

Thoughts on the Training Model of Work-study Integration and the Innovation of Higher Vocational Education Management

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Abstract: The education mode of work-study combination refers to the education mode in which students take part in post work during their study in school, that is, a new education mode combining theory with practice. Work-study combination of personnel training program is now more recognized by the public, but also relatively practical, conducive to higher vocational students get better development of the educational innovation program. This paper mainly discusses the problems existing in the training mode of work-study combination and some solutions to these problems. It also studies the role and significance of the training mode of work-study combination in Higher Vocational education, and further explores the reform scheme of higher vocational education management.

1. Introduction

Our country pays more attention to higher vocational education, and these years our education field has been calling on universities to reform the education system, so as to cultivate a large number of talents for the progress of society, and then to make more contributions to the development of the country. The talent training mode of work-study combination is the product of educational system reform. It plays an important role in promoting the development of colleges and students. However, its application in higher vocational education has not been fully promoted, and there are still some problems to be solved in schools using this mode. In order to cultivate more talents with professional skills for the society, it is necessary to deeply explore the training mode of combining work with study, whether the mode of combining work with study can promote the management of Higher Vocational education, and its role and significance in the management of Higher Vocational education, so that the mode of combining work with study can be obtained in Higher Vocational education. Effective and efficient use.

2. The Main Problems in the Management of Higher Vocational Education in the Training Model of Combining Work with Learning

2.1 Students' employment psychology is immature

Traditionally, students come to school mainly for study, while employment is a long-term plan and plan. The education mode of work-study combination is the cooperation between the school and the company. It not only allows students to study in the school, but also allows them to practice in the company. In this way, students should obey both the management system of the school and the management system of the company, so as to make students feel busy in their hearts. However, the students studying in schools are not ready for employment, unable to adapt to the working environment and difficult to integrate into the working atmosphere, so they can not really achieve a good working state, and the efficiency of work and learning is relatively low. Sometimes, students will be punished for disrupting the school and enterprise system. After all, society is no better than school. In the society, the responsibility shouldered is heavy and can not be shirked, which gives students a heavy psychological blow. In this way, it not only increases the difficulty of company

management, but also puts more pressure on students. Obviously, this is one of the major problems to be solved urgently.

2.2 Higher Vocational Education and Enterprise Training Concepts are Different

Professional education in higher vocational education generally has little connection with occupation. What students learn from the classroom often does not allow students to have sufficient preparation to participate directly in the work. Schools directly arrange students to enterprises, which will make students feel unprepared. Higher vocational colleges should first discuss training strategies with enterprises, and require them to cultivate corresponding talents for a certain position in enterprises, so as to enable students to have a clearer development goal, and also improve the employment rate of colleges and universities. Most enterprises only want the students sent by colleges to meet the needs of the enterprises themselves, and they only plan for their own interests. They do not take into account the future development of students as schools do. The main purpose of putting forward the mode of work-study combination is to enable students to get better development and to cultivate more talents. This problem runs counter to the original intention.

2.3 The mode of combining work with study has not been popularized in all aspects in the management of Higher Vocational Education

The talent training mode of work-study combination needs higher funds than that of the professional training mode only studied in schools. Moreover, the education department or the government has not implemented preferential policies on this kind of talent training mode, which makes most higher vocational colleges fail to implement the education mode of work-study combination because of financial problems. At the same time, the implementation of the education model of work-study combination makes enterprises feel that they have less benefits, the students who have just come out to work have weak practical ability, less social experience and less benefits for enterprises, which makes most enterprises unwilling to cooperate with higher vocational colleges. For various reasons, the mode of combining work with study has not been fully implemented and promoted in Higher Vocational colleges.

2.4 At present, the idea of running a higher vocational school is relatively backward.

At present, China's education is still in a state of continuous reform and innovation, and the implementation of the work-study combination of personnel training mode is also a reference to foreign school-running ideas. Most of the school-running ideas of Higher Vocational Colleges in China are still in the mode of reference and digestion, without innovative ideas and creating their own unique school-running ideas in a real sense. At the same time, there are also other derived problems, such as the incomplete promotion of the work-study combination model, the vague division of labor between Higher Vocational Colleges and enterprises, the lack of an exact division of labor management system, even if some of the establishment has not been accurately implemented, and so on.

3. Some Suggestions on Solving the Major Problems in the Management of Higher Vocational Education in the Mode of Integrating Work with Learning

3.1 Adding Related Vocational Courses in Higher Vocational Colleges

The training mode of combining work with study requires students to apply what they have learned from the classroom to the actual operation in a real sense and deepen the learning effect. In order to improve the efficiency, higher vocational colleges can add relevant vocational courses, so that professional teachers can teach students the knowledge and skills of employment in enterprises, so that students have a vision of employment from the beginning of school, so that students can really work in enterprises to use some of the learned content, help solve the problems encountered. 。 In this way, students can be psychologically prepared before employment. Students take relevant vocational courses, and through the explanations of professional teachers, they can

have a deeper understanding of employment and have a psychological foundation, which will not make unexpected employment arrangements confused.

