

On the Training of Modern Apprenticeship Talents in Hotel Management Under the Concept of Technical Skills Accumulation

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Abstract: The main educational goal of vocational colleges is to cultivate technical and technical talents who can adapt to the social environment and promote social development. In the process of adopting the modern apprenticeship system, the guiding role of the concept of technical skills accumulation should be brought into play, which can effectively solve the problems encountered in personnel training. Vocational colleges adopt the mode of school enterprise cooperation to carry out interactive training, so that students can have the opportunity to enter the professional related work post directly in the process of learning, which is not only conducive to students' in-depth understanding of professional knowledge, but also to improve their overall professional quality, so that students can adapt to the post environment as soon as possible after graduation. This paper focuses on the research of modern apprenticeship training strategy of hotel management under the concept of technical skills accumulation.

1. Introduction

Vocational education pays attention to the cultivation of students' professional skills. After graduation, students enter the work post to play their own skills. At present, many vocational colleges adopt modern apprenticeship in talent training, which is a kind of education mode compared with traditional apprenticeship training mode. Vocational colleges and enterprises cooperate to train students. Students have the opportunity to participate in practice, and enterprises have the right to choose talents first. In the teaching of hotel management major in vocational colleges, the modern apprenticeship system is adopted to give full play to the guiding role of the concept of technical skills accumulation. Vocational colleges adopt the mode of school enterprise cooperation to implement interactive training, so that students can have the opportunity to enter the professional related work posts in the process of learning, which is not only conducive to students' in-depth understanding of professional knowledge, but also to vocational integration. The quality will also be improved, so that the students can adapt to the post environment as soon as possible after graduation. The enterprise can cooperate with the school to run a school, cultivate talents, and promote the employment of students. The enterprise can cooperate with the vocational college to cultivate talents. The vocational college also provides the environment for the in-service personnel to study, so that the school education and the enterprise vocational education can be combined.



Figure 1 Training talents

2. The Necessity of Adopting Modern Apprenticeship Education Mode for Hotel Management Major in Vocational Colleges

2.1. The Application of Modern Apprenticeship Education Mode Promotes the Effective Cooperation Between Schools and Enterprises

From the current hotel operation, the main problem is the lack of talents, especially the management and service personnel. Although the students of hotel management major in vocational colleges have received professional skills training, there is a certain gap between them and the requirements of talent quality of enterprises due to the lack of improvement of professional quality. The reason for this phenomenon is that students lack practical ability and experience the real post environment while they receive classroom education. The students have not received practical training in their posts. They often stay at the theoretical level for hotel management and lack of practical ability. As a result, the students will be at a loss when they enter the posts, which will affect the quality of work.

2.2. The Application of Modern Apprenticeship Education Mode Makes the Hotel Management Education Have a Clear Direction

The major of hotel management is a professional subject with strong applicability. It is not enough for students to learn theoretical knowledge only from teachers. They also need to have the ability to use knowledge, the ability to practice their posts and be fully familiar with the current Hotel Post environment. In the process of learning, vocational college students have the ability to apply the theory reasonably in practice, so that they can enter the post and work smoothly after graduation. Many people think that the work of the hotel is very simple, that is, cleaning rooms, serving dishes and so on. In fact, there are many posts in the hotel, which require students to have technical operation ability, coordination ability, comprehensive requirements for employees, and the technical content of the post is very high. In the training of hotel management professionals, some higher vocational colleges adopt the modern apprenticeship education mode to let students enter the positions related to their own major in the hotel. The hotel staff act as the master to lead students to learn, so that students' learning objectives are more clear, and their own post capabilities will be enhanced. At present, many higher vocational colleges usually adopt the mode of school enterprise cooperation in the training of hotel management talents. Schools and enterprises cooperate, and students have the opportunity to work and study in the positions of enterprises. The school cooperates with the enterprise to establish a training base for the students. The excellent staff

of the enterprise teach in the school, or teach the students who receive the training in the post, so that the students have a deep understanding of the occupation. School enterprise cooperation can achieve mutual benefit, but because there is no policy support and no scientific and effective constraint mechanism, enterprises will not have a positive sense of school enterprise cooperation education. In the school enterprise cooperation, the modern apprenticeship talent training mode is adopted. Every semester, students have the opportunity to receive practical training in the enterprise. The practical training runs through the whole process of students' learning in vocational colleges, which can not only enable students to master solid theoretical knowledge, but also improve their technical ability. In the process of learning, students have accumulated continuously and achieved accumulation in technical skills, which is ready for future employment. Under this concept, vocational colleges provide guidance to students. Students will be ready to enter the professional posts as soon as possible when they realize the needs of the post and their own shortcomings. So far, the learning goal is clear and the learning is more directional.



