

Discussion on Management by Dual Subjects (School & Enterprise Cooperation) about Internship in Higher Vocational Colleges

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Abstract: For higher vocational students, post practice is a main way to improve their practical ability. However, there are many problems during the post practice. And “Dual subject” (school & enterprise cooperation) will benefit those students under the standard management. Therefore, enterprise will participate in the practice actively and good effect will be proved. All these will fit for the talent cultivation mode, which include Work-integrated Learning, school & enterprise cooperation and post practice.

Internship is a key link of improving students' practical skills and qualifications. In the document Decision of the State Council on the Development of Occupation Education, the enterprises together with the schools should organize the students' work of related theory teaching and skill training, do labor protection well, as well as pay reasonable salary for the internship students. This requires enterprises and schools organize internship well.

Definition of Management by Dual Subjects

“Management by dual Subjects (School & Enterprise)” means schools and enterprises act as students' internship management subjects through the establishment of an effective training mechanism, and play the role of “dual subjects”, thus managing internship together. Students in higher vocational college not only are subjected to the school management system, but also obey the management of enterprises during the internship period.

The Present Situation of the Management of Internship in Higher Vocational Colleges

(1) National level training system is not perfect; the implementation of students' internship is not in place

So far, our country doesn't have the rigid legal system to restrain enterprises' obligations and standards of accepting students practice, and has not a sound legal environment [relatively](#). On the contrary, the domestic laws and regulations only constrain the schools at present. The content taught by vocational colleges is out of line with the enterprises' latest technology. This leads to a situation where many students are unable to start in the enterprise completely, and become a burden on enterprises. In a word, students' internship implementation is not ideal.

(2) Internship management system of enterprise and school is imperfect, and the management is too formalized

Internship management system, practice content, the management in the process of practice, and the evaluation for the practice result and practice liability accountability are not perfect. Therefore, management of vocational college students' internship is difficult to put in place.

(3) The enterprises and schools' main responsibility is not clear, and the management effect is too ideal

They don't overall design and standardize the main responsibility of enterprises participating in the occupation education. Effect and quality of students' practice, the enterprises don't need to undertake the corresponding responsibility. Communication is not enough between the school guidance teachers and business advisors. The enterprise guiding teachers think students practice management is mainly in the school, they are inconvenience to participate. Therefore, practice management effect is not ideal without enterprises as the main body.

Necessity of Management by Dual Subjects (School & Enterprise Cooperation) in Higher Vocational Colleges

(1)It's helpful to [carry out](#) the personnel training mode of “a combination of work and study, school-enterprise cooperation and internship”

It's an important measure to carry out management by dual subjects (school & enterprise cooperation) for Internship in higher vocational colleges. It is pointed out in the document National Medium and Long-term Educational Reform and Development Plan (2010 - 2020) that the personnel training mode of “a combination of work and study, school-enterprise cooperation and internship” should be carried out. Internship is an important means for teaching in higher vocational colleges, and it's key to implement the personnel training mode of “a combination of work and study and school-enterprise cooperation. Dual Subjects (School & Enterprise Cooperation) manage internship, enterprises participate in design of the internship program, scheme [whole journey](#) and combine the theory and practice of students for improving the quality of combination of engineering, maximizing the enterprises' leading role in internship in higher vocational education, implementing the personnel training mode of ” combination of Engineering\ School-enterprise cooperation\post practice”.

(2)It's helpful to standardize management about students' internship and improve the quality of internship

The dual subjects [take part in](#) students' internship and formulating management system about internship together. This will help to [promote](#) standardization and institutionalization of internship gradually. The enterprises [join](#) in management and decide the content and requirements about internship according to their own talent demand, and specify the content of internship in order to avoid the blindness.

(3)It's helpful to develop the enthusiasm of participating in internship

One subject is higher vocational colleges, and the other is enterprise in the dual management (school & enterprise cooperation). The enterprises should participate in internship during the whole process and make full use of education resources both in the schools and enterprises, in order to form a win-win and active internship mode.

Discussion on Dual Subjects (school & enterprise cooperation) Management

(1)Practice curriculum standard, planning and setting

a) Curriculum standard

Higher vocational colleges and enterprises draw up professional standards together closeting the industry, the level of development of the industry and demand of occupation post, and develop plan training and implement major construction plan joint to [drive](#) standardization about skill training.

We hire experienced experts to participate in formulation of practice curriculum system and curriculum standard, provide professional suggestions, and feedback requirements of the professional construction and development timely.

b) Internship program

Teaching in the vocational colleges should be combined with production through comprehensive and rapid understanding demand of the enterprise for talents. The schools and enterprises should develop the student internship program and train society needs excellent talents with innovation ability together.

