

## **Research on Innovation Talents Training Model in Universities Transformation Development Perspective**

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**Abstract.** The perspective of social transformation and development more clear the historic mission of local colleges is to train applied talents for the local social and economic development. On the basis of analyzing the problems existing in training mode of most local colleges, the paper tries to explore and build the applied innovative training model benefit for the local colleges and put forward the sense of applied innovative talents training of local colleges.

### **Introduction**

Requires school restructuring and development of institutions of higher learning must be linked to economic and social development, personnel training must focus on the employment of university students. Present a serious social problem and the urgent need for a large number of economic and social development standards applied innovative talents and a large number of graduates into the community employment can not be effectively matched, so the functions of local colleges and universities should be the development of higher education and the characteristics of the new trend and the essence of education and other aspects rethink their training model, which is bound to place new demands on universities.

### **The Problems in the Current Training Mode of the Majority of Local Colleges and Universities**

**The Concept of Applied Innovative Talents Is Fuzzy.** Many institutions of higher learning on the connotation of the target application type talents, knowledge structure, ability and quality and job function vague definition of applied talents training model is built on, and therefore essential to figure out the concept of application-oriented talents, in particular, distinction between the concept and research personnel and technical talents. Applied Innovative Talents means a potential for innovation and technology development capabilities of personnel in the competency requires not only have a solid theoretical foundation, operational ability and use of technology conversion capabilities to be more prominent. Job functions engaged in social and economic development are closely related, to create wealth for society.

**Applied Innovative Talents Training Lacks of Core.** Local colleges and universities is to train Applied Innovative Talents main position, the starting point is needed for training to adapt to social and economic development personnel, their training the core of the system is the "application" interpretation. However, due to parents, universities and education authorities on personnel training have different understanding. Parents do not understand the reality of the employment situation, resulting in students career outlook lag. College-level hierarchy still pay attention to the positioning of the school, the lack of differential positioning training objectives, training graduates serious identical, the job market supply and demand contradiction is very serious. Education authorities nor from a high perspective Applied Innovative Talents in Local Universities for positioning, the results led to the current lack of Applied Innovative Talents core.

**Applied Innovative Talents Training Lacks of Practice.** Present in many places of higher learning in personnel training on theoretical and practical knowledge to learn there is no effective integration, teachers focus on teaching theoretical knowledge and practical ability of neglect

teaching guide, a large reason is because the teachers themselves do not have the practical teaching the ability to talk about the practice of teaching school most of the time or stay in the paper. Socio-economic development and jobs demands graduates to enter the work role quickly adapt to the new working environment, this way "Employment" and "recruitment difficulties" the problem arises.

**The Teachers of Applied Innovative Talents Training Lack of Application Ability.** Local colleges and universities require high qualifications of teachers, teachers to judge a title or setting a quota for posts and will strive to improve their master's or doctoral degree level, and most of these teachers are no practical work experience after graduating from colleges and universities, and therefore can not be in teaching depth understanding of the job market demand for applied innovative talents, nor the ability of the students' practical skills and use of technology conversion capabilities cultured.

**The Evaluation System of Applied Innovative Talents Is Imperfect.** At this stage, many local institutions of higher education evaluation system is not very good guide teachers training applied talents, most of the local teachers' colleges and universities are fighting each other, is not formed according to the teaching personnel training programs and systems team, even if there is also a traditional practice teaching evaluation form, does not establish an effective evaluation system of teaching practice, teachers have no right to judge teaching achievement, student learning is also a lack of initiative and enthusiasm, a serious impediment to the smooth progress of teaching practice.

### **Constructing Applied Innovative Talents Training Model in the Background of Local Colleges and Universities Transformation and Development**

**Make A Clear Training Position of Applied Innovative Talents and Build A Reasonable Structure of the Ability.** First, you must understand the application of innovative talents connotation, applied innovative talents means a potential for innovation and technology development capabilities of personnel, on the basis of a clear culture positioning applications talents, the ability to build structures on the basis of reasonable talent fostering the on the ability of the structure need not only have a solid theoretical foundation, the operation will require ability and use of technology conversion capabilities more prominent, trained people to be closely related to the economic and social development, to meet the needs of socio-economic development and to create wealth for the community .

**Optimize the Curriculum of Applied Innovative Talents Training.** Optimizing the Curriculum, should cultivate positioning applications innovative talents as a guide to optimize not only pay attention to professional basic course system, to foster adapt to the social economic development of the innovative capacity and technical ability to develop a comprehensive talent optimization programs to meet people target culture, we can try to build the basic course, the content of professional backbone courses, elective professional, multi-disciplinary elective courses and practical courses in five major sections. Basic Course is to train applied talents to create the basis of practical and comprehensive ability, professional backbone course also applied Talents core curriculum is the basis of the contents of students' professional characteristics of learning elective course is to expand and extend the professional backbone course, cross elective course curriculum is based on the diversity and adaptability training objectives applied innovative professionals need to be a professional practice course is to develop students' practical skills, can enter the market out of the classroom into the business practice, in practice, the theoretical knowledge and practical ability to learn effectively combined utilization.

**Construct "Trinity" Teaching Methods.** At present, many local colleges and only pay attention to theoretical teaching and curricular teaching, practice teaching and extracurricular social teaching is very inadequate. Theoretical teaching and curricular teaching teachers are often in the form of lectures dominated teaching, students are often passive acceptance of the status of knowledge of learning theory, teacher lectures do not get sympathy and a sense of achievement, student lectures listless lack of interest. Local colleges and universities want to cultivate innovation and technology development capabilities and comprehensive talent, we must attach importance to education and

training students' practical ability, the teaching practice teaching in an important position, efforts to build a "Trinity" practical application of teaching methods, the theoretical teaching, simulation and practice teaching organic combination. Learning theory is the basis for teaching and teachers can fully and quickly display the content of the teaching system by means of modern multimedia while mobilizing the enthusiasm of students. Teaching the use of multimedia software simulation or role playing in simulated real-world scenarios participatory teaching to train students, teaching simulation compared to the real social practice teaching in human, financial and time is more economical and practical. Practice teaching is to enable students to learn vital jobs into the community and it is to train students to practice problem-solving skills of the most effective teaching methods. For example, let students into business practices, strengthen school-enterprise cooperation, help to improve students' practical ability to develop off-campus practice base.

**Establish Security System of Applied Innovative Talents Training Mode.** Establish the Training of security system from three aspects of the teaching staff, improve and establish regulatory and other modes of the examination system to work, the culture of "Double" Teachers are the key to the construction of teachers, "Get out" and "Please come" combined use in a planned way for teachers to learn and practice social positions up to encourage teachers to participate in professional associations or academic conferences in the field, as well as invite experienced in the professional field and social achievements of talent into the classroom to guide students to teaching. Perfect the system of examination and assessment system optimization test content should meet the requirements of the application type talents make content more diversified assessment and examination, the students not only theoretical knowledge examination results, but also the relevant case studies, team practice, practice designed and other assessment, to focus on the specific content of the examination of independent thinking and problem solving topics, to reduce the number of closed about rote conceptual issues, increasing the number of case studies and discusses other open issues. Establish an effective regulatory system is to ensure application-oriented training model of sustainable development, should implement the various functional departments of local colleges and universities, requires follow-up investigation of the professional and graduate students feedback, establish regulatory systems periodic assessments.

**Open Training Mode of Twenty-Three Classroom.** Open up two or three professional classroom training mode, first, second class, there are plans to carry out local colleges and universities and professional contests or related activities, relying on the dominant group and organize professional instructor in professional competitions in the contest helped organize combination, this form can exercise their practical ability and cultivate students' innovative spirit and ability of the team division of labor, can quickly combine theoretical knowledge and practical ability to use them; the second is to actively carry out social practice activities in winter and summer, actively involved in the practice of social work positions, the holding understand the social, exercise self-attitude, as soon as possible to understand the social environment, the ability to improve the practical operation of social work, and require students to have experience to summarize and report writing practices holiday, this forms and neither conflict with class time can also exercise the students' social practice.

## **The Significance of Innovating Applied Innovative Talents Training Mode**

**Help to Train Application Innovative Talents Adapting to the Socio-Economic Development.** With the reform and development of more than three decades, especially since the 1990s, the advent of the Internet and the knowledge economy, China's social and economic development speed is very fast, and the rapid integration of the world economy, the demand for talent from the original relative personnel of all walks of life into a single demand for diversification, so the original attach importance to training at higher education institutions and academic research talent students target culture has become increasingly unable to meet the requirements of today's social and economic development, also appeared to contradict diversification and applied in recent years, a single personnel training and academic and social demand for talent is more and more serious, which determines the culture of social and economic development of the local colleges and universities

applied talents as necessity of training objectives, local colleges and universities committed to the theory and practice of applied talents training mode, training to adapt applied innovative talents society.

**Promote the Steady Development of Local Colleges and Universities.** The twentieth century, China's higher education on a large scale merger also increases the number of enrolled undergraduate colleges and universities, the implementation of a national "recruit", in this regard, many parents and students to meet the aspirations of higher education can be accepted, it also gradually make our higher education, especially higher education transition from the original local "elite education" to today's "popular education", the application requirements under the "popular education" of socio-economic background and demand for talent , the local colleges and universities to seize the opportunity of self-integration characteristics of the development of its own educational resources, and strive to do a good job training applied innovative talents, the steady development of recommended local colleges and universities.

**Promote the Overall Development of Society.** Round social progress requires not only the rapid development of social material, also requires spiritual progress of society, the rapid growth of GDP in these years, so that people's living standards have been improved overall, but also because of the economic development speed very quickly, people's spiritual civilization has not kept up, or even regressed, many people feel unable to meet the social and economic development, more and more find self-worth and sense of presence, and the development of national and personal development are the pillars of the spirit, spiritual to enrich rely on the power of education, to find self-worth and sense of presence in social development and talent cultivation in education, social services, self-achievement, build self-confidence, to play to their maximum value, but also can get a reasonable return on the community . Training local colleges and universities of applied undergraduate talents can also be effectively solve the local economy in the desired practical talents, enhance the local economy and promote the humanities to solve the difficult employment and recruitment difficulties, promote the comprehensive development of society.

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