Figure 2 Hotel management

3. Training Strategy of Modern Apprentice System for Hotel Management Major in Higher Vocational Education

3.1. School and Enterprise Cooperate to Establish Joint Recruitment Mechanism

Higher vocational colleges and enterprises cooperate to cultivate talents in order to make students have better employment in their studies, and enterprises participate in cooperation to create good conditions for their recruitment. Enterprises participate in talent training and cultivate talents according to their own development needs, so that the quality of talents can meet the recruitment requirements of enterprises. After students graduate, enterprises can choose talents suitable for enterprises out of the understanding of students' technical ability and post comprehensive quality [4]. The main problem is the lack of talents, especially the management and service personnel. Although the students majoring in hotel management in vocational colleges have received professional skill training, there is a certain gap with the requirements of talent quality of enterprises due to the lack of improvement of professional quality. The cooperation between schools and enterprises should be implemented to the enrollment stage. The cooperative enterprises should also participate in the enrollment and select the right people to receive training in vocational colleges. When enterprises adopt apprenticeship teaching for students, they should go through interviews. After that, students, enterprises and schools need to sign agreements to make the apprenticeship truly implemented.

3.2. The Teaching Plan of Vocational Colleges is Jointly Formulated By Enterprises and Schools

Since the school cooperates with the enterprise, it is necessary to give the enterprise space to train talents and let the excellent employees of the enterprise to educate the students in the school[5]. In the teaching of hotel management major in higher vocational colleges, teachers and managers of enterprises work out a teaching plan together, and adopt the way of interactive teaching. Teachers of Higher Vocational Colleges conduct theoretical teaching for students. The managers of hotels focus on training students' basic skills, improving students' professional ability, and achieving the combination of theory and practice[6].

3.3. Vocational Colleges and Enterprises Cooperate to Jointly Develop Curriculum System

The school and enterprise cooperate to train talents. Vocational colleges mainly train applied talents. Therefore, in the talent training, it should be positioned in the demand of enterprise post talents. Teachers should analyze the professional jobs of enterprises, train the students from the perspective of the demand for talents, and carry out the teaching according to the national vocational qualification examination standards, so as to gradually form a professional curriculum system and make the personnel training systematic. In the teaching of students, we should start from the demand of post education, integrate the technical content with the professional teaching content, and truly combine the theory with practice.

3.4. Vocational Colleges and Enterprises Work Together to Formulate Personnel Training Standards

In the school enterprise cooperation training, the personnel training standard will be formulated, the evaluation mechanism will be improved, the indicator function of the vocational certification assessment standard will be brought into play, and the incentive effect of the post promotion grade assessment will also be brought into play, so as to combine the curriculum teaching and post qualification assessment in vocational colleges. At present, many higher vocational colleges usually adopt the mode of school enterprise cooperation in the training of hotel management talents. Schools and enterprises cooperate, and students have the opportunity to work and study in the positions of enterprises. The school cooperates with the enterprise to establish a training base for the students. The excellent staff of the enterprise teach in the school, or teach the students who receive the training in the post, so that the students have a deep understanding of the occupation. School enterprise cooperation can achieve mutual benefit, but because there is no policy support and no scientific and effective constraint mechanism, enterprises will not have a positive sense of school enterprise cooperation education. In the school enterprise cooperation, the modern apprenticeship talent training mode is adopted. Every semester, students have the opportunity to receive practical training in the enterprise. The practical training runs through the whole process of students' learning in vocational colleges, which can not only enable students to master solid theoretical knowledge, but also improve their technical ability. We should strengthen the system construction, improve the "modern apprenticeship system" constantly, take it as the education standard, combine with the use of relevant management system, and regularly check all work.



Figure 3 Modern apprenticeship

4. Conclusion

Through the above research, it can be clear that the hotel professional personnel training in Vocational Colleges adopts the apprenticeship education mode. The staff of the enterprise assumes the role of master, and the students apprentice in the enterprise, aiming to improve the technical operation ability. Knowledge lies in accumulation, so does technology. To adopt this modern apprenticeship education mode in the training of hotel management professionals in vocational colleges, we need to effectively play the guiding role of the concept of technical skills accumulation, make students have a correct attitude towards professional knowledge learning, adopt suitable learning methods from the perspective of occupation, and improve students' learning ability.

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