

Research on the Reform Path of Talent Cultivation Mode of Higher Vocational Education Integration from the Perspective of Supply-side Reform

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Keywords: Supply-side Reform, Higher Vocational Education, Integration of Production and Education, Talent Training Mode

Abstract: with the Development of the Economy, China's Industry Has Been Developing Towards a High Level, More Diversified and Mutual Integration. At the Same Time, the Extensive Application of the Internet and the Increasingly High Level of Information Technology Make China's Economic Development in a Transition Stage, from Relying on the Development of Resources to the Application of Innovative Skills, High-Quality Talents. Many Enterprises Cannot Hire High-Quality Skills Who Can Promote the Development and Progress of Enterprises. However, the Skills Cultivated by Higher Vocational Colleges Do Not Meet the Requirements of Enterprises and Are Challenging to Find Employment. This Also Shows That in the Process of Growing Skills in Higher Vocational Colleges, the Cultivated Talents Do Not Meet the Needs of the Social Market, Which is Very Easy to Lead to the Stagnation of Social Development. Therefore, More Top Vocational Colleges Need to Change Their Talent Training Direction According to the Actual Needs of Chinese Society and Market for Skills, Adapt to the Needs of National Development and the Form of Economic Development, and Finally Grown Skills That Can Adapt to the Current Social Growth.

1. Introduction

In the System and Mechanism of Cultivating Talents in Vocational Knowledge in China, the Integration of Production and Education is Emphasized, and the Cooperation between Schools and Enterprises is Deepened. by Carrying out and Sublimating Vocational Training, We Can Further the Structural Reform of Talent Supply side. What Innovation Needs is to Be Supported by a Large Number of Talents. the Current Talent Training Mode in Higher Vocational Colleges Cannot Meet the Needs of Cultivating Skills

Innovative Thinking. in More Top Vocational Colleges, the Model of Talent Cultivation is Mainly the Cultivation of "Compound" Skills Using Specialty, Curriculum System, Teaching Method and Teaching Evaluation System. China's Economic Development Has Entered into a New Model, More in the Critical Stage of Supply-side Reform, for Higher Vocational Colleges Talent Training Mode Innovation, the Training of More Top, Vocational Talents to Fill the Gap. Based on the Development Trend of Industrial Chain, Region, Docking Majors and the Integration of Production and Education, Actively Participate in the Reform Process of Training Mode of Higher Professional Talents.

2. Overview of Relevant Theories

2.1 Definition of Industry-Education Integration

The integration of industry and education mainly refers to the use of vocational education to effectively provide high-quality human resources, and further promote and meet the development of the industry [1]. Under the integration of industry and education, vocational colleges and enterprises have become two important subjects of education, participating in economic activities and education together. The integration of industry and education needs the specialty, curriculum system, teaching contents, teaching methods, methods, and the final training effect of vocational education

to adapt to the development of the industry. Enterprises need to be able to provide jobs, practical courses, teachers and other relevant teaching activities in vocational colleges. Vocational colleges and enterprises to cooperate, through to the talent training scheme, course development, the construction of teaching staff and teaching forms of regulation, further teaching resource and enterprise resource sharing, mutual assessment results of talent training, joint management of the whole teaching, to realize the purpose of the cooperation and interflow training talents.

2.2 The Relationship between Supply-side Reform and Talent Cultivation in Higher Vocational Education Integration

The supply-side structural reform was proposed by comrade Xi Jinping in 2015. It mainly emphasizes the four key factors of technology, labor force, capital and technology. The quality of these factors affects the potential and ability level of China's economic development. However, in the process of China's economic development, its advantages compared with other countries are being continuously weakened. In particular, it no longer has a strong advantage in labor [2]. Therefore, in order to ensure the smooth development of China's economy and solve the problems in economic development, it is necessary to reverse the past economic development model and turn it into innovative factors to drive economic growth. Therefore, the country attaches more importance to the cultivation of higher vocational talents, deepening the degree of the integration of production and education, which requires the close relationship between schools and enterprises, and further enhancing the depth of the supply-side structural reform of talents through the integration of production and education to cultivate higher vocational talents.

