

## High-skilled talent training strategy based on innovation-driven perspective

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**Keywords:** innovation-driven; skill-based; talent training

**Abstract:** Talents are the first resource for development. The industrial revolution and technological revolution in the new era are inseparable from the strong support of technological innovation strategies and innovative high-skilled talents. On the basis of sorting out the existing research, this paper considers the actual situation of higher vocational colleges in the process of high-skilled personnel training, and combines the school-enterprise cooperation to jointly cultivate this common high-skilled personnel training mode, and proposes high-skilled personnel training countermeasures. Effectively improve the quality of high-skilled personnel training to provide certain theoretical support.

### 1. Introduction

In recent years, the state has attached great importance to innovation and entrepreneurship education, promoting the development of innovation education, and the cultivation of innovation ability has kicked off in higher vocational colleges[1]. However, the objective reality also tells us that the cultivation of innovation ability has not been carried out well in the whole process of higher vocational teaching, especially due to the limitations of higher vocational colleges, the lack of confidence in the cultivation of students' innovation ability is not enough. In view of this situation, this paper will start to study the strategy of high-skilled talent training, starting from the perspective of innovation-driven, aiming to cultivate new high-quality and high-skilled talents.

### 2. The value of innovation ability training

My country's higher vocational education shoulders the important task of cultivating first-line technical and skilled talents in production. Of course, it must start simultaneously with the construction of an innovative country and play its due role in the construction of an innovative country. Innovation-driven is the driving of talents with innovative ability. Without the cultivation of innovative talents, it is like water without a source, without motivation and vitality. Higher vocational education needs to cultivate a large number of technical and technical talents with innovative ability to meet the talent needs in the process of building an innovative country, and provide talent resources for industrial transformation and upgrading under the new situation and Made in China 2025.

Building an innovative country requires a large number of talents with innovative ability, which is the basic requirement for talents at the national level, and talents are the main force of my country's economic construction[2]. The quality connotation construction of higher vocational education itself also requires strengthening the cultivation of students' innovative ability. Improving the quality of personnel training is the top priority of higher vocational education in our country. In addition, vocational students themselves urgently demand the cultivation of innovation ability. Students who receive higher vocational education will eventually go to the front line of production. If they do not have a certain sense of innovation and innovation skills, it is difficult to have a better space for development, let alone the ability of sustainable development. In addition, with the development of today's social economy, a large number of high-quality talents are needed, especially the current industrial transformation and upgrading and the technological transformation of informatization and intelligence have put forward higher requirements for all kinds of talents in the production line.

### **3. The problem of insufficient training of high-skilled talents**

Based on the actual situation in the process of high-skilled personnel training in higher vocational colleges, this paper considers the resource constraints of higher vocational colleges and the multi-level interest demands of teachers, and believes that the current problems of high-skilled personnel training are as follows:

(1) If the survival needs, development needs, respect needs and self-realization needs of teachers in higher vocational colleges cannot be effectively met, it will affect their enthusiasm for participating in the training of high-skilled talents, and hinder the implementation of high-skilled talents training strategies;

(2) In the process of school-enterprise cooperation, higher vocational colleges need to undertake the construction costs of production-oriented training bases jointly built and managed by schools and enterprises, and textbooks, syllabuses and teaching plans that match the positions of the enterprise and the teaching process[3]. The cost of compiling and cultivating a "double-qualified" talent team will directly affect the construction quality of the training base, the compiling quality of textbooks, and the quality of the talent team, which in turn restricts the quality of the implementation of the high-skilled talent training strategy in higher vocational colleges;

(3) The benefits brought by financial subsidies, special construction funds, and honorary titles such as national model higher vocational colleges can help promote higher vocational colleges to actively implement high-skilled personnel training strategies.

### **4. Countermeasures for the cultivation of skilled talents from the perspective of innovation-driven**

#### **4.1 Change the educational concept and strengthen the top-level design**

The cultivation of innovation ability in higher vocational education is a systematic project. To do this work well, we must start from the transformation of educational concepts and strengthen the top-level design of the cultivation of innovation ability. Higher vocational education has always focused on cultivating skilled talents, emphasizing the basic idea of "skill-based". The premise of training, the transformation of educational concepts drives the reform of the top-level design of talent training, and the injection of innovative ability elements on the basis of technical skills training, to give full play to the important role of the system and mechanism. First, establish relevant innovation ability training from the school level. regulations, such as the formulation of a series of documents such as "Provisions on the Training of Higher Vocational Students' Innovative Ability", "Administrative Measures for Scientific and Technological Innovation of Higher Vocational Students", "Regulations on the Management of the Work of Higher Vocational Students' Innovation Instructors", and institutional guarantees are to do a good job prerequisite for this work[4]. The second is to add specific management institutions for innovation ability training to highlight the importance of innovation ability training. The third is to formulate incentives and punishments for the cultivation of students' and teachers' innovative ability. Promote the cultivation of innovation ability through encouragement and rewards, and strive to achieve the organic combination of innovation ability and daily teaching.

