

Exploration on College Students' Career Planning and Innovative Talent Training Mode

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Abstract: In the new era, China's demand for talents is also increasing. It is of great significance for college students to do a good job in career planning for their future development. This paper discusses the career planning of college students and the training mode of innovative talents.

Keywords: College Students; Career Planning; Innovative Talents; Training Mode

Nowadays, people pay more and more attention to the employment pattern, which leads to the increasing attention to the education. The employment pressure of college students is also very big. First of all, affected by the general environment, if college students can not calmly and objectively analyze the situation changes, they may miss many suitable employment opportunities. Secondly, college students are lack of consciousness, do not know their own positioning, with a skeptical attitude to their own ability, the future development plan may also be seriously affected, and will also affect the self-confidence of contemporary college students, which is not conducive to their physical and mental developments. Tirdly, there are some doubt that if the role of contemporary college students in career planning can promote their own development. Therefore, it is very important to improve the career planning and innovative talent training methods of college students.

1. Deepening school enterprise cooperation mode

The local government should improve the laws and regulations of school local cooperation to ensure the effective school local cooperation of relevant majors without losing the rights of schools, students and local governments. With the support of the government, we can realize the cooperation between the relevant specialties of local colleges and local enterprises, and find the balance of interests between the two sides in the process of cooperation. They form the cooperation intention and successfully realize the school local cooperation. The firm principle of local colleges and universities to achieve cooperation with local enterprises is integrity. For students, the local undergraduate related majors carefully choose cooperative enterprises, which can effectively ensure the interests of students. Relevant colleges and universities should not only investigate the integrity and social influence of cooperative enterprises, but also consider the normative strength of enterprises in terms of screening management and salary.

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In the process of seeking cooperation, the relevant majors of colleges and universities always adhere to the attitude of sincere cooperation. And in dealing with the cooperation between the school and the local government, we should actively communicate with the staff of the enterprise to improve the work and solve the problems. In addition, in order to protect the interests of students, schools also try to prevent the occurrence of breach of contract. More importantly, when the school and relevant local enterprises determine the cooperation intention, they can increase the investment in the construction of relevant skilled talents training base under the guidance of relevant laws and regulations and policies. According to their own educational philosophy and talent training objectives, both sides actively undertake their respective teaching management tasks, optimize the relevant education structure in time, and cooperate with each other to make contributions to the education specialization of relevant majors and the marketization process of the development of related industries. At the same time, we should also pay attention to the change of students' training mode, conform to the needs of enterprises and market through technical training and teacher training, and follow the development of the times.

2. Improving college students' sense of responsibility and employment

Contemporary college students should improve their own consciousness, learn to self-development, self-management, self-achievement. No matter what stage of life, we should make continuous progress, keep continuous development and break through our own point of view. In addition to establishing a correct outlook on life, values and career, it is also necessary to calmly recognize the situation, know the gap between reality and ideal, and understand what can be done and what is unrealistic. When students want to pay practical action for their dreams, they will know that there are many factors to consider. In addition to the enthusiasm and pursuit of their own career and dream, operability and practicability should be considered. Career planning without any practical effect is of no value.

Therefore, if college students want to really understand what benefits career planning will bring to themselves, they should gradually understand career planning in the exercise and practice, which can help them better understand themselves, better understand their own positioning, and further know their own advantages and disadvantages. Only by understanding, will they better play to advantages in the future practice, show their strengths, so as to avoid their own minefield in the work. And after knowing enough about themselves, they will improve self-confidence, and have a clearer and clearer direction for your career. At the same time, students should combine their own conditions with the social environment, knowing the needs of the social environment and where they should be in this environment. Therefore, the targeted implementation of self career planning will play a more effective role.

3. Establishing relevant professional regulatory agencies

In order to achieve efficient school local cooperation, it is necessary to establish a professional regulatory agency and formulate strict management system and supervision system. At the same time, local colleges and universities should pay attention to the reward, punishment system and evaluation system of school local cooperation. For example, in order to improve the participation of teaching staff in school local cooperation, relevant colleges and universities should establish a functional management organization for school local cooperation, or increase incentives and penalties so that the staff who have completed their work can obtain a sense of self-worth in time, and those who have not completed their work will feel the pressure of competition. We should also pay attention to the feedback after teaching. For example, improving the evaluation system of school local cooperation, obtaining teachers' and students' opinions on school local cooperation in time, and carrying out relevant education mode reform to ensure the development of school local cooperation in the desired direction.

Local colleges and universities should also pay attention to optimize the management system. In order to complete the employment tracking service, the management treaty for students' practice is specially formulated to ensure that students can keep up with the learning progress in time. At the same time, when the students of relevant majors go to the relevant local enterprises to participate in the internship performance, the college should not only send the teachers of the department as the leadership, but also select other professional teachers to follow and lead the team. Meanwhile, it should also pay attention to arrange excellent students to serve as the team leader, so as to have easy contact between outgoing team and the school, avoiding accidents.

4. Integrating ideological and political education into career planning

The exploration of college students' career is a process of continuous improvement and promotion, which is consistent with the purpose of ideological and political education. Teachers often make freshmen fully adapt to and integrate into the campus life, and make a series of plans for their future career. In the second year, the focus of teaching will be shifted to cultivate students' professional interest, so that students can have strong feelings for their majors and have a corresponding sense of social responsibility. Entering the junior year, teachers began to focus on the cultivation of students' professional ability, in addition to a large number of professional theoretical knowledge, but also actively cultivate students' professional skills, help students improve their professional level, and lay a solid foundation for social work. In the year near graduation, teachers should fully cultivate students' professional development ability and innovation spirit, develop students' entrepreneurship and innovation ability, and consolidate their patriotic feelings and confidence in contributing to social development.

Entering the senior year, teachers should teach students the interview skills to help them build confidence and participate in the interview with a more relaxed attitude. At the university stage, the most important thing is to establish correct life beliefs and concepts, guide students to develop actively and healthily with the original intention of "serving students", and integrate the knowledge of integrity, physical and mental health, and cultural literacy into the students' career management education, so that the career management and ideological and political teaching objectives are fully unified and work together.

5. Conclusion

To sum up, firstly, contemporary college students need to constantly improve the awareness of career planning, which is calm and rational. This phenomenon is not only a problem of students' consciousness, but also closely related to the school and social environment. Secondly, the school plays a vital role. College students' career planning needs to run through the whole education and penetrate into every link, which is related to each subject. Not only the theoretical knowledge in the classroom, but also the mode of combining theory with practical operation should be paid more attention to. In order to improve the students' awareness, schools and teachers should give enough attention to the awareness of career planning. Moreover, the school local cooperation should keep up with the trend of the times, and carry out the reform of school related education mode in time according to the adjustment of national policies and the changes of enterprise and market demand. In addition, the university should pay attention to the cultivation of students' quality, practice and innovation ability, and college students' career planning should be combined with ideological and political education, so as to effectively contribute to the development of national comprehensive strength.

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