3. Current Situation of Talent Cultivation Mode of Production-Teaching Integration in Higher Vocational Colleges from the Perspective of Supply-side Reform

Higher vocational colleges cultivate higher vocational talents for the society and enterprises to choose, enterprises according to their own needs to choose the right talent. Due to the arrival of supply-side reform, the industry has become more high-level, diversified and borderless. The prosperity of modern service industry and the continuous strengthening of Internet information technology have led to other changes in enterprises' demand for talents. For higher vocational education in our country has a high degree of attention, and in the education sector under the guidance of, to set up many of the integration platform of production and education, because the pattern of economic development and great changes have taken place in development path for the talents training of vocational education has a great influence, the integration platform of production and education can provide guiding opinions and guidance for their specific direction. The current situation of the integration of industry and education cannot adapt to the supply-side structural reform, and there are the following problems.

3.1 The Depth of Production-Education Integration is Insufficient and the Construction Strength is Insufficient

The integration of industry and education refers to the difference between industry and education in their social responsibilities, obligations and goals. Therefore, it is necessary for the government to discover the common points between the two aspects of industry and finance, and take this as the starting point for full integration [3]. All these need the guidance and promotion of the government. At present, the government has put forward many policies and Suggestions for the smooth development and reform of vocational education. But in the process of implementation can be found, only stay on the surface, “convergence” defines “fusion” became a meeting, protocols, and students employment and internship training, lack of government guidance, no construction complete policies and regulations, at the same time also failed to laws and regulations covering vocational colleges and enterprises, make enterprises and schools lack of integration of production and education motivation and need to. Also due to fusion education need further reform of very much, include the human resources department, director of enterprise and education departments, etc., to need the department division and coordination, So the government in the investment cost is

higher, results in the stagnation of the fusion process of production and education exists, unable to continue to develop forward. But in the process of vocational education personnel training of the lack of professional guidance, for higher vocational students' future employment direction and the development of the latest technology and the latest industry standards such as cognitive is not clear, in the higher vocational talents training mode in time can't get the better reflect.

3.2 The Reform of the Mode of Integrating Production and Education to Train Talents in Higher Vocational Colleges is Insufficient

Higher vocational colleges have a clear understanding of “production-education integration” and “supply-side reform”, and believe that they play an irreplaceable role in the training of higher vocational talents [4]. But can actually find that higher vocational talent cultivation and the present market and the enterprise demand, has a large gap in talent cultivation, some higher vocational colleges in deep enough in the process of investigation, at the same time in the process of investigation and analysis is not thorough, even and enterprise cooperation, to put students into the enterprise for a short time of internship, students cannot learn deep technical content. Some higher vocational colleges have some understanding of the problems existing in the process of integrating production and education, and have taken reform measures, but the actual strength of the reform is not enough, and the reform has no practical effect. And reform the strength of the insufficient performance in higher vocational colleges of education and academic power exists the phenomenon of dislocation, education of higher vocational colleges along with the development of The Times and constantly expanding, in the process of management, in accordance with the administrative management in the form of the arrangement of the school in all kinds of teaching affairs and development are carried out by the administrative department of planning and decision. Academic rights are more reflected in the establishment of some academic committees, in which teachers cannot exert their enthusiasm and initiative to participate in the integration of teaching and production.

3.3 Lack of Motivation for Enterprises to Participate in the Integration of Industry and Education

The operation and operation of an enterprise are based on the acquisition of benefits, hoping to improve production efficiency to increase the profitability of the enterprise. If the integration of production and education can greatly improve the production efficiency of enterprises, enterprises will participate in it [5]. However, the reality is that schools have great enthusiasm for the integration of industry and education, but enterprises do not want to participate in it. To some extent, the realization of the integration of industry and education needs a good relationship between schools and enterprises. In the process of participating in the integration of industry and education, enterprises have increased their time cost and money cost, which is completely different from the starting point of enterprises to seek profits. And influenced by traditional ideas, enterprises believe that the main body of teaching should be the school, and teaching should not be the responsibility of enterprises. The root cause of these problems is that the talent cultivation mode system integrating production and education has not been fully constructed. Reform path of talent cultivation mode of

4. Higher Vocational Education Integration from the Perspective of Supply-side Reform

From the perspective of supply-side reform, the reform of the mode of integrating talents in higher vocational education needs to be oriented towards cultivating high-quality and innovative talents. According to the demand for talents in the market and the society, the reform of the mode of talent cultivation integrating production and education should be carried out.

