university cooperation "and" cooperative education" in the United States.

On the basis of maturity, the model continues to develop. It is career-oriented and takes the cultivation of students' vocational ability as the main line. It makes use of all kinds of resources, such as school, enterprise and so on ,and organically combines the school education with the practical work of applying professional technical skills, which is based on the learning of theoretical knowledge in the classroom. It makes the training goal of the school more in line with the needs of the employer .It enables students to grow into truly high-quality, high-skilled personnel. The core of the combination of work and learning is the combination of schools and enterprises, and employers should actively participate in the whole process of talent training.

In recent years, the undergraduate major of independent college is adapting to the development of society and times, seeking to transform, and striving for sustainable and implicit development. In reference to the mature teaching mode of the combination of work and learning abroad, the independent college actively explores the mode of "cooperation between school and enterprise, combination of work and Learning".

THE THEORETICAL BASIS FOR IMPLEMENTING THE MODEL OF "COOPERATION BETWEEN SCHOOL AND ENTERPRISE, COMBINATION OF WORK AND LEARNING"

On the Theoretical Basis of Human's All-Round Development

The education of "cooperation between school and enterprise, combination of work and Learning" is based on the realization of all-round development of human beings. To realize the all-round development of human beings is the basic viewpoint of Marxism and the basic starting point of our educational policy. The all-round development of human beings is everyone's intrinsic yearning and natural pursuit, but it needs external motive force, that is ,the promotion of education. The education of "cooperation between school and enterprise, combination of work and Learning" is an important measure to achieve this goal.
To Improve Students' Professional Accomplishment and Ability as the Core

With the globalization of economy, the international competition is becoming more and fiercer. It is inevitable to train a large number of talents with professional accomplishment and ability. In the knowledge economy society, professional accomplishment and ability is the first competitive power. Can learn, can work, and know how to behave are the best form of expression. Therefore, we should focus on how to improve the educator's professional accomplishment and ability in the education of "cooperation between school and enterprise and combination of work and learning".

Market Demand-Oriented

The main characteristics of the education mode of combining work and learning are different from other educational methods. The teaching subject is diversified. The teaching methods are diverse and the actual working process is heavy. In the traditional education, the school is the only subject of teaching. The education of "combining work and learning" needs to be participated in many ways, especially in the participation of the enterprises. In reality, the education of "cooperation between school and enterprise, combination of work and learning" can reflect the actual effect of education.

PROBE INTO THE IMPLEMENTATION PATH OF "COOPERATION BETWEEN SCHOOL AND ENTERPRISE, COMBINATION OF WORK AND LEARNING" IN THE TALENT TRAINING MODE

Make Clear the Orientation and Goal of Education

The history of the establishment of independent colleges is not long. The performance of the school's popularity and social recognition needs a gradual process. The performance of independent college students in social work and the impact of graduates on society are also in a process of accumulation and promotion. Therefore, the independent college should proceed from the actual conditions such as the orientation of running a school, the goal of personnel training, the condition of running a school and the environment of development, scientifically plan and rationally position, and formulate a set of strategic development plan suitable for its own development and feasible. Drawing lessons from the characteristics and construction experience of parent colleges and universities, the mismatch development of parent colleges and universities is formed. We should stress the cultivation of applied talents, highlight the advantages and characteristics of running a school, strengthen the centripetal force and cohesion of the school, improve the popularity and reputation of the school, strive for more external support in the
course of development, and optimize and expand the space for survival and development.

**Optimizing Discipline Setting to Meet the Needs of Marketization**

From the overall structure of human resources supply and demand, it is the supply-side market to the demand-side market. However, part of the professional structure is imbalanced and there are short of talents. The independent college should be oriented to serve the needs of local economic construction and social development, according to its own characteristics and development needs, and follow the professional structure of the parent institution of higher learning reasonably. The specialty setting should be more detailed than that of the parent university, which has both the general commonness of the specialty and its obvious individual characteristics. According to the market demand, make use of their own flexible and diverse advantages, set up the specialty reasonably and adjust the professional direction in time. We should focus on wide-caliber and dynamic aspects to improve professional market adaptation. At the same time, the independent college has to consider the professional direction of expansion and diversion to meet the market division of more and more fine objective requirements.