#### **4.2 Teaching Evaluation of Innovative Curriculum System Reform**

The cultivation of innovation ability in higher vocational education is not an isolated thing, it must be integrated into the specific talent training system to have vitality. The training concept from "skill-based" to "people-oriented" is to strengthen the cultivation and expression of students' individuality, to give full play to students' initiative and creativity in teaching activities, and to get rid of the traditional classroom-centered teaching framework. , emphasizing the openness, professionalism and practicality of classroom teaching. Therefore, the cultivation of innovative ability should start from the innovation of the talent training plan, in the talent training plan, we should fully reflect and integrate the elements of innovation ability, build a curriculum system and curriculum standards with innovative ability connotation, strengthen the construction of the practice

system, through the Practical training activities inside and outside the classroom to implement the cultivation of students' innovative ability. Classroom teaching is the main body of teaching activities, and the process of talent training is also the result and manifestation of the process of classroom teaching. Traditional classroom teaching is more about the completion of knowledge imparting and practical training of skills, and students are often in a state of passive learning[5]. It is not conducive to the cultivation of innovation ability, reform classroom teaching methods, strengthen problem-oriented teaching methods, cultivate students' autonomous learning ability, and develop more heuristic, inquiry-based and discussion-based teaching methods to give students a flexible and diverse classroom. Teaching form, guide students to discover problems, think about problems and solve problems. The evaluation of teaching activities is very important. How to carry out the evaluation of students' learning effect has a guiding role in students' learning. It is necessary to carry out a variety of student evaluation activities, reduce the weight of summative evaluation, and examine the staged assessment of students' teaching process. The learning effect of students is more to encourage students to take the initiative and learn independently[6].

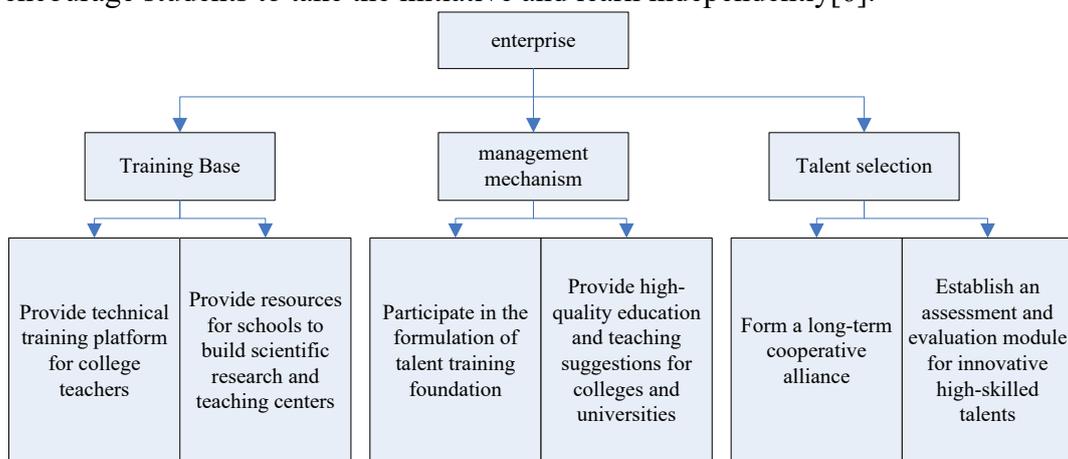


Figure 1 Enterprises participate in the construction of training bases to form a technology management mechanism

