

Research and Practice of School-Enterprise Cooperation Talent Training Mode by form of Order Integration

Yaowu Shen^{1, a}, Jindong Yu^{2, *} and Wenyan Xu^{1, b}

¹Guangzhou Nanyang Polytechnic, China

²Guangdong Construction Polytechnic, China

^a306908510@qq.com, ^b543646597@qq.com, * yujindong@gdcvi.net

Abstract. The paper designs one talent training mode by the form of order integration to implement school-enterprise cooperation and production education integration in vocational education. Through the practice of school-enterprise cooperation and production education integration talent training mode by the form of order integration, many more advantages are brought, such as the practical training for students is strengthened, the students' professional identity are improved, the students' employment quality are increased, as well as the curriculum setting become more reasonable. It is proved that this talent training mode satisfies the maximum actual demands of enterprises.

Keywords: Order integration; School-enterprise cooperation; Talent training.

1. Introduction

In the political report of the nineteenth congress of the Communist Party of China, comrade Xi Jin-ping pointed out that: preferential development of education is consummating vocational education and training system by deepening the integration of production and education as well as school-enterprise cooperation [1]. Being a kind of talent training mode, production education integration and school-enterprise cooperation is to achieve sharing of resources and information between vocational colleges and enterprises and the organic combination of theory teaching and enterprise actual demands through the joint talents training, which makes graduates be more directed against and adaptive for posts. This talent training mode is closer to the market and meets the greatest degree of the actual needs for talents from society.

There are many beneficial explorations in terms of school-enterprise cooperative education mode for vocational education in various countries which provide us with a lot of valuable experience, such as the sandwich education mode in the UK and the dual system mode in Germany. These education modes have distinct characteristics and become the model of production-education integration, school-enterprise cooperation.

The order integrated talent training mode is to set up an independent class called as ordered class according to the requirements of the enterprise. The ordering enterprise participates in the teaching process of ordered class and provides practical teaching space for ordered class. After graduation, students of the ordered class enter the enterprise to work.

2. The Significance of order Integration Talent Training Mode

2.1 To Meet the Changing Talent Demand of Enterprise

The competition of human resources determines the success or failure of enterprises to a great extent. The current rapid development of social economy makes the talent demand change rapidly. Thus, the modern enterprise gradually realizes that working with vocational colleges by taking ordered class training can get more practical talents than passive recruitments in the talent market. For the vocational colleges, if they cannot accurately define the talent cultivation specifications, it will inevitably lead to the difficulty in finding jobs for graduates. Based on the principle of teaching on demand and applying knowledge to practice, order-integrated talent training strengthens the pertinence of talent training, and practically transport high-quality talents in line with the actual situation, further satisfying the enterprise's demand for talents. The training for the ordered class

according to the enterprise's talent demand can not only ensure that the students are more targeted in professional learning, but also meet the enterprise's rapidly changing talent demand.

2.2 Make Students Grow up to be High-Quality Talent to Meet the Need of the Enterprise

Order integration talent training can make enterprises get conform to the actual demand of high-quality talent. During the period of studying, students in the ordered class has been known through various forms of learning the order enterprise corporate culture, the company's products, processes and management system, etc., through mutual joint training of schools and enterprises. At the same time the joint training includes especially the students' professional ethics accomplishment, the cultivation of team spirit, etc, which shortens the students transition from school to work and reduces the enterprise recruits training time, as well as human resource cost. Through joint implementation of the vocational education schools and companies, on the one hand schools sets the training system with professional knowledge and professional skills conform to the enterprise actual demand of high-quality talent, on the other hand provides platform for employees to carry out the job skills training, make the enterprise to form a reasonable structure, good quality and proficiency of staff [2-4].

2.3 Creates Conditions for Combination of Work and Study

The talent training of order integration creates conditions for combination of work and study. First, using the opportunity of implementation of ordered class training, school arrange backbone teacher going into the enterprise to have exercise, visiting, learning, and cooperation with enterprise for production and researching. Then, in the subsequent specialty teaching new technology and new equipment will come into class, which make the school teaching content more advanced, more practical and more effective. Furthermore, the steering committee on professional development will be established composed of teachers, technical experts and skilled craftsman, which will jointly develop professional course, write work-learning integrated teaching material, etc. Second, in order to ensure the completion of the training task of ordered class, the technical experts with rich practical experience and skilled craftsmen can be employed as part-time teachers to form a special and concurrent combined teaching team, thus completing the work-learning integrated teaching task more effectively. Third, the establishment of on-campus and off-campus training bases is also an important factor. The actual production of enterprises provides students with excellent off-campus training bases, and the on-campus simulation training bases create favorable conditions for the training of ordered class students. Fourthly, in order to promote the healthy development of ordered class training, both schools and enterprises should give full play to their advantages, innovate the training mode and implement flexible and diversified teaching practices. Students can study in school or go to enterprises to visit and learn, take internship and take post practice[4-7].

