

# Study on the Training Mode of Modern Apprenticeship Talents in the Specialty of Drug Production and Management

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**Abstract:** With the continuous implementation of the socialist modernization construction with Chinese characteristics, building a modern apprenticeship system with Chinese characteristics in the higher vocational education system is the demand of economic development. It is also an effective way to promote the docking between schools and enterprises, strengthen the cooperation between schools and enterprises, and promote talent training and the integration of industry and education. It can also continuously promote the renewal and development of the talent training system, and make the graduates of higher vocational education more in line with the talent needs of society and enterprises. At present, the application and exploration of modern apprenticeship in the field of education has entered a white hot stage, which is not only the self demand of higher vocational colleges to improve the quality and level of education, but also the exploration path to promote social development and improve the construction of talent team.

**Keywords:** Drug Production and Management; Modern Apprenticeship; Talent Training Mode

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## 1. Introduction

The connection between the pharmaceutical production and management specialty is the development of the market. For the pharmaceutical production and management specialty, the talent training mode of the modern apprenticeship system has strong operability and applicability. The purpose of the introduction of the modern apprenticeship system is to deepen the deep integration between education and industry, strengthen school enterprise cooperation, and strengthen the adaptability and professionalism of professionals in the market after graduation. It can be seen that the research on the modern apprenticeship talent training mode in the pharmaceutical production and management specialty is not only an exploration path to continuously improve the talent index and talent level, but also a manifestation of the demand for application skilled talents under the continuous development of the market.

## 2. Current situation of talent training in drug production and management

### 2.1 The personnel training process is not closely connected with the enterprise

In the process of cultivating talents in the specialty of drug production and management, it is found that many schools do not have close connection with the corresponding enterprises, which is generally reflected in the fact that the requirements and standards of enterprises for talents are difficult to be implemented in the course teaching, or even though they have a certain basis for cooperation with the corresponding enterprises and sign cooperation agreements, they do not go deep into the production line of the enterprises to experience the problems that occur in the operation of the enterprises, and put such problems into students' classroom teaching. All this shows that in the process of cultivating talents specialized in pharmaceutical production and operation, schools and enterprises are not closely connected, and the lack of close connection between enterprises and schools seriously affects the cultivation of talents' professional skills, as well as the adaptability and application of talents after graduation.

## **2.2 The construction of teachers' team is relatively weak**

In addition to the lack of close connection between enterprises and schools, and the decoupling between teaching and practice, the weak construction of the teaching team of the pharmaceutical production and operation specialty is also a major problem restricting the talent training level of the specialty. As this major belongs to a new professional field after the development of market economy, the teachers in this professional field are in a relatively scarce state, and few of them enter the teaching process. This scarcity of teachers has a great impact on the teaching resources of this major, and the lack of teachers has a direct impact on the teaching state and the teaching process. Therefore, the construction of the teaching staff is relatively weak, which is a major problem in the talent training of the pharmaceutical production and management specialty.

## **2.3 Curriculum education tends to be theoretical and lacks practical**

### **content**

In the teaching process of this major, there are problems such as the large proportion of theoretical teaching and the lack of practical content. As the major of pharmaceutical production and management is a market-oriented and product front-line major. It is determined that the major has strong applicability and practicality. Therefore, in the teaching process for the students of this major, we should not only focus on the professors of theoretical study, but must lead the students to go deep into the front line of production and management, solve problems in the actual production and management, and then obtain the improvement of professional knowledge and skills. However, at present, there is a serious tendency towards theorization and lack of practical content in the curriculum of this major, which seriously restricts the effective implementation of the talent training process of this major.

