

Research on training mode of high-skilled talents under the background of integration of production and education

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Abstract: With the deepening of education reform, college personnel training work should be further optimized, teachers should actively introduce new education concepts, teaching methods, in order to better arouse students' interest, strengthen their understanding of the knowledge and application level, improve the education effect. As a popular educational concept at present, the integration of production and education can greatly enrich the training content of high-skill talents in colleges and universities, broaden the path of education, which has a great role in promoting the comprehensive development of students. In view of this, this paper will analyze the training of high-skilled talents under the background of the integration of production and education, and put forward some strategies for your colleagues' reference.

Key words: Integration of production and education; High skill; Talent cultivation

I. The value of training highly skilled talents under the background of the integration of production and education

1. It is conducive to stimulating students' potential

Under the background of the integration of production and education, in order to further improve the training effect of highly skilled talents in colleges and universities, we should attach importance to the optimization and innovation of the training mode of talents. While carrying out theoretical knowledge teaching, we should introduce more rich and diverse practical activities, and carry out education activities by means of information technology and big data technology, so as to further develop the comprehensive ability and knowledge reserve of college students. To help them form a correct, positive and healthy learning attitude and ideological concept.

2. Meet the development needs of The Times

At the present stage, the development speed of all walks of life in China has greatly increased, and the demand for talents in many enterprises has also changed to a certain extent, which requires training more high-quality high-tech talents in order to better help enterprises solve practical problems. When carrying out the training of high-skill talents, we should pay attention to the cultivation of college students' comprehensive ability, professional quality and practical skills, so as to meet the needs of enterprises for high-skill and high-quality talents. Through the optimization of the current training mode of high-skilled talents, theoretical knowledge teaching and practical teaching activities can be better integrated, so as to greatly meet the learning needs of college students, so that their professional knowledge system becomes more perfect, which will play an important role in promoting their integration with various practical problems. By carrying out the optimization of the training of high-skilled talents, it can help college students to get a more comprehensive development and provide more sufficient high-quality talents for the society.

3. It will help promote education reform

We can find that some teachers seldom combine theoretical knowledge with practical activities when carrying out personnel training activities, which is extremely unfavorable to the development of college students' comprehensive ability and accomplishment. In the long run, the theoretical knowledge teaching in colleges and universities will even be separated from the practical teaching, which will affect the long-term development of college students. In the daily training of high-skilled talents, many teachers will design some teaching objectives and teaching plans in combination with professional content and course content, but few teachers can integrate some new ideas, technologies and concepts into the training activities, which is extremely unfavorable to the improvement of the training effect of high-skilled talents. Therefore, we should try to further optimize the form and content of the training of high-skilled talents and actively innovate the path of the training of high-skilled talents. Only in this way can we inject more vitality into the future development of talent training activities and promote the deepening of education reform.

II. The principle of training highly skilled talents under the background of the integration of production and education

1. The principle of combining science and practice

Under the background of the integration of production and education, in order to further improve the training effect of high-skill talents, we should attach importance to the innovation and optimization of the concept of talent training, and carry out the training of high-skill talents by adhering to the principle of combining science and practice, so as to better realize the docking between college students and enterprises, and provide more high-quality professional and skilled talents for society and enterprises. Through the introduction of the principle of combining science and practice, when carrying out the training of high-skill talents, the comprehensive ability and quality of college students can be further improved, which is of great significance for their long-term development. In addition, under the guidance of the principle of combining science and practice, the training of highly skilled talents can better stimulate the creativity and practical ability of college students, lay a solid foundation for the introduction of ideas such as the integration of production and education and the combination

of work and study, and create a better environment for personnel training to provide help for social development and economic progress.

2. The principle of personal growth

In fact, there are some differences in the professional knowledge reserves, cognitive characteristics and learning interests of students in different colleges and universities. If the same talent training mode is adopted, it will be difficult to stimulate the learning initiative of college students, which is extremely unfavorable to their long-term development. Therefore, when we carry out the training of high-skill talents, we should analyze the actual situation of college students, introduce a more personalized training mode, carry out the training of talents by adhering to the principle of individual growth, and work out a more suitable development direction for them, so that each college student can find a suitable development path and grow into a useful talent for the society.

