

## Construction of Diversified Collaborative Training Mechanism for Creative and Entrepreneurial Talents in Colleges and Universities

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**Abstract:** In the competition of knowledge society, innovation and entrepreneurship play an extremely important role. Carrying out innovation and entrepreneurship education in colleges and universities not only meets the requirements of education development today, but also the driving force for China to build an innovative country and develop an innovative economy. At present, the mechanism for cultivating innovative and entrepreneurial talents in universities includes both internal collaborative training and external collaborative training, but in order for this mechanism to operate effectively, it is necessary to further improve relevant systems and continue to innovate.

### 1. Introduction

With the continuous development of the economy and the continuous progress of science and technology, society has also put forward higher requirements for talents. At this stage, China regards the establishment of an innovative country as a major development strategic goal. To achieve this goal, the key lies in the adequacy of innovative talents in various industries. In recent years, major universities in China have also carried out reforms in cultivating talents and achieved some results, but they still cannot meet China's demand for innovative and entrepreneurial talents. The training of innovative and entrepreneurial talents is a relatively large social project, which requires the cooperation and joint efforts of multiple countries, schools, and enterprises. However, at present, all parties have not formed a joint force, and there is still a disconnection in the talent training mechanism. Therefore, how to construct a diverse and collaborative training mechanism for innovative and entrepreneurial talents is a major issue facing universities today.

### 2. Analysis on the Problems of Diversified Collaborative Cultivation of Innovative and Entrepreneurial Talents in Chinese Universities

Today, there are problems in the collaborative training of talents in Chinese universities, which are mainly manifested in two aspects: First, the elements of collaborative training do not have sufficient development momentum. In the process of cultivating talents, schools, governments, and enterprises all have their own interests. Only by meeting the interests of all parties can the plan for collaboratively training innovative and entrepreneurial talents be effectively implemented. It can be said that mutual benefit is the prerequisite and basis for cooperation between all parties. However, in the process of cooperation, the problem of conflicts of interest is often unavoidable. At this time, universities and governments and related enterprises will give priority to their own interests and take their own steps. Second, there is no smooth cooperative training operation mechanism. According to the theory of collaborative innovation, each subsystem must plan its own small goals around the overall goal of the large system, and the operation and development of the subsystem must obey and serve the large system. [1] Each subsystem of collaborative training is seeking its own interests, and its conflicts are difficult to resolve. As a result, collaborative training lacks a reasonable operating mechanism and often fails to achieve the expected results.

The specific situation of the cultivation of innovative and entrepreneurial talents in China shows that only the parties can cooperate to complete the established goals and tasks. At this stage, the main force of cultivating innovative and entrepreneurial talents is major universities, but in order to cultivate and improve the innovative and entrepreneurial ability of college students, certain funds,

manpower, and facilities are also required. However, these resources are controlled by the government or various enterprises. Colleges and universities cannot mobilize these resources on their own. Therefore, they must join forces with the government and enterprises to carry out innovative entrepreneurship education so that the major resources can be effectively used, take the road of diversified and collaborative training of talents.

### **3. Effective Ways to Realize Diversified Collaborative Training of Innovative and Entrepreneurial Talents in Colleges and Universities**

#### **3.1 Institutional Security and Funding Support at the Government Level**

Collaborative innovation requires that all actors are closely related and co-exist. Universities, governments, and enterprises all have their own social functions, operating mechanisms, and independence. Effective collaborative training of talents is inseparable from policies and institutional arrangements. [2] When co-cultivating talents, we must first have relevant policies as a guarantee. The government should earnestly perform its responsibilities, formulate relevant laws and regulations, so that universities, enterprises, industries and the government can clarify their rights and seriously fulfill their obligations in the process of training talents; they can formulate talent training policies and industrial policies to guide Schools, enterprises, and industries collaborate to cultivate talents; formulate preferential fiscal and tax policies to attract more enterprises to participate in the plan for colleges and universities to jointly cultivate talents; local governments must also provide policy support and related consulting services for college students' innovation and entrepreneurship. Second, the government needs to provide adequate funding for students' innovation and entrepreneurship activities. The government needs to integrate social and financial funds to support students' innovation and entrepreneurship activities; the Education Development Foundation also needs to establish education funds to reward units and enterprises that have made significant contributions; at the same time, the government can also encourage various Social organizations or unit groups set up university students' entrepreneurial venture funds, so that university students have more financial guarantee for innovation and entrepreneurship. The third is overall coordination. In the process of collaborative training of talents by all parties, the government must play a guiding role and correctly guide the parties to communicate, especially when encountering conflicts of interest, they must learn to coordinate the parties so that all parties must consider the collective while pursuing their own interests. The interests of universities allow universities to establish good cooperative relations with other units and give full play to their respective roles.