(2)Teacher and education

a) Setting up the mutual culture system of the practice guidance teachers

Students' internship in higher vocational school not only accepts the school guidance teachers' guiding but also the enterprise advisors' guiding. Therefore, the schools and enterprises should arrange a number of good ideological quality, [experienced](#) and skilled technical or managerial personnel to act as student internship instructor and responsible for the work during the students internship.

The higher vocational schools should send guidance teachers to practice in the enterprises and

production line of practice [annually](#) and [inspect](#) the enterprise production site, accept skill training, drill in the enterprises' production or training post, [take part in](#) flexible ways such as product development and technological transformation of the enterprise to raise the level of business. At the same time, we should bring the teacher training into the work arrangement of enterprises, and institutionalize guidance and training of teachers in enterprise.

b) Implementing total of appointment about schools and enterprises' [advisers](#) the internship [adviser](#)s in higher vocational school should have more than half of enterprises work experience [annually](#). The schools and enterprises awarded internship instructor certificate for the teacher of meeting requirements and they must certificate. School-Enterprise joint hire and issue a letter of appointment, at the same time, give some guidance allowance.

School-Enterprise joint [organize](#) assessment of practice skills in vocational colleges and business advisors. We should [dismiss](#) the advisors who failed to pass the examination and the ability of guiding the student productive capacity is not strong, and cancel the practice qualification according to related regulations.

(3) Establishing practice base by school-enterprise cooperation

a) Higher vocational colleges provide manpower support

The schools may send students to the enterprises related with professional regularly for providing manpower support for enterprises in the weekend, holiday and vacation according to the enterprise employment requirements, To some extent, this may ease shortage problem in employment peak.

b) School-enterprise cooperation projects

Higher vocational colleges actively create conditions and cooperate with the enterprises such as professional research, development, production and application of new technology promotion, try to construct practice base that become a practice base of training practice ability training and professional quality, and create good work condition and practice environment for training applied talents.

(4) Management by schools and enterprise

a) Set up orderly school, enterprises participate in post practice operation mechanism

Higher vocational colleges and enterprises reach internship agreement and establish the organizational structure of internship together. They are responsible for the daily management of interns and the bilateral communication and coordination. The schools and enterprises determine the duties of both parties jointly, formulate related system such as practice operation and practice mobilization in order to facilitate bilateral interaction, guarantee the smooth implementation of the student internship, and promote the students practice gradually.

b) The liaison mechanism establishment of school teacher and mentor

We should conduct the school practice [advisers](#) and business mentor seminar regularly to [push forward requirement](#) and exchanging information between member firms and the vocational colleges. Enterprises should communicate with the schools timely, and adjust plans and contents of internship in coordination with schools to realize the coherence of school education and internship with the aim of meeting the demand of market enterprise.

c) Establish school-enterprise joint participation of both sides of internship evaluation mechanism

The schools and enterprises should strengthen the management of students during internship as a course management. Students' practice achievement should be looked as the graduation requirements. Enterprise and school each determine the content for students internship, complete performance evaluation work internship, as well as establish both the schools and the enterprises participation performance assessment system of enterprises.

d) Building the double main internship monitoring system

Enterprise and school each establish the main internship monitoring system so that the double main internship monitoring system and realize remote management practice process of students' post.

Safeguard working of Management by dual subjects (school & enterprise cooperation) about internship in higher vocational colleges

(1) Construct internship [legal environment](#) in national level to enhance the enthusiasm of enterprises

Our state must specify internship in higher vocational colleges, design and standardize the main responsibility of enterprises by perfecting the legal environment of internship. We should require enterprises' obligations of accepting students' internship through the legislative method. And we should specify social responsibility of enterprises partaking [personnel training](#) in national level, implement the relevant provisions of tax incentives and subsidies of enterprises, and increase the compensation proportion of enterprise undertaking students' internship appropriately. The government in collaboration with industrial associations account the training cost of companies which undertake the internship and encourage enterprises to actively participate in the internship through the quota subsidy and [awards](#).

(2) Local governments at all levels formulate relevant policies, definite main responsibility of internship and strengthen supervision

The local governments at all levels should definite main responsibility of internship by law. They perfect the relevant laws, ensure interests of enterprises, bring the students' internship into the state financial subsidies, establish national undergraduate internship system, and explore the reform of the education system with the aim of providing funding and support for internship. Safety and insurance policy of internship should be laid down, and responsibilities and obligations of the both sides should be cleared. The governments ought to give the appropriate policies and priorities to outstanding performance enterprises in internship.

For enterprises and schools which do not perform well, the superior departments in charge ought to order rectification within a time limit and punish enterprises and schools which refuse to make correction or loss caused by errors.

(3)The government make base standard practice unified field and standard practice enterprise access system.

The government takes the lead association with Departments and industry to develop acceptance certification rules of internship and set some standards from the aspects such as the scale of production, economic benefits, labor security, integrity management etc. The [government](#) issue bronze post occupation education practice base for enterprises reaching the standard .

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