

Research on Innovative Training Mode of High-Skilled Talents in Equipment Manufacturing Industry Based on School-Enterprise Cooperation

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Abstract: School-enterprise cooperation is not only one of the prominent features of modern vocational education, but also helps to strengthen the cooperation between vocational colleges and enterprises, and the combination of teaching and production. It is an important way to realize the development of modern vocational education and build a high-skilled personnel training system. From the perspective of the significance of school-enterprise cooperation in the process of cultivating high-skilled talents, the key factors of the cultivation system of high-skilled talents based on school-enterprise cooperation, the mechanism of "government leadership, industry guidance, and enterprise participation" should be played to promote the deep integration of vocational education with industrial and regional economic development, improve the quality of the cultivation of skilled talents in high-end equipment manufacturing industry, and improve the innovation of the cultivation mode of high-end equipment talents.

Keywords: Innovative Training ; High-Skilled Talents; Equipment Manufacturing; School-Enterprise Cooperation

1. INTRODUCTION

The school-enterprise cooperation highway engineering high-skilled talents training mode is closely around the strategy of rejuvenating the province through science and education, and rejuvenating the industry by talents, further deepening the education and teaching reform with the innovation of high-quality skilled talents training mode as the theme, shortening the distance between school education and employment, and conducting research and practice in talent training mode, school-enterprise cooperation mechanism, and the construction of curriculum system based on work process. After full investigation and systematic research, the completed research and practical work are described. At any time, we should pay close attention to enterprises. Only enterprises are the natural, best and only fertile land for the survival, development and growth of vocational colleges.

The survival and development of vocational colleges are closely related to the survival and development of enterprises at all times. Any vocational college that leaves the service to enterprises and the satisfaction of enterprise talent needs will face a severe survival crisis, let alone any real sustainable development. The trend of structural adjustment of high-end equipment manufacturing industry in Zhejiang. The development of high-end equipment manufacturing will deepen the cooperation between education and industry, strengthen the construction of vocational education capacity, improve the level of high-end equipment manufacturing, build a platform for communication, exchange and cooperation between vocational education and industry enterprises, focus on the development of vocational education and high-end equipment manufacturing industry, explore and promote the reform and innovation of modern vocational education system, high-skilled personnel training mode, and strengthen the construction of teaching staff, We will implement the "double certificate" system for teachers and build a team of teachers with a reasonable structure and a combination of full-time and part-time teachers

Establish and improve the monitoring, evaluation and guarantee system of teaching quality. On the basis of formulating three training programs for highway engineering professionals, including road and bridge engineering technology, highway supervision, and high-grade highway maintenance and management, in order to achieve the objectives of research, experiment and demonstration, adopt the experimental mode of "research, experiment, summary, adjustment, and practice". School-enterprise cooperation to jointly train teachers and build an "integrated" teacher team. On the one hand, take the "going out" approach, fully rely on the talent and equipment advantages of cooperative enterprises, let professional teachers go to the production line of enterprises to learn, research and operate, understand and master the application of new technologies, new equipment and new processes in the production line, broaden their horizons, increase their knowledge and improve their level.

2. THE PROPOSED METHODOLOGY

2.1 The significance of school-enterprise cooperation in the process of cultivating highly skilled talents

In combination with the actual production of the enterprise, research and solve the actual problems of production, improve the scientific research ability, and strive to cultivate the "double-qualified" teaching team suitable for the teaching needs of vocational colleges. The enterprise itself attaches importance to production and short-term benefits, and insufficient investment in staff training, so that the training responsibility that the enterprise should undertake is transferred to vocational colleges and society. At the same time, the internal training system of enterprises is not sound, and there is a lack of complete training plans and arrangements for enterprise employees. Most enterprises rarely set up special training departments, and enterprise employees rarely have time to participate in training. There is a lack of investment in training and education, and there is a

lack of special funds for the cultivation of high-skilled talents in high-end equipment manufacturing.

According to the requirements of professional talent training objectives, follow the vocational skill training law of "basic skill training → professional comprehensive skill training → production practice", integrate and reasonably allocate existing resources on the basis of the construction results achieved, and improve the function and expansion project content of the training base. At present, the Department of Road and Bridge Engineering has built 6 training centers and 32 training rooms. The module design of the information system must comply with the laws of education and teaching work, meet the needs of front-line education work, and cannot simply digitize data. We should focus on the relevance of some key indicators in teaching work, such as the age of students, the distribution of grades, the structure of teachers and other key indicators, and carry out scientific design and arrangement to find out the internal laws, so as to achieve the purpose of promoting teaching

2.2 The main way to innovate the training mode of high-skilled talents in high-end equipment manufacturing

To carry out county-school cooperation, we should not only give full play to the advantages of the county, but also take advantage of the talents, science and technology, and teaching resources of colleges and universities to achieve a win-win situation between the county and colleges. On the one hand, we should improve the training quality, scientific research level, and the level of serving local capabilities of the college's high-skilled talents, and on the other hand, we should provide high-skilled talents for the economic and social transformation and development of the county.

At the same time, it cooperates with Taiwan Longhua University of Science and Technology to run a school. The first stage mainly includes the joint development of professional talent training programs by both parties. It is necessary to further innovate the mechanism and improve the enthusiasm of enterprises to participate.

Although the training mode of school-enterprise cooperation and work-study combination has the characteristics of school-enterprise "win-win" and students' benefit, due to the characteristics of short-term, novice and difficult to manage, some enterprises have low enthusiasm for participation, and work-study combination requires a large number of internship positions. So the key of the work-study combination training mode is how to innovate in the management and operation mechanism, improve the enthusiasm of enterprises to participate, and establish a long-term mechanism of school-enterprise cooperation. We will jointly cultivate high-quality skilled talents with the "school-in-factory, factory-in-school" and "trinity" work-study combination training mode.

In order to meet the demand for high-end skilled talents, industrial enterprises should actively participate in the professional construction of higher vocational colleges, and participate in the formulation of professional talent training programs in higher vocational colleges; Jointly develop curriculum standards and characteristic textbooks; Jointly determine the construction plan of the training base; Select senior engineers as part-time teachers to teach for college students.

3. CONCLUSION

To improve the development strategy and talent training mechanism of high-end equipment manufacturing industry, it is necessary to actively explore new internship contents and places, and strengthen cooperation in knowledge innovation, technology innovation, management innovation and other aspects through the guidance and policy support of local governments, enterprises and schools, combining with the development direction of high-end equipment manufacturing industry in foreign countries, taking enterprises in high-end equipment manufacturing industry in Zhejiang as the main body, and taking the market as the law, Make the enterprise become an important radiation source and incubation base for new technology research and development in vocational colleges, as well as a practice base for training students' engineering awareness, engineering ability, innovation and entrepreneurship.

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