#### **3.2 Organizational Guarantee and Institutional Innovation in Universities**

The unreasonable internal system of colleges and universities will also restrict the implementation of the multi-collaborative training plan to a large extent, which will have a certain impact on the collaborative training inside and outside the colleges. Therefore, the internal system of colleges and universities must be adjusted appropriately. First of all, institutions within universities need to be open and inclusive. Colleges and universities are the main body for cultivating talents. We must not only strengthen internal collaborative training, but also closely link with society, seek cooperation with external parties, and actively improve the conditions for running schools to provide students with a better education environment. Second, we must establish a scientific organization and management system. The school shall set up a management and coordination organization for the cultivation of innovative entrepreneurship talents, coordinating the cultivation of innovative entrepreneurship talents; all departments and majors shall also break through the original model and create a platform for the cultivation of innovative entrepreneurship talents across disciplines and disciplines. Third, the internal management system of universities needs to be reformed. Schools should combine the needs of society with the requirements for the cultivation of innovative and entrepreneurial talents, and innovate and reform internal systems. For example, credit accumulation and conversion systems can be set up. Credit recognition systems for interdisciplinary and

inter-school elective courses should be gradually improved. At the same time, the academic system can be adjusted to increase student study time, allow students to adjust their academic progress, and retain their student status when students leave for business. Fourth, we must provide sufficient funding to support innovation and entrepreneurship education. Colleges and universities should make reasonable expenditures, make overall arrangements for funds through various methods and channels, provide sufficient funds for innovation and entrepreneurship education, and help college students to smoothly carry out innovation and entrepreneurship activities.

In addition, colleges and universities should also strengthen the construction of teachers. To improve the quality of talents, the role of teachers cannot be ignored. Therefore, colleges and universities must establish a team of teachers with strong professional quality and comprehensive level. It is necessary to integrate the teachers in the school and expand the source of teachers in an inter-school collaborative manner. At the same time, it is also necessary to strengthen training, encourage teachers to study in enterprises, and cultivate teachers' practical ability. In addition, it is necessary to cooperate with the government and enterprises to select experienced entrepreneurs, entrepreneurs, and relevant decision makers to teach at schools, tell students about innovation and entrepreneurship, and deepen students' understanding of innovation and entrepreneurship.

### **3.3 Institutional Improvement and Practical Innovation of Industry Enterprises**

As an organization that not only surpasses the industry enterprises but also understands the needs of the industry enterprises, the industry sector plays a key role in cultivating innovative and entrepreneurial talents. In the process of cultivating talents, it can provide professional guidance and play a role Its effective communication and coordination role. According to the current situation of talent training in universities, we can find that the participation rate of industry sectors is not very high, so effective measures need to be taken to change this situation. We can start from the following aspects: First, we need to deeply understand the importance of the industry sector, clarify its function and role in the training of talents in universities, and accurately position the relationship between universities, governments, and enterprises. Secondly, it is necessary to further improve the internal management system of the industry sector and understand the division of labor among the industry associations and their competent departments. Finally, we must pay attention to the issue of the construction of industry associations and further improve the communication and coordination capabilities of the industry associations. Enterprises involved in the cultivation of innovative and entrepreneurial talents in universities should have a high level of understanding of talent training, and at the same time, they must properly treat the cooperation with universities in accordance with the development of the enterprise. They can rationally choose partners and cooperation based on the principles of complementarity and strategic development Way and content. At the same time, we must pay attention to the timely innovation of its internal system to facilitate smooth cooperation with universities.

## **4. Conclusion**

In summary, universities, governments, and enterprises work together to cultivate innovative entrepreneurs as a common pursuit of value, which is conducive to giving full play to their respective advantages, activating existing resources, and improving the efficiency of resource utilization. This kind of cooperative training of talents is based on the premise of the common interests of all parties. The long-term collaboration between the three parties' educating subjects will gradually form a long-term mechanism, which is more conducive to the realization of the goal of training talents. In the process of collaborative training of talents, major universities must give full play to their key roles, according to the needs of social development, timely reform the innovation and entrepreneurship education system, improve the relevant systems, and effectively connect the joint points in the collaborative system to gather all education resources form an open and good education environment, and cultivate more innovative and entrepreneurial talents for the country.

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