4.1 Give Full Play to the Guiding Role of Local Governments

The government can mobilize and allocate resources to a great extent, and the smooth development of the integration of production and education cannot leave the government. Fusion of higher vocational education to education requires active participation in the government, to enact

policies and perfecting relevant laws and regulations and other measures to schools and companies are involved in the integration of production and education, the enterprise and the enthusiasm of the school, are fully mobilize enthusiasm, can make the enterprise itself should be the integration of production and education responsibility clear, will benefit, responsibility and obligation relationship between sequence [6]. The government should strengthen the connection and cooperation between enterprises and higher vocational colleges by adopting preferential policies, reducing taxes and increasing the investment and expenditure of funds, so as to invest the funds into the construction of training rooms in cooperation between schools and enterprises. In addition, special funds should be set for the losses and costs incurred in the process of internship. In addition, government funds are invested in the construction of teaching staff, so that high-quality teaching staff can be successfully constructed, so as to have a relatively strong teaching staff to support the development of industry-education integration.

4.2 Strengthen the Reform of Talent Cultivation Mode of Production-Education Integration in Higher Vocational Colleges

The integration of production and education in higher vocational education needs to be fully integrated with the cultivation mode of talents. First of all, it is necessary to take into account the talent training objectives under the supply-side reform, and take the talent training objectives as the specific direction of curriculum reform to build a scientific curriculum system and formulate a scientific and reasonable talent training program, talent training mode evaluation mechanism and evaluation system. Make use of big data and database to analyze the talent demand, future development and employment direction of different majors, and have a clear understanding of talent training. Moreover, it should be able to actively contact with enterprises and the government to obtain more market information and talent demand information from enterprises and the government, which will finally be fully reflected in the talent training mode. Moreover, it is necessary to give full play to the role of teachers in the integration of production and teaching. Teachers are the theme of teaching, and the integration of production and teaching can be made more flexible by absorbing the opinions of teachers in higher vocational colleges, which is suitable for the actual situation of talent training in the school. At the same time, teachers can cooperate with enterprises to gain social experience and teach these social experiences to students.

4.3 Improve the Enthusiasm of the Enterprise

The development of the integration of production and education needs the joint participation of enterprises and schools, and a stable incentive mechanism is needed to mediate the distribution of interests in order to make enterprises stable and long-term participation. Higher vocational colleges should be able to timely respond to the needs of enterprises for talents, so that the cultivated talents can meet the needs of enterprises [7]. And the government needs to use tax relief and increase capital input to make up for the expenditure of training talents. Enterprises themselves also need to strengthen their understanding of talent training in higher vocational colleges. Nowadays, economic transformation needs to cultivate more innovative talents and high-quality talents for support. It is mutually beneficial for enterprises to participate in the integration of industry and education to cultivate more talents, and it is also one of the important ways for them to obtain high-quality talents [8].

4.4 Adjust the Setting of Majors to Cultivate Talents in Line with the Needs of Enterprises

The supply-side structural reform needs to be supported by a large number of high-quality and innovative talents who, in addition to mastering technology, should effectively improve their theoretical knowledge, innovative thinking and various quality levels. Therefore, in the process of integrating production and education, higher vocational talents should comply with the needs of The Times and the development of enterprises, and reflect the diversity, complexity, openness and feasibility in the professional setting [9]. And according to the development characteristics of the region to optimize the layout of the professional, industrial upgrading, the extension of the industrial chain into the professional Settings.

5. Conclusion

The supply-side structural reform needs to be supported by a large number of new talents, and the talent cultivation mode of industry-education integration can provide more talents for supply-side structural reform, economic development and enterprise development. However, there are some problems in the process of the integration of production and education, which deviate from the talents needed by the supply-side reform. Therefore, through the reform of the talent cultivation mode of the integration of production and education in higher vocational colleges, the talent cultivation in higher vocational colleges can be further guaranteed to meet the real needs of the current market and enterprises.

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