3. Talent Training Practice of order Integration

In recent years, teams of Guangzhou Nanyang Polytechnic take a lot of exploration for school-enterprise cooperation by form of order integration talent training mode under the director of experts from the modern apprenticeship steering committee which set in Guangdong Construction Polytechnic. Guangzhou Nanyang Polytechnic have successively developed ordered class training with Guangdong Foshan Changjiang seiko steel structure co., LTD., Jiantao chemical group, Guangzhou Lejin displayer co., LTD., Guangzhou Lanhai automation equipment technology co., LTD., and other enterprises. The order integration training mode is also experiencing the process of transition from the original orienteering employment to production education integration. By enterprise named ordering class, the establishment of off-campus practice base, setting scholarships for ordered class and other measures of order integration talent training, the quality of talent training has been enhanced and satisfied more for actual demands for talent from enterprises.

3.1 The Establishment of ordered Class

In accordance with the demand of enterprises for talents, the college and enterprise jointly worked out a talent training program. In the second semester, the college host voluntary choice between students and enterprises after publicity of enterprise, consultation for student and visiting in enterprise. Then a joint training agreement is signed. The enrolled students set up the ordered class on the basis of the original natural class. The school and the enterprise jointly carry out talent training. The college is responsible for moral education, theoretical teaching, on-campus practical teaching and daily management of students. According to the training program, managers, senior technicians and skilled craftsmen will be arranged to teach part-time courses on weekends to complete the teaching of enterprise culture, enterprise management and professional training. In the sixth semester, students will enter enterprises for the post internship. After passing the related assessment, students sign the labor contract and enter into the enterprise employment.

3.2 Management of ordered Class

In the process of order integration talent training, the main work of ordered class training and management is implemented in the specialty. The ways for enterprises to participate in the teaching work include taking part in the steering committee on professional development, the formulating of professional talent training program and teaching plan, the teaching of practical courses and guiding students to practice [8]. The school and the enterprise in manpower, material resources and the financial aspect joint investment, realizes the talented joint training and managing.

3.3 Deep Integration of Schools and Enterprises

Order integration talent training process, strengthened the depth of the fusion between colleges and enterprises through building practical training base as form as a factory in school or a school in factory and so on, meet the needs of the students' experiment, practical train and field work. Through the construction of teachers' studio of double quality, the cooperation fusion of full-time and part-time teachers are strengthening, which effectively improve the ability of teacher's teaching. Through the establishment of high-quality curriculum resource, it forms teaching safeguard mechanism of resource sharing, culture leading, fitting employment.

4. Effect of order Integration Talent Training

Through the practice of order integration talent training and the tracking survey of graduates, it shows the graduates trained by ordered class have obvious advantages over the ordinary graduates of the same major.

4.1 Improved Students' Professional Identity

Students' misidentification of their major has a lot to do with their lack of understanding of their major, especially their future employment prospects and positions. In the process of order integration talent training, the technical personnel and skilled craftsmen of enterprise teach in schools and participate in professional practical training and even theoretical teaching. The part-time teachers' words and deeds are more effective than the earnest and long-term teaching of school teachers. At the same time, enterprises are introduced to jointly develop talent training programs and offer some courses, such as enterprise management and enterprise culture, which are complementary with the courses offered by the school, and students are more willing to accept them. Through order integration talent training, students will easily identify with the major after contacting with the production line.

4.2 Realized the Smooth Transition from Student to the Employee

The professional practical teaching in vocational colleges reaches 50%, the arrangement of practical training on campus is limited, and some practical training contents are out of line with production practice. Through order integration talent training, enterprises arrange students' off-campus practice, and complement the on-campus training content, and students' enterprise practice

closely follows the production practice. Through the talent training of order integration, students' professional quality and post skills have been improved significantly, which shortens the time for students to adapt to the post after they enter the company. Students of ordered class do not need to carry out pre-post training through the company's post internship, and they will be on the post when they enter the company, thus successfully realizing the transition from students to employees.

4.3 Improved the Quality of Employment of Student

The order integration talent training mode trains students according to the enterprise's demand for talents, so that students have a stronger sense of responsibility, self-consciousness and discipline, and have a better understanding of teamwork and communication. Students who have practiced in the enterprise environment generally have the group consciousness, and are more able to use their professional skills and professional quality to gain the recognition of the enterprise. As students can get familiar with the enterprise environment, they can apply their internship experience to related work, so that their performance in work is more mature and they can pass the related assessment of the enterprise more easily. Enterprises are also more willing to retain top graduates of higher vocational colleges, which, to some extent, strengthens the self-requirements of higher vocational graduates, makes students pay more attention to the improvement of their comprehensive quality, promotes students to cultivate their abilities in various aspects more consciously, and greatly improves the employment rate and employment quality of students.

5. Conclusion

All in all, under the background of modern vocational education increasingly vigorous development, the talent training mode of school-enterprise cooperation taking form of order integration has optimize the running mode of talent training by being not only improve the students' ability of post skills and career development, but also can help students to establish correct concept of career and greatly, which is the most direct and effective way for solving the problem of industry talent shortage. The implementation of ordered class is of great significance to enrich the talent training mode, expand the employment channels for students and improve the adaptability of human resource of enterprise.

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