**Design and Research of Talents Training Scheme and Curriculum System with the Characteristics of "Cooperation between School and Enterprise, Combination of Work and Learning"**

One of the distinct characteristics of the "cooperation between school and enterprise, the combination of work and learning" is the cooperation between school and employing unit to train students. The first step in collaborative training is to work out goals, teaching programs and curriculum plans. Plans and programs are usually based on the employment needs of enterprises and technical standards for professional positions to implement school-enterprise co-construction. The talent training mode of "cooperation between school and enterprise, combination of work and learning" is a systematic project. Therefore, it is necessary to systematically design the personnel training mode of "cooperation between school and enterprise, combination of work and learning", and probe into the cultivation mode of "cooperation between school and enterprise, combination of work and learning" from theory and practice. So, form a scientific framework. In vocational skill curriculum, we should try our best to get rid of the bondage of the subject-based curriculum in general colleges and universities. Establish a professional curriculum system based on post competence and determine the main courses of each major. In the course system, we should increase the practical courses, strengthen the practical skill training, and improve the students' practical ability.
To Promote the Establishment of a New Cooperative Relationship between Enterprises and Schools in the Operation of Market-Oriented Means

To promote the establishment of a new cooperative relationship between enterprises and schools to operate market-oriented means is an important part of the research on the innovation of talent training mode of "cooperation between school and enterprise and combination of work and learning". First of all, we should break down the present situation of centralized arrangement of student practice, arrange the students scattered or let the students contact the unit of practice on their own. The school has the duty to introduce the practice, the employment market into the school, provides the enterprise supply and demand meeting opportunity for the student, carries on the operation by the market-oriented means, lets the student "the real knife really gun" the ground to the enterprise post assignment practice.

In order to ensure the smooth development of the teaching mode of the combination of work and learning, it is necessary to straighten out the relationship between the departments of the college and the teaching mode of the combination of work and learning. We can set up the cooperation department of school and enterprise to coordinate the problems encountered in the process of implementing the teaching mode of the combination of work and learning. Its main work is to develop cooperative enterprises. And according to the degree of cooperation with the enterprise classification management, divided into deep cooperative enterprises, moderate cooperative enterprises and ordinary cooperative enterprises. In-depth cooperative enterprises shoulder the social responsibility of talent training. The internship posts cover all disciplines and specialties, and create favorable conditions for students' cognitive practice, professional practice and employment.

Through the development of teaching mode combining work and learning, the college takes student practice as the starting point, and takes practice and employment as the starting point. Continuing and deepen the cooperative relationship between schools and enterprises, the scope of cooperation is wider, the ways and means of cooperation are more diverse ,and the content and results of cooperation are more abundant.

Establishing and Promoting the Teacher Team of "Cooperation between School and Enterprise, Combination of Work and Learning"

Gradually, we should set up a "double-teacher" type of teachers, and encourage teachers to exercise at the grass-roots level or to the management of enterprises, strengthen the ability of practical teaching. At the same time, we should cooperate with the enterprise experts in all aspects, invite the enterprise experts to teach in the school, meet the teaching needs under the mode of "cooperation between school and enterprise, combination of work and learning", and solidify its forming mechanism. The construction of double-teacher team is an important support for teaching mode of combination of work and learning. Because most university teachers receive academic college education, the understanding of education is "teaching, educating
people", and the theory cultivation is relatively high, the practical ability is not enough, so they cannot fully adapt to the combination of work and learning under the modern conditions. Teaching mode. In order to carry out the teaching mode of combination of work and learning, the college should perfect the certification system of double teachers and encourage full-time teachers to carry out practice in enterprises. In the certification of double-teacher qualification teachers, it is necessary to have the experience of working in enterprises, and encourage teachers to study in enterprises, understand the frontier of industry development, master relevant post vocational skills, and improve teachers' own technical level. To establish a system of double tutors in colleges and enterprises to guide students' practice in both directions. To stimulate the enthusiasm of teachers to participate in the teaching mode of combining work and learning, and to reduce the resistance to carry out the combination of work and learning as far as possible. Learning by the visiting or studying to, we can unify teachers' thoughts, and can actively promote the teaching mode of work integrated learning.

Create a Kind of "Cooperation between School and Enterprise, Combination of Work and Learning" to Cultivate Talents

We should strengthen the propaganda and mobilization of "cooperation between schools and enterprises, combination of work and learning", strive to build a campus cultural environment and academic atmosphere adapted to "cooperation between schools and enterprises, combination of work and learning", strive to build a pluralistic learning environment, and Encourage students to learn systematically (lectures, experiments, skill competitions, etc.), communication learning (discussion, community activities, salon, etc.), search learning (web, books, lectures, etc.), network learning (micro course, mobile learning, Web quest course) makes students more autonomous, front-line and efficient. Meanwhile, we should also strengthen careers guidance, turn the school education work from simple education, management to guidance, consultation, service transformation.

CONCLUSIONS

Through the above series of measures to strengthen the cooperation between schools and enterprises, to explore and reform the mode of training applied talents in independent colleges, which will be an important direction of higher education reform and development. It is also the only way to cultivate high-quality applied talents. We also need to sum up the experience in practice, adjust and optimize the training scheme and curriculum teaching system, strengthen the practical teaching links, form a scientific and reasonable personnel training mechanism, and improve the students' professional accomplishment and ability. Cultivate more applied talents for national and regional economic development.
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