3. Principles of career development

Generally speaking, the main goal of colleges and universities to carry out high-skill personnel training is to train more high-quality professional and skilled talents for the society, which requires us to carry out high-skill personnel training work, in addition to the teaching of professional knowledge and skills, but also to help college students form a good sense of career development, so as to promote the further development of their professional literacy. When carrying out the training of high-skilled talents, we should adhere to the principle of career development, and integrate some knowledge related to professional development and market conditions into the training of high-skilled talents, so as to help college students complete a deeper exploration of knowledge, promote their formation of a good entrepreneurial spirit and entrepreneurial ability, so that college students can better connect with local industries and industries. In order to cultivate more high-quality creators and successors, and provide more lasting power and vitality for the development of local enterprises.

III. Analysis of the current situation of high-skilled personnel training under the background of the integration of production and education

1. Students lack of interest, and the goal of talent training is not clear enough

Under the background of the integration of production and education, in order to further improve the training effect of high-skill talents, we should attach importance to stimulating the learning interest of college students, which is also an important step to improve the training quality of high-skill talents. However, at present, many teachers may find that some college students have poor learning initiative when they carry out the training of high-skilled talents. In the actual training activities, some college students may wander off and talk to each other, which will not only affect the training effect of high-skilled talents, but also prevent them from forming a more perfect professional knowledge system. In view of this situation, we can analyze it from two aspects: First, many college students do not realize the important value of professional knowledge and skills for their own development, which leads to the lack of a clear goal to support their learning of knowledge and skills, which will have an impact on the actual training effect of highly skilled talents. Second, some college students do not have a deep understanding of professional knowledge and skills, which leads to their learning of some key and difficult knowledge, it is easy to be hindered, which will lead to some college students resistance, fear of difficulties and other emotions, thus affecting their learning initiative to improve. At the same time, some college teachers fail to establish a clear talent training goal when they carry out the training of high-skill talents, which will lead to certain deviations when they carry out the training of high-skill talents, thus hindering the improvement of the training effect of high-skill talents.

2. The personnel training model is outdated and the curriculum system is imperfect

At present, many teachers often adopt the training method of infusion when carrying out the training of high-skill talents, which is easy to make it difficult for teachers to further expand the content of talent training, which is not conducive to the further development and innovation of college students' comprehensive literacy and knowledge system, and hinder the improvement of talent training effect. In addition, the single talent training mode will lead to the efficiency of college students' learning of professional knowledge and skills is very low, which will also have a very obvious hindrance to the training effect of high-skill talents. In addition, the imperfect curriculum system will also have an impact on the efficiency, level and quality of the training of highly skilled talents. Due to the lack of educational content, the knowledge content and professional skills mastered by some college students are difficult to meet the needs of actual posts, which leads to the difficulty in matching the knowledge reserve and professional skills of college students with the needs of posts, and the disconnect between them and the actual demand for talents. It is not conducive to the future employment and entrepreneurial activities of college students, and hinders the improvement of the training effect of highly skilled talents.

3. Unreasonable curriculum design and low level of knowledge application

At this stage, when some teachers carry out the training of high-skilled personnel, the curriculum design is unreasonable, incomplete and unsystematic, which will greatly hinder the development of education activities in the future. In the training of high-skilled talents, it is difficult for some teachers to carry out in-depth analysis and reflection on the actual needs and learning situation of college students, which leads to the difference between the content of the training of high-skilled talents and the actual needs of college students, thus affecting the quality of education. In addition, in the actual training of high-skilled talents, many teachers will mainly focus on theoretical knowledge, and it is difficult to analyze in combination with the corresponding job content and work skills, which will lead to the difficulty for college students to find suitable jobs after graduation, which will greatly hinder their long-term development.

IV. The path of high-skilled personnel training under the background of the integration of production and education

1. Formulate common goals and carry out co-compilation of teaching materials

Under the background of the integration of production and education, enterprises should try to intervene in the recruitment process when carrying out the training of high-skilled talents. In the past, enterprises were usually responsible for the training of skills and professional quality of college students, while colleges were responsible for the teaching of theoretical knowledge. This seems to be a clear division of labor, but the actual effect of talent training is not ideal. The reason for this is that colleges and enterprises have not formulated a common goal of talent training according to the actual situation of college students, which will lead to the difference between the knowledge of college students and the actual needs of enterprises, resulting in the difficulty of further development of college students' comprehensive ability and accomplishment. In view of this, enterprises and colleges and universities can start to cooperate when students enter the school, and formulate a more reasonable and scientific highly-skilled personnel training plan based on the actual job needs and talent expectations, so as to refine the learning goals of college students at each stage and help them clarify the future development direction.

