

Polytechnic University "Undergraduate+ Skills "Research on The Personnel Training Mode

Zhou Yan

Shenyang Aerospace University, Liaoning125000,China.

paperiset@163.com

Keywords: Undergraduate + Skills "creative talents, talents training mode.

Abstract. Take the example of educational philosophy of vocational education on talent training in colleges and universities on the basis of experience and the implementation of "undergraduate + Skills "training program further highlights the students ' professional quality, vocational skills, practical skills, creative skills, and employment skills. The comprehensive quality of students reached the elite level. Students get a diploma when he graduated and obtained the relevant vocational qualification certificates, for which employment expanded new space for China's colleges and universities to cultivate a higher level of skilled professionals opens up new avenues.

Introduction

With the rapid development of China's market economy, enterprises demand for talents. Polytechnic University compound talents with high quality in China as a major exporter, train over a large number of useful talents for society. The employment rate of graduates from Polytechnic University in China in recent years is gradually declining. Enterprises need to pay more attention to students ' ability in recruitment and career accomplishments. This traditional teaching model of colleges and universities in China has posed a serious challenge.

If the idea of running School of vocational education for undergraduate education at the University's educational philosophy were fused to vocational education as a supplement to the undergraduate education, drawing on the essence of vocational education so student's practical ability and professionalism will be significantly enhanced, future development of their undergraduate students will graduate over the same period. How to comb the course system and teaching content and practice of talent training mechanism reforms, strengthening the cultivation of college students ' ability of to form a "degree + skills certificate" double certificate mode of teaching and develop the "degree + skills" creative talent, it has already become the focus of undergraduate college education. Combining talents cultivation model of success abroad for training "degree + skills" creative talents are discussed.

" Undergraduate + Skills "Goal connotation and cultivation of innovative talents

“Undergraduate + Skills "Innovation personnel training pattern refers to a set of professional skills, practical skills, creative skills, employment skills for high-quality integrated talents. It generally aims to improve University student's vocational abilities, employment and better social development.

" Undergraduate + Skills "The goal of training innovative talents in persistence for this, the concept of quality education, highlighting the core qualities and core skills training, focusing on the development of students ' professional ability and lifelong learning abilities, talents for the society of highly educated, highly skilled personnel in accordance with the law of aims and the cultivation of talents with high skills, adherence to academic education and skill training, moral education and the training of ability principles. After four years of training, students obtain Bachelor degree certificate at the same time, through the provincial identification of occupational expertise Center, obtain appropriate professional qualification certificates, and open up new spaces for student employment, to train higher technical talents to explore new paths.

Build a "bachelor degree + Skills "innovation talent training plan

Vocational skills are required skills and competencies that students need in the future work. Do the students have good professional skills is a prerequisite for successful employment. In accordance with the decision of the State Council on vigorously promoting the reform and development of vocational education on " enhancing career guidance and employment services to broaden employment channels for " spirit, arouse the enthusiasm of students learning vocational skills, helping students to improve their professional skills is particularly important.

Based on the "cooperation between schools and enterprises and the work-study combination" vocational skills training program[1].Through Germany cooperation between school and enterprise "dual system" between schools and enterprises, with emphasis on education of engineering analysis and research success stories, the "2+1+1" of talent training mode in order to achieve the " Undergraduate + Skills "The cultivation of the innovative talents.

" 2"refers to in front of the entrance of 2 years studying basic theory knowledge. Mainly through public courses and vocational courses for undergraduate college studies, specific professional knowledge, enable students to grasp the basic technical principles, and based on "the integration of theory and practice of" constructing curriculum system, theory of education, skills development, combine professional skills with the national knowledge exam to help students obtain the appropriate professional qualifications. Meanwhile, opened a major-related course to enrich students ' understanding of the curriculum and promoting personality development of students.

" 1"is is students entrance of third years, will class teaching content extends to enterprise of actual work in the, while also will production task traction to class among, to real work task or enterprise production products for carrier organization teaching content, will different courses into to different enterprise of production process, and real do" taught, learn, do "unity, makes training out of students more has post adaptability.

And last year, " 1"is implementing stage of combining theory and practice, school and business work together, establishing school-enterprise cooperation bases or training as ordered, enterprise as the main training bases, to provide students with a real-world internships, employment base.

Approaches to development of college students ' practice ability and innovative ability. connotation of practical skill and creative skills[2].Practical skills is human initiative to transform the world and the ability to change all social activities, is the accumulated previous experience and wisdom in the course of social practice, and after upgrading to form and develop.

Mainly refers to the process of social practice innovation skills and curiosity about new things, explore new ideas, new method, new craft and new technologies, as a college student in school innovation capacity, including the ability of social investigation, the application of innovative methods, innovation ability, hands-on experimental devices, information gathering and studying skills.

Set the concept of ability and training mode of creative talents.With the deepening of teaching reform of higher education and personnel training of higher education philosophy has gradually shifted from the former "academic standard" to "standard" transform, where under the influence of ideas and thoughts, practice ability and innovative ability cultivation and has become a worldwide trend of higher education reform [3] .

