

Research on the Training Mode of Compound Talents in Military Colleges and Universities

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Abstract. How to focus on the actual needs of talents and comprehensively improve the quality of training for military academies is an urgent problem to be solved. Aiming at the problem that the ability of some graduates in colleges and universities is not suitable for the first job position, the idea of constructing a compound talent cultivation model is proposed. Based on the analysis of its connotation, this paper proposes a five-in-one comprehensive character talent cultivation approach.

Introduction

Judging from the matching between the actual ability of graduate students and the demand for first-time posts, military colleges and universities urgently need to do a good job of focusing on the needs of practical talents and comprehensively improve the quality of training for trainees. According to the different knowledge structure, most scholars currently divide the talent training mode into several types such as "one" type, "1" type, "T" type and "ten" type [1]. Among them, the talents cultivated by the "one" type have a wide range of knowledge, but they are not well-understood; the talents cultivated by the "1" type have good expertise, but the knowledge is very narrow, it is difficult to touch the analogy, and the development potential is affected. The talents cultivated by the "T" type have the characteristics of wide knowledge and good expertise, but the innovation is generally [2]; the talents cultivated by the "ten" type have broad knowledge, good expertise and good Innovative applicability [3]. Therefore, by absorbing the advantages of each character training model, this paper puts forward the idea of constructing a compound talent cultivation model. Based on the analysis of its connotation and characteristics, this paper proposes a five-in-one compound talent cultivation approach.

The Connotation of the Compound Talent Cultivation Mode

In the compound training talent model, students are required to have a broad and solid basic knowledge, to develop a comprehensive and excellent military basic quality, and to master the in-depth professional skills and innovative application capabilities. Therefore, the compound talent refers to the talents who have "wide and solid theoretical knowledge + comprehensive and excellent military foundation + superb professional skills and innovative application ability". This kind of talent will become the "all-rounder" of the army in terms of theory, skill and practice.

It can be seen that the compound talent training model refers to a series of methods and methods adopted to achieve the coordinated development of the political, human, professional and military qualities of the students. It is guided by the requirements of strong military objectives, with students' application ability and innovative spirit as the core, based on knowledge application, focusing on ability training, highlighting professional quality improvement, and adhering to the integration of subject professional learning and military basic training.

The Way to Realize the Cultivation Mode of Compound Talents

The following part will take the improvement of talent quality as a whole, and elaborate on five aspects respectively from the talent training program, teaching material system, faculty team, teaching mode and practice base, abbreviated as the realization approach of "five-in-one".

Formulate a Comprehensive Talent Training Program

Talent training program is an important document to guarantee teaching quality and talent training level, and is the basic basis for organizing teaching process, arranging teaching tasks and determining teaching preparation. The cultivation of inter-disciplinary talents is supported by disciplines, based on majors, and centered on positions, and emphasizes the comprehensive ability of knowledge, practical application ability and innovation ability. In the formulation of personnel training program, the course modularization is implemented by taking into account the crossing of disciplines and majors, focusing on the army's requirements on the knowledge, ability and quality of practical and applied talents.

At the same time, in order to realize the talent training goal of "thick foundation, wide caliber, strong ability and high quality", undergraduate students can be enrolled according to major categories. All school undergraduate according to the relationship of the "blood" near-far gathered into several major categories, each professional categories corresponding to one or more professional, according to the categories of recruit students, freshmen in a grade according to the categories of unified teaching plan for training, at the end of the first study, according to the achievements of the students and professional distribution, each student corresponds to a specific professional, starting from the second grade, the professional students according to their professional teaching plan for training.

Develop the Teaching Material System of Compound Talent

Professional textbooks are knowledge carriers that reflect the teaching content and teaching requirements of the major. To strengthen the construction of professional textbook systems, we should change our ideological concepts, firmly grasp the law of professional discipline development, and take the military's demand for talents as the guide. At the same time, we must strengthen the dynamic adjustment of the textbook system and the content of the textbooks; We must not only correctly handle the relationship between the theory and practice of textbook writing, the relationship between stability and openness, but also the relationship between knowledge transfer and capacity development, the relationship between paper textbooks and modern electronic textbooks.