In the training of highly skilled talents, the textbooks used are mostly compiled by education experts and related scholars, and their contents have strong academic characteristics, which leads to a lot of educational contents different from the needs of enterprises, resulting in the lack of practicality of the cultivated talents, which is difficult to meet the development needs of enterprises. In view of this situation, teachers can combine the actual needs of enterprises and cooperate with enterprises to compile the textbooks used in the training of high-skilled talents, so as to improve the compatibility of college students' knowledge and job requirements and improve the education effect.

2. Optimize the curriculum system based on the work process

Under the background of the integration of production and education, in order to further improve the training effect of high-skilled talents, we should attach importance to the combination of theory and practice, and then under the guidance of this concept, reform and optimize the process, form and content of the training work of high-skilled talents, create a talent training system combining science and practice, and greatly improve the development effect of college students' professional quality and comprehensive ability. To improve the training quality of high-skill talents. Specifically, we should analyze the characteristics and development trends of the corresponding industries, infiltrate more professional knowledge, skills, qualities and cutting-edge technologies into the training of high-skilled talents, further improve the curriculum system, so that the training of high-skilled talents can be dynamic development, and college students can feel interesting from the knowledge of high-skilled talents training. In this way, we can further optimize the work flow of high-skilled personnel training, so that college students can have a more comprehensive understanding of the current situation of market development, improve the knowledge system of professional courses, and lay a solid foundation for the subsequent development of college students.

3. Carry out project teaching to improve professional ability

Under the background of the integration of production and education, in order to further improve the training effect of high-skilled talents, we can try to introduce project teaching method, so as to promote the further development of vocational ability and thinking ability of college students, improve their understanding and mastery of professional knowledge and skills, and improve the professional quality of college students. In the training of high-skilled talents, we can combine the actual project of the enterprise with the content of the actual job, so as to carry out a reasonable plan for the work flow of the training of high-skilled talents, and let the college students understand the job content of the enterprise by combining the actual project training. In addition, teachers can combine the employment characteristics of different positions and jobs to expand the original work forms and contents of high-skill personnel training, so as to promote the long-term development of college students' professional quality. In addition, enterprises can carry out more in-depth cooperation with colleges and universities, and schools can transport college students to enterprises, so that they can complete the exercise of their own abilities and skills in actual projects and work, and improve their professional ability.

4. Build a double professional team to improve the level of education

As the actual leader and participant of the training of highly skilled personnel, teachers occupy an important position in the actual training of talents. Under the background of the integration of production and education, in order to improve the effect of the training of high-skilled talents, colleges and universities should attach importance to the construction and optimization of the teaching staff, encourage teachers to take the initiative and actively participate in the reform activities of the training of high-skilled talents, and encourage them to participate in the on-the-job practice of enterprises, so as to help them accumulate richer practical teaching experience and update their knowledge and skills. To keep pace with The Times. At the same time, it is extremely important to create a team of double-qualified teachers. In the past training of highly skilled personnel, few teachers were able to analyze the market demand, their own knowledge reserve, skill system, etc., and their level of converting theoretical knowledge into practical teaching ability was also insufficient. In addition, in the integration of production and education, although many college students' enterprise teachers have high practical ability, their knowledge is not systematic enough, which makes it difficult for them to carry out deeper teaching.

In order to further improve the training effect of high-skill talents, teachers can regularly carry out practical learning in enterprises, relying on their own professional knowledge and skills, to help enterprises solve some problems in actual production, in this process, teachers will be exposed to a lot of new knowledge, skills, and away from you, which is of great significance for them to carry out higher-level high-skill talents training activities. Not only that, enterprises can also send some employees to schools as teachers. They can try to share the problems encountered in their daily work and the methods to solve them with college students, so as to encourage them to integrate

their professional knowledge with practical work, improve the systematic and practical knowledge of college students, and improve the training effect of high-skilled talents.

Summary

To sum up, if we want to improve the training effect of high-skilled talents under the background of the integration of production and education, we can set common goals and carry out co-compilation of teaching materials; Based on the work process, optimize the curriculum system; Carry out project teaching to improve professional ability; Build a double teacher team to improve the level of education; And other levels of analysis, in order to virtually promote the quality of high-skill talent training to a new height.

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