

Research and Practice on Training High-skilled Talents in Campus Training Base

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Abstract: The on-campus training base is an important teaching place for higher vocational education and plays an important role in improving the quality of high-skilled talents. The training of modern high-skilled technical personnel must attach importance to the construction of training bases, give play to the advantages of joint training of schools and enterprises, build high-level training bases, and train professional talents. However, there are some problems in the current vocational training base, such as the simulation-based environment leading to the lack of a real production and operation environment. The status of the school's training base determines the status of students' practical ability. It is necessary to actively explore and let the training base play a better role. This will be the work that every vocational college must face. In addition, school and enterprise must clearly define their responsibilities, so that property rights are clear, powers and responsibilities are clear, management is scientific, and the construction, use and management of training bases must be institutionalized and strictly enforced.

1. Introduction

The education model of production, study and research was proposed by the United States at the beginning of the last century. The higher vocational education in our country has also been explored since the 1980s [1]. The core of the combination of production, education and research is the combination of education and real work, and the cooperation between schools and enterprises. Students with vocational skills solve technical problems in the production process. Higher vocational education aims at cultivating high-quality skilled talents in the front line of management, service and production. Practical teaching is an indispensable part of vocational students' accumulation of professional practical experience and training of highly skilled personnel. The training base of higher vocational colleges is an important platform for providing students with practical teaching and ensuring students master certain vocational skills. It is the basic hardware for professional post training and appraisal of students. It can be said that the level of the training base on the campus directly affects the quality and level of teaching in higher vocational colleges. So far, the social and economic development has become more and more demanding on the quality and professional ability of laborers. The cultivation of skilled and practical professionals has become the mission of higher vocational education. The quality of practical teaching determines the success or failure of vocational education. The training base undertakes most of the tasks of practical teaching. It is the place where students develop professional literacy and practical ability during the school [2-3]. It is also an important place for teachers to carry out teaching and research activities. Students only pass the skills training of the training base in the school. In the real work environment to participate in the training, master certain skills and skills, with a certain level of ability to post, the company is willing to provide internship positions, and then the employment of higher vocational students can be realized. Therefore, the on-campus training base is particularly important.

2. Campus training base concept and connotation

2.1 Campus training base concept.

The main purpose of the on-campus training base is to implement enterprise management internally and implement quasi-market operation. The on-campus training base refers to the base of the combination of classroom and training points, which is also a production base for school and enterprise. Through learning to be a united base, we will realize the interaction between teaching and training in “learning by doing, learning while doing“, and effectively implementing the experiment and training of students' basic skills [3-4]. On-campus productive post-training, students carry out professional training, complete production and training tasks in a realistic production environment, so that students have mastered the comprehensive operational skills and have the ability to work outside the school [5]. Through the R&D base, students are allowed to participate in the application of technology development and technical services to complete graduation design or comprehensive practice. Students' innovative spirit and ability are trained, and meet the inherent requirements of achieving school-enterprise win-win and realizing the social service function of colleges and universities. In this way, students' ability to provide employment services is cultivated.

2.2 The meaning of campus training base.

Training can achieve a seamless connection between student learning and employment. The on-campus productive training base introduces the real working situation, cultural atmosphere and management module of the enterprise. Therefore, through the creation of this real professional environment, it helps them to form professional quality and professional ethics, and they can smoothly go to work. Position and sustainable development lay the foundation. Then, this kind of training can improve the quality of school and the skill level of students. On the one hand, it helps to timely feedback and absorb market information into various teaching links, which helps to promote teaching reform; on the other hand, it can make students' knowledge of knowledge no longer stay at discrete points, but can be integrated [6]. Integrated use. Another important point in deepening school-enterprise is this mode of cooperation. The on-campus training base has a productive function, and the industry enterprises will put the products in the school for production and processing. The college training base is equipped with good production equipment, and the industry enterprises will put their employees in the school for vocational skills training. The college has the ability to solve substantive technical problems for industry enterprises. Industry enterprises will jointly carry out research projects, technology development and services with the college. School-enterprise cooperation can form a long-term mechanism of mutual benefit.

2.3 Advantages and problems of vocational training base.

Although the construction of on-campus training bases in many higher vocational colleges has achieved certain results. However, there are still some shortcomings in the practice teaching target system, the construction of the practice teaching evaluation system, the innovation of practical teaching methods, and the evaluation system and standards for the construction of practical teaching bases as summarized in Table 1. At present, most of the on-campus training bases are mainly simulations, lacking a real production and operation environment. Although higher vocational colleges attach great importance to the construction of training bases in the school in order to improve the quality of professional training, investing a large amount of funds to purchase equipment and software, improve the training conditions in the school, and have an important guarantee and support for talent training. However, these on-campus training bases in higher vocational colleges are limited by conditions and cannot create a real business environment [7]. On-campus training cannot adapt to the rapid development and changes of modern network technology, that is, it is impossible to adjust the training content in time according to changes in production and management environment and production and operation methods. Compared with the continuous development and changes of production and operation environment and production and operation methods, the update and adjustment of training software has a relative lag. The training software has a certain period from

development to use, and the update also takes a relatively long time. It cannot be adjusted and updated in time according to changes in the production and operation environment and production and operation methods.