To cultivate interdisciplinary talents, reverse engineering can be adopted. That is to conduct post research in the army to understand the most authentic personnel needs of the army, extract knowledge points, skills points and key work processes, and then make theoretical transition to form teaching plans and develop teaching materials. We can also invite experts and professors, as well as front-line military personnel to participate in the development of textbooks. Such "reverse engineering" textbook research and development methods can make every textbook upgrade keep up with the development trend of the army and the actual personnel demand of the post, so that the trained personnel can be "marketable".

Build a Composite Talent Cultivation Team

As an important generation of force and a cradle for the growth of technical talents, military academies are the main channel for transporting high-quality military talents to the country. As the backbone of college construction, the construction of the teaching team plays a crucial role in personnel training. The important role of strengthening the construction of the teaching staff is a very urgent task in the construction and development of military academies.

As the saying goes, "It takes a good blacksmith to make steel." Only a composite faculty team can bring out a compound talent. In general, faculty members can improve their abilities by taking up various opportunities such as substituting for the army, training for the soldiers, training for the job, and attending school. Of course, the school can also directly hire the chief of the army to serve as a faculty member in military courses. Because the cultivation of compound talents is more practical, it puts higher demands on the combination of theory and practice of teachers. Because the academic qualifications and experience of the instructor team are not the same, the colleges should create opportunities to enhance the practical ability of the instructors as much as possible. In

addition, we must properly handle the relationship between flow and stability. In order to control the loss of excellent teachers, we should take a series of powerful measures such as “creating conditions, relying on career achievements to retain people's hearts, improving the environment, and cultivating a sense of identity to retain people” to stabilize the existing teachers.

Construct a Compound Talent Teaching Mode

In the traditional teaching mode, the teacher is the center and main body of the teaching activities, and is the impartor of knowledge. Students are the recipients of knowledge, the media is the tool of teaching, and the teaching materials are the content of teaching. Student achievement is a reflection of the teacher's teaching level, and the classroom as the main environment for teaching is the stage for teachers to perform. In short, the entire teaching activities and teaching structure are transferred around the teacher.

The compound talent teaching mode needs to change the traditional teaching mode in the past. In the theory teaching, it advocates the transformation from cramming passive teaching and learning to team-based learning. The teacher is transformed from Teacher to Instructor to guide students. In practical training, students can play different roles in the process of the project by referring to real military project cases and simulating the work environment of the troops at the same time, so that students can be familiar with the work environment and work process of the troops before entering the troops. In this way, the real first is the ability-oriented, practice-oriented, and closely related to the modernization of the military and the task reality, the integration of subject professional learning and military basic training, the integration of humanistic knowledge and the foundation of thick training. In the end, we will truly realize the organic connection between the two stages of "institutions" and "militaries".

Build a Composite Talent Practice Base

The practice base construction is the most basic condition for the cultivation of compound talents. Some schools have established national and military key laboratories based on national and military key discipline platforms. Through accumulation and innovation, the National Defense University of Science and Technology independently developed the trustees software experimental platform and the sunshine hardware experimental platform. At the same time, by drawing on the experience of the United States West Point Military Academy, some basic courses such as programming courses, the experimental platform from the computer to the robot and drone platform, highlighting the military application, thus stimulating the interests of the majority of students. In addition, through the network virtual software platform, students can remotely operate the hardware devices of the laboratory to achieve resource sharing and integration.

We need to reform the teaching and experimental base construction system. Many laboratories in colleges and universities are now established as auxiliary institutions for teaching. They are attached to teaching and research rooms or multiple experimental centers. The main task is to serve the theoretical teaching of the courses. It should be said that this laboratory construction system is applicable in the context of the university's teaching-centered situation. With the integrated development of discipline construction, if we want to improve the level of laboratory construction, we must reform the current laboratory construction system. We should break the boundaries between departments and disciplines in accordance with the principle of “special management sharing and resource sharing”. We must realize asset integration, asset restructuring, centralized management and use of funds, and build a unified big data comprehensive experimental training center throughout the school to achieve an open management. At the same time, it is also encouraged to carry out the "school-train" and "institutions-academic" joint education methods, promote the opening of schools, implement mutual recognition of credits, and cultivate students' practical ability.

Summary

In accordance with the requirements of "Quality Building, Connotation Development", we should

recognize the significance of cultivating compound talents, carry out multi-level and multi-faceted planning, and deliver excellent military command talents for the troops and promote the realization of colleges and universities.

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