



Research on the Modern Apprenticeship Talent Training Model in Vocational Colleges

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Abstract: Unlike the development of traditional vocational colleges, the current teaching system of higher vocational education in China places more emphasis on cultivating well-rounded skilled talents, in order to better meet the diversified needs of enterprises for talents. The apprenticeship talent training model is currently the main development direction of vocational colleges, replacing the traditional apprenticeship training method and comprehensively reforming the curriculum form, teaching content, teaching venues, etc. This article will delve into the development strategies of the vocational education management system under the modern apprenticeship talent training model.

Keywords: apprenticeship system; Talent cultivation; Teaching management

The modern apprenticeship talent training integrates the advantages of traditional vocational talent training and apprenticeship training, and has comprehensively reformed the teaching methods. The application of modern apprenticