

Research on Collaborative Innovation of Government, Industry, Enterprise and College of Service Outsourcing Talents

Zhe Qiao

HeBei College of Industry and Technology
Shi Jiazhuang, HeBei province, China

Junwei Fu

HeBei College of Industry and Technology
Shi Jiazhuang, HeBei province, China

Abstract—This paper reflects the government, industry, enterprise and college jointly collaborative innovation of long term mechanism of mutual benefit and win-win. It has the spirit of the guiding ideology, development of enterprises and supporting the construction of professional service industry innovation of service outsourcing talents training mode. This article based on the education mechanism of talent training develops the reform and innovation of mode to establish a training mechanism and mode of the new to the market and enterprise oriented talent, realizing the balance of supply and demand of service outsourcing talents.

Keywords- *government, industry, enterprise and college; collaborative innovation; service outsourcing talents*

I. INTRODUCTION

At present, the service industry accounts for more than 60 percent of global economy. It has become an important strategic industry in many countries. Service outsourcing is the highlight of green and low carbon economy which can help our economy transformation and employment of college students. It has the functions of adjusting the structure and promoting the employment of university students to promote the new bright spot of green and low carbon economic development. In 2011, China undertake international (Offshore) service outsourcing the execution of the contract amount of \$2383000000, growing 65% compared to the same period, the service outsourcing industry has become the engine of economic development Chinese green. Traditional supervised learning models are facing the scalability and performance bottlenecks of artificial feature engineering, while traditional unsupervised learning confronting the inadequate representation of hidden structure and pattern in data and difficulties in evaluation of results. This paper studies the latent factor model which is an effective method in machine learning to solve the representation and model problems. The nature of latent factor model is automatically learning the high-level abstract representation of input data to improve the performance of predictive models and hidden structure representation of data.

Collaborative innovation is a new idea of General Secretary Hu Jintao. Colleges and universities should further strengthen coordination to form college, integrated advantage. They also should further strengthen the external coordination, pay attention to build and improve the

cooperative innovation mechanism, realize the stability of continuous innovation.

Local governments have explored the new mechanism around the combination in recent years in order to establish a lot of exploration. By contrast, promoting higher vocational colleges and service outsourcing industry, development of integrated combination and resources between enterprises and research institutes are still not clear. These are the higher levels of collaborative innovation putting forward urgent requirements.

II. GREAT SIGNIFICANCE OF SERVICE OUTSOURCING TALENTS TRAINING BY COLLABORATIVE INNOVATION

According to the actual demand of outsourcing enterprises of the industry, enterprises and colleges jointly optimize the professional settings, the development of the talent training scheme, the implementation of professional construction plan which includes the talent training quality standard system, the professional personnel training evaluation system and the enterprise for build courses and resources. In addition, colleges and enterprises co-tree the concept of "colleges training is to work into the factory," and strengthen professional regulations, professional discipline, professional ethics. The colleges set up enterprises, college enterprise cooperation to build a professional, enterprise co management training base, college enterprise cooperation, technical college running entity, the combination of engineering, cooperation, cooperative management, staff training and so on a series of "government enterprise college" depth of fusion of the way a certain extent solve the shortage of teachers, college straddling the needs of enterprise information is not clear and the use of policy and resources insufficient ability and talent training specifications cannot dock enterprise needs and so on. These will improve the teaching quality of service outsourcing training.

III. METHODS OF COLLABORATIVE INNOVATION TRAINING OF SERVICE OUTSOURCING TALENTS

A. *Establishing the mechanism of government leading and others cooperation*

Higher vocational education status of local and municipal government in the management system of the higher vocational education decides the city government plays an important role in the construction of collaboration education.

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The overall planning of the development of regional higher vocational education is the important role of higher vocational education in regional economic development mode transformation. We should make the adjustment of industrial structure, production management and science and technology progress of enterprises in the local government has been a high degree of identity. Many local governments have consciously higher vocational education into the regional economic and social development planning, overall arrangement, actively planning the development of regional higher vocational education. The status of higher vocational education in local and municipal government in the management system in higher vocational education, decided the city plays an important role in the construction of school enterprise cooperation in higher vocational education school system leading by the government and industry guidance, enterprises to participate in the. The overall planning, planning the development of Regional higher vocational education. The important role of higher vocational education in the regional economic development mode transformation, the adjustment of industrial structure, production management and science and technology progress of enterprises in the local government has been a high degree of identity. Many local governments will be conscious of higher vocational education into the regional economic and social development planning overall arrangement. These measures will actively develop the regional higher vocational education.

B. Improving the Enthusiasm of Enterprises

Along with China's economic and social transformation and industrial upgrading and adjustment, high-quality skilled talents become the key factor of enterprise to obtain the competitive advantage. More and more enterprises and vocational colleges carry out all-round cooperation into the enterprise development strategy, and through a variety of ways and means to actively participate in the running process in vocational colleges, on technological innovation, personnel training, staff training and other content to carry out all-round, multi-level cooperation. But by the level of technology, the scale of the enterprise and historical tradition influence, there exist obvious differences between different enterprises participating in the cooperation actively, ways and models.

Large enterprises actively organized vocational colleges, the higher vocational education into the enterprise development strategy. The economic base of large enterprises and strong internal large-scale enterprise training, providing solid economic backing for carrying out higher vocational education enterprise, and can produce significant benefits in scale, thus effectively reducing the cost of training. Therefore, in order to meet the demand for skilled personnel, independent set or rely on some vocational colleges of higher vocational education in enterprise interior. The higher vocational education has become a part of enterprise's development strategy in many large enterprises. Other large enterprises are starting higher vocational

education relying on the existing vocational colleges , developing the formation of the close cooperation between colleges and enterprises education mode.

Small and medium-sized enterprises actively participate in the higher vocational education through the college factory and factory colonel form. For small and medium enterprises, independently conducting higher vocational education is beyond the scope of enterprise ability. Therefore more realistic, make full use of the enterprise's own existing technologies, equipment and funds, through the enterprise internship workshop, factory lieutenant colonel, factory in schools and other means, the standard for people actively involved in the enterprise introduces the vocational colleges, vocational colleges personnel training plan, training of teachers, teaching process, promote the deepening development of school enterprise cooperation. In the cooperation process, enterprise and colleges should seek the point of common interests. It becomes a common practice for many enterprises participating in college enterprise cooperation.

C. Changing Educational Ideas of Colleges

There are the formations of talent training mode of cooperation internship, order training, modern apprenticeship enterprise of methods from the perspective of talent training. The current school enterprise cooperation has been gradually from simple to meet the enterprise human capital shortage need to upgrade to high skilled personnel to support enterprise technology, gain market competitiveness requires gradual evolution. In the cooperation process, the enterprise also is no longer simply to obtain the labor for the purpose, but more and more active to participate in training technical talents in vocational colleges, leading to the enterprise standards, the realization enterprise standard relative connected with people standard and vocational college talent cultivation, production workshop and classroom enterprises received relatively, continuously improve the technical talents quality.

Order cultivation is a common mode of personnel higher vocational education college enterprise cooperation training. But the modern apprenticeship is implementing an exploration of higher vocational education for everyone, for the society, is the traditional apprenticeship and adds higher vocational education school education factors. Compared with the traditional apprenticeship, modern apprenticeship increased school education component, is a kind of new form of school enterprise cooperation in higher vocational education and deepening. Internship, order training, modern apprenticeship is a progressive relationship, the traditional higher vocational education educational responsibility and employment risks are undertake by the school, but the modern apprenticeship is the enterprise jointly responsible for the training, to share the risk.

The first solution is to hire the enrollment. This solution to the problem of employee status of students, no longer simply internship students called the apprentice, but to corporations develop their employees, so that the sense of responsibility to really be excited. The second, the

enterprises and colleges are jointly responsible for the training and jointly carry out their duties.

IV. CONCLUSIONS

A period of great development of service outsourcing industry in China, the sunrise industry human resource supply is urgent. The main position of the education department as a service outsourcing talent training, in the exploration and the development of the industry to adapt to the talent training mode, the professional curriculum system, curriculum development program area gradually accumulate experience. This paper will improve the service outsourcing talent training quality of higher vocational colleges and play a positive role to promote the development of service outsourcing industry.

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