Establish innovative experimental platform [4].Strengthening the construction of experiment platform for innovation in colleges and universities, is the essential means of enhancing college students ' practical ability and creative ability. Experimental Center can increase investment in innovation and research activities, updated laboratory instruments and other measures to meet the basic requirements of college students ' innovation and research activities, regular development lab, realizing the combination of experimental study on the experiment teaching and the scientific research project to inspire students ' innovative thinking and scientific interest, encouraging college students to participate in innovative experiments and research projects, and improving students ' practical ability and creative ability. And the experimental teaching system, contents, methods and instruments, laboratory management system reform is the key to cultivation of innovative talents.

To conduct "a game" and other competitions to enhance the practical innovation ability of college students of science and technology. College are encouraged (Department of) Combined with its own characteristics of academic disciplines, a college or school science competition-oriented, learning the game, motivating the students to apply what they have learned, will combine theory and practice, cultivate students ' practice ability and innovative ability and teamwork and other integrated qualities.

Strengthening "double qualification" teachers construction and improve the practical teaching ability [5]. Exchange of operational arrangements for teachers in colleges and universities and let them into the front line for exercise, with the topic to the forefront of production and scientific research practices, academic research, and raise the level of teaching, to give teachers in colleges and universities participate in the long-term mechanism of preferential policies and practice, encouraging them to invest more in practical teaching and training students ' practical ability and creative ability really play a role in.

Job skills. The concept of employment skills. 2002 year Australia issued by the Chamber of Commerce and industry of the future skills report "employment skills framework" (see table 1) suggests that employment skills is referred to as "employment ability and creative ability" [6] . It is the essence of the enterprise with the requirements of the labor market for talent.

Table 1 employment skills framework

Skills	Content
Communication skills	1. Oral and written abilities and the ability to use digital; 2. Understand the customer's needs; 3. There is a firm belief; 4. Can share information with others, is good at setting up and using networks
Team spirit (Good work groups)	1. with different nationalities, age, sex, religion and political cooperation; 2. Able to work independently in a team; 3. At the time of planning and problem-solving, can actively participate in team work; 4. To be able to work to provide timely feedback
The ability to solve problems	1. To put forward practical solutions; 2. Can propose different solutions with innovative thinking; 3. From multiple perspectives; 4. To use data
Self management skills	1. Personal goal; 2. Self-assessment and monitoring performance; 3. Bold to express own opinion; 4. Have self-confidence, responsibility
Planning and organizing skills	1. Good time; 2. Active decision-making and good at allocating resources; 3. Have clear goals and measures, and to constantly improve our work and plans; 4. Develop a vision and plan; 5. Forecasting capacity
The capacity for lifelong learning	1. Self-learning ability; 2. The ability to learn on the job; 3. The ability to use a variety of means to learn; 4. Open to new ideas and methods; 5. understand the importance of learning to adapt to change and have a passion for learning
The spirit of innovation	1. Adapting to the new environment; 2. Visionary; 3. Creative; 4. The ability to adapt to the environment

Employment skills training mechanism. Establishment of career center and career guidance curriculum into the overall teaching plans [7]. According to the employer recruitment needs, characteristics of local economic development and employment environment changes requires special training for college students to enable students to acquire professional knowledge.

Universities to strengthen communication and cooperation with employers demand to be kept informed about the employment of graduates; and with the employer to establish a solid student cooperation mechanism, and students regularly participate in training activities to the base, and increase the chances of students who participate in social practice, strengthening the construction of practice bases.

College students should be based on the employer's job requirements to adjust the structure of their employment ability, and have a better direction to improve and enhance their employment ability.

Diploma in an appendix emphasizing job skills, qualifications appendix can carry on a more comprehensive evaluation.

Acknowledgements

“Undergraduate + Skills ”Discuss the orientation and talent training of creative talents and allows us to more clearly, enterprises need talent have been fixed by a single theory of knowledge talents into strong, capable, and professional talents with high quality.

References

- [1]Y.L. Sun, Technology wealth, China, "Four composite" Professional Skills Research and practice of Training Mode of Creative Talents, (2012), p.284-285.
- [2] [3] [5] M.Feng and Q.J. Feng Cambridge Logistics Engineering and Management, Connotation and Cultivation of College Students' Practice Ability and Innovative Ability, (2008) , p.271-272
- [4] M.Q. Liao and N.G. Qin . Laboratory Research and Exploration, Establishing Open Laboratory to Improve the Students' Ability of Practice and Innovation Ability [J]., (2010), p162-165
- [6] Department of Education,Science and Training,commonwealth of Australia.Employment skills for the future[EB/OL].2002:8-9.
- [7] J. Xi and N. Zhang. Journal of Handan College, Investigation and Analysis of College Students' Employment Skills in Local Colleges, (2014), p. 113-117