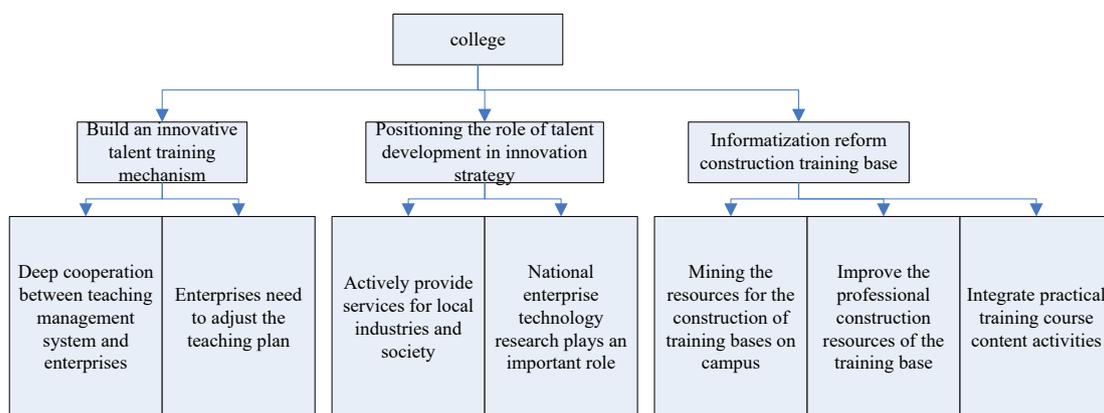


Figure 2 Role positioning and strategic choice of innovative high-skilled talent training

### 4.3 Attach importance to the training of dual-qualified teachers

Teachers are the leaders in the cultivation of innovative ability in higher vocational education, and strengthening the training of teachers' double-qualified teachers is the fundamental guarantee for the cultivation of students' innovative ability. Teachers in higher vocational education must have innovative consciousness and ability to completely change the traditional idea of teaching knowledge in the classroom as the core, boldly innovate new teaching methods and new means, reform the form of classroom teaching, and take the initiative and enthusiasm of students as the guide, A large number of inspiring and inquiry-based classroom teaching methods are used, and information-based teaching platforms such as the Internet are actively introduced to promote the

cultivation of students' innovative ability[7]. Strengthen teachers' self-learning, actively participate in practical activities of enterprises, devote themselves to scientific research, improve teachers' own academic level and scientific research vision, learn and participate in theoretical learning and practical activities of innovative ability training, improve teachers' overall ability, and effectively ensure students' innovative ability. nourish. In addition, higher vocational colleges should improve the salary system, improve teachers' salary competitiveness, and meet teachers' survival needs. At the same time, ensure the fairness of teachers' salary system and meet teachers' respect needs. Talent training work is included in the scope of performance appraisal, position, and professional title promotion assessment and strictly implemented to fully meet the development needs of teachers.

#### **4.4 Innovation training platform social support**

The cultivation of innovation ability is inseparable from the construction of practical training and practice platform for innovation practice. The cultivation of innovative ability is integrated into all aspects of the teaching process, and the practical training teaching activity occupies a very important position in the teaching of higher vocational education. Only by building a practical training system with good conditions inside and outside the school can effectively ensure the cultivation of students' innovative ability. Under the good teaching environment provided by the practical training platform, through the comprehensive use of "case analysis, situational teaching, brainstorming, and intuitive demonstration" Through a variety of practical activities, students can improve their comprehensive skills, practical skills and innovative ability, especially in the process of training and practice, to cultivate students' innovative consciousness and innovative thinking. The training and practice platform is also the basic guarantee for students' skill competition and the second classroom. Skill competition and second classroom activities are good forms of teaching reform in higher vocational colleges[8]. Effective way. All sectors of society, especially the competent education department, should provide diversified and all-round support for higher vocational colleges to solve the problem of resource constraints in the development of higher vocational colleges. Vocational colleges should provide more financial support. Secondly, special construction funds for the training of high-skilled talents in higher vocational colleges should be set up and their coverage should be expanded, so that more vocational colleges have the resources and the ability to participate in the training of high-skilled talents. Improve the evaluation mechanism for the title of "high-skilled personnel training" exemplary higher vocational colleges, and make full use of the reputation mechanism to promote and promote the active participation of higher vocational colleges in the training of high-skilled personnel.

#### **5. Conclusion**

In short, the cultivation of innovation ability is not a simple matter, it is directly related to the development direction of higher vocational education and the leading role in vocational education in the future. The construction of an innovative country drives higher vocational education to carry out innovation ability training. It should be said that the innovation ability training of higher vocational education is still in its infancy. Many concepts and ideas are not complete, and everyone needs to study and explore. Cultivation, play a theoretical reference role.

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