## **3. Research on the training mode of modern apprenticeship talents in the specialty of drug production and management**

### **3.1 Connecting with enterprises and formulating talent training strategies according to enterprise requirements**

In the training process of any specialty and any talent, we should first face the current situation of the industry and formulate talent training programs around the development direction of the specialty and industry. The ability needs between posts, as well as the differences in professional characteristics between industries, must be differentiated between industries in the training process of talents in different majors and industries. The differentiation of talent ability needs is reflected in the teaching and talent training process. Therefore, strengthening the cooperation between schools and enterprises has become a top priority. The school should conduct in-depth discussion and research with the enterprise, and determine a series of teaching and talent training standards according to the corresponding contents of different posts of the major. Only after in-depth discussion with the enterprise can the school truly cultivate a talent team that meets the requirements of the enterprise and the market development state. At the same time, in the process of docking with enterprises, it is also a process of infiltrating the front-line production and business experience into the classroom. Although many students have participated in and applied some practical activities in class, they have gained much more practical experience in front-line work. At present, students are limited by their own learning conditions and environment, so it is difficult for them to go deep into the front line to carry out field work and learning, and effectively cooperate and discuss with enterprises. Formulating talent training strategies according to the requirements of enterprises can skillfully meet the needs of the professional talents for front-line experience, make the professional students jump out of their own conditions, and effectively promote the application practice of modern apprenticeship.

## **3.2 Innovating teaching mode and promoting the process of curriculum**

### **reform**

For different majors, different teaching modes are required in the teaching process due to the differences of professional characteristics. For the specialty of drug production and management, the traditional teaching mode of the specialty takes the theoretical knowledge and classroom analysis cases in the classroom as the main teaching content and teaching mode. This teaching mode is not applicable to the specialty, because the specialty has a close relationship with the market, and the market is changing. Only by firmly rooted in the market can we understand the direction and changes of the market, in order to make the training of talents more in line with the requirements of the market and enterprises. Therefore, the theoretical knowledge in textbooks and past case analysis are difficult to meet the demand for talents of this major. It is necessary to innovate the teaching mode of this major to promote the reform process of the curriculum. For the exploration of teaching mode, we can refer to the education mode of combining practice and theory, take students to the front-line jobs, and solve specific problems, which can not only help students increase their knowledge and rich experience, but also help students verify their theoretical knowledge and improve their skills and professional abilities.

## **3.3 Strengthening the construction and training of teachers**

As mentioned above, the lack of teachers' team construction is a major problem restricting the training process of drug production and management professionals. To solve this problem, it is not only necessary to promote the market development, but also to increase the investment in human resources and resources for the major, establish a teaching team structure with professional backbone as the leader and "double qualified" professional teachers as the backbone, and enrich the professional teachers' work experience in enterprises, in order to improve their ability to deal with problems, promote the professional teachers to go deep into the front-line posts for temporary training, and solve problems on the spot, which formulate corresponding professional curriculum standards, so as to promote and improve the training level of professional talents. In addition, experts in the industry can be regularly hired from enterprises to analyze and study the characteristics of the industry and the specialty, carry out corresponding lectures, and ensure the purity and academic nature of the teaching team, so as to promote the process of talent training by continuously strengthening the construction of the teaching team of the specialty. At the same time, the modern apprentice education system is introduced into teachers' teaching process to promote teachers' use of the system in the teaching process.

## **3.4 Enterprises participating in the whole process of talent training to**

### **consolidate the quality of talent training**

The modern apprenticeship system requires students to demand themselves from the perspective of a quasi professional person in the process of learning, and requires schools to train talents from the purpose and perspective of training post personnel of the major. This requires enterprises to participate in the whole process of talent training, and to implant the corporate culture of corresponding enterprises and the ability requirements for talents in different posts in advance in the teaching process, and let talents find their own position in the process of training. When enterprises participate in and enter the talent training process, they can provide certain practical conditions and financial guarantee for the talent training process, raise various practical activities in the talent training process, and show the demand for talent ability and talent training prospects in the talent training process.

## **4. Conclusion**

In the application of the modern apprenticeship talent training mode for the specialty of pharmaceutical production and operation, the most basic and key point is the need to comprehensively connect schools and enterprises, and integrate the needs and suggestions of enterprises for talent training and management mode into the whole process of talent training. For

the school, it is necessary to constantly innovate the teaching mode, promote the curriculum reform of drug production and management specialty, and explore a more efficient teaching mode that is more in line with the actual learning situation of students and can better improve students' practical skills and theoretical knowledge; It is necessary to continuously strengthen the construction and training of the teaching team of the pharmaceutical production and management specialty, train a group of backbone teachers as professional leaders, and improve the attraction and innovation of the specialty in the discipline of higher vocational education, in order to make the pharmaceutical production and management specialty more in line with the needs of modern social development and economic development.

## References

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