3.2 The Interpenetration of Higher Vocational Education Management and Enterprise Management

In order to better implement this education model, we should find common goals among the three and reach consensus on their goals. In order to achieve their own goals, they may be more motivated to cooperate with each other and benefit others and themselves. Therefore, higher vocational colleges and enterprises should cooperate with each other in management. For example, higher vocational colleges want students to fully apply what they have learned in school to practice. They can request enterprises to let students complete relevant business before issuing relevant certificates or credits. In this way, schools can achieve their teaching objectives, enterprises can complete their business, students can get certificates, all of them are perfect. Moreover, some things are not convenient for enterprises to directly participate in the management, then the school can help to deal with. Therefore, the management model between Higher Vocational Colleges and enterprises can penetrate into each other in some aspects, but it is important to note that most of the things are better for each department.

3.3 Establishment of Assessment System in Higher Vocational Colleges and Enterprises

For every student, the achievement and award-winning situation in school is very important. It can not only bring students a sense of pride, but also directly reflect their learning situation in school. In view of this characteristic of students, higher vocational colleges and enterprises can consider setting up an assessment mechanism, requiring students to achieve certain business objectives in enterprises, before they can issue honorary certificates or add credits for them. This can not only inspire students to a certain extent, make students more motivated to study in schools and enterprises, but also achieve certain business goals for enterprises. It is a matter of mutual benefit. Therefore, it is necessary to establish an assessment system.

3.4 Educational department or government encourages innovation of educational system

The talent training mode of work-study combination is a major breakthrough in traditional culture and education, and it is a reform system with great influence and high efficiency. But nowadays, the training mode of combining work with study has not been fully promoted, largely because the government and education departments do not pay enough attention to it. If the education department or the government interferes and encourages the higher vocational colleges to implement the education mode, it will be able to promote the training mode of combining work with study to a large extent. Encouraging the innovation of educational system in higher vocational colleges can enhance the self-confidence of higher vocational education management and indirectly improve the students' acceptance of the training mode of combining work with study.

4. The Role and Significance of the Training Model of Work-study Integration in Higher Vocational Education

4.1 Promote students' solid basic skills and improve students' ability to adapt to social survival

The main purpose of higher vocational education is to cultivate more excellent talents for the society. There is a great difference between the goal of talent cultivation in Higher Vocational Colleges and that in ordinary colleges. The main purpose of higher vocational colleges is to cultivate talents for a fixed field, while the general colleges are to cultivate comprehensive talents. If students only listen to the teacher's lecture in school, it is of little practical significance. Most students will feel very dull and unwilling to listen. The training mode of combining work with study requires students to learn not only book knowledge but also work in school. In this way, students can contact not only the same educated people, but also the people with rich social experience during school learning, so that they can learn more things that can not be learned in books when

contacting them, so that students can have psychological preparation for social work in the future. Making full use of the training mode of combining work with study and studying in two different environments of school and enterprise can not only effectively promote students' learning, but also improve students' adaptability in unfamiliar social environment.

4.2 Promoting the Quality of Talents Training in Higher Vocational Colleges and Improving the Employment Rate of Students in Higher Vocational Colleges

Higher vocational colleges carry out the training mode of combining work with study, so that students can get in touch with the field of employment earlier and make their mental development more mature. The proportion of students who find jobs after graduation has always been an important criterion to judge the level of running a school. The talent training mode of combining work with learning can improve the quality of talent training in Higher Vocational colleges, thus promoting the employment rate of students in Higher Vocational colleges. On the one hand, the training mode of combining work with study is conducive to consolidating students' basic professional knowledge and making them better able to accept learning. Manipulating by oneself is always more impressive than memorizing by rote. On the other hand, students have more opportunities to contact relevant occupations, and can learn more skills about occupations through practice. Thus, after graduating from higher vocational colleges, students can have some experience, which is more conducive to finding new jobs in the future. Therefore, the employment rate of students can be improved to a certain extent by using the training mode of combining work with study in Higher Vocational education.

5. Reform Scheme of Higher Vocational Education Management

5.1 Transforming the Idea of Educational Management

In our country, higher vocational education has been attached great importance, and the implementation of the work-study combination talent training mode is also improving the employment rate of Higher Vocational colleges. At the same time, the management of higher vocational education has always been a matter of great importance. In the process of promoting higher vocational education management, the concept of education management is very important. Therefore, higher vocational colleges should renew the educational management concept in the process of implementing the talent training mode of combining work with study, improve unreasonably, insist on the original intention and give priority to everything, so as to better carry out the management of Higher Vocational education.

5.2 Focusing on Diversified Educational Management Model

A single educational management model is not feasible for different students and different situations. Higher vocational colleges should keep up with the trend of the times and constantly reform and innovate the educational management model. In schools, what happens to students is very strange. If there is only one mode of education management, it is very difficult to solve the problem. Therefore, higher vocational colleges need to establish diversified education management models, and integrate these management models, in order to better manage students and promote the sound development of higher vocational education management.

6. Conclusion

Higher vocational education has always been the educational mechanism that the country attaches great importance to, and it is an important part of China's education field. It is of great significance for students, schools and enterprises to adopt the mode of combining work with study in Higher Vocational education, which is a major breakthrough in traditional higher vocational education. Solving the problem of the training mode of combining work with study in higher vocational education can improve the proportion of graduates in Higher Vocational colleges, and send more excellent talents for social progress. Therefore, all vocational colleges should attach

importance to the training mode of combining work with study, and the government should provide relevant preferential policies for students to alleviate the burden of students and schools.

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