Table 1 The advantages and problems of on-campus training base

Factors	Advantages	Problems
Vocational school	Create a realistic and simulated professional environment Build practical teaching and vocational training Have a good social reputation	Practice teaching target system, evaluation and evaluation system has not been systematically constructed Insufficient innovation in practical teaching-method
Government	The Ministry of Education advocates the creation of a higher vocational education training base National demand for high-level skilled personnel	The evaluation system and standards for the construction of practical teaching bases have not been perfected. Not enough funds
Enterprise	Capable of carrying out productive training Can introduce professional culture to the campus and pay attention to professional ethics and professional quality training Adequate funds and equipment	It is difficult to meet the professional requirements of students in the practical teaching environment and equipment in space and time; Insufficient faculty

3. Operating mechanism of productive training base in higher vocational colleges

(1) The first is to build a resource sharing mechanism in the campus training base. Governments and enterprises need to provide both intellectual and financial support in the process of building the base [8]. Intellectual support means that the government, colleges and enterprises should exert their ownership spirit. From the beginning of construction, they should cooperate with each other, actively participate in the research and evaluation, and gather ideas for the construction of the base. In the operation of the base, enterprises should also be closely connected with the base. In addition, we must exchange the latest methods and industry development directions.

(2) The second is the cooperative development cooperation co-creation mechanism. With the advancement of society and science and technology, the concepts, technologies and equipment applied to the production line are constantly changing and changing. Therefore, the base needs constant innovation, including innovation in product and production technology and innovation in practical teaching. The base is in close contact with the company, keeping up with changes in the industry and understanding the professional skills requirements of the production line. At the same time, the government should also give more policy support to school-enterprise cooperation and innovation.

(3) Before the construction of the production training base in the school, it should meet the local economic characteristics and the advantages of the industry enterprises. Active research and full consideration of the sustainable development of the base is also necessary. Then, based on this, the base training project should be strictly screened to select a more basic and widely used production or service project [9]. In addition, it is necessary to strengthen and optimize the order-based talent training method, and save the training resources for the enterprise to bind the university and the enterprise together.

4. Practice of the training base in higher vocational colleges

Aiming at the central cities or areas where higher vocational colleges are concentrated, a number of demonstration vocational higher vocational education training bases will be established to realize

the resource sharing of vocational education in the region. At the same time, it is responsible for the training, teacher training and vocational skills appraisal of the corresponding professional students in the region. There are three parts of achieving the improved on-campus training base as illustrated in figure 1.

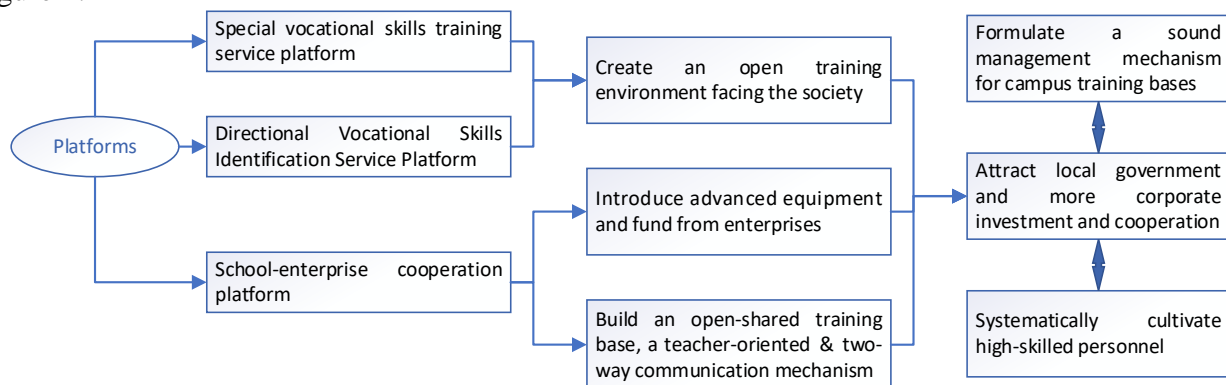


Figure 1 Stretch of operating the on-campus training base

4.1 Improve the service platform of the campus training base

In order to improve the operational efficiency of the training base, a special service platform for various skill trainings was established, and relevant skills training was provided to the society and retraining training services for employed students were provided. Then we need to build a variety of vocational skills appraisal service platform to provide a variety of suitable vocational skills appraisal services for school students, enterprise employees, and returning entrepreneurs. Finally, in order to fully realize the sharing of school-enterprise resources, it is necessary to build a school-enterprise cooperation platform, and school-enterprise cooperation to develop relevant courses and teaching materials. In addition, in order to improve the quality of students' training in the process of practical teaching, a two-way communication mechanism for teachers can be constructed to promote the deep cooperation and interaction between the training enterprise skills experts and the school training teachers.

4.2 Create an open teaching environment and cultivate highly skilled talents

With students as the main body, it is necessary to carry out practical training around the core competence of accounting professional positions. Starting from the supporting professional positions of the enterprise, practice training based on the post core competence module. The core competence of professional positions is variability, and it is necessary to dynamically configure an open shared training base. The training area is equipped with training equipment and students complete tasks in the area. The teaching area is equipped with Tables, chairs and other teaching equipment to lead students to learn professional knowledge and work tasks. Then the discussion area allows students to discuss the problems that arise when completing the work tasks, and communicate with classmates and teachers to find solutions to the problem.

5 .Conclusion

In the process of cultivating modern functional talents in higher vocational colleges, the training conditions play a vital role in the quality of personnel training. The traits of the common education of the modern higher vocational schools must be jointly constructed by the school and the enterprise. To a certain extent, the construction of a productive training base should be an important part of the construction of a training base on campus. In addition, the management and operation of the training base needs to be further improved, and it is necessary to keep pace with the development of the times. Finally, the on-campus training platform should cooperate with enterprises and the government to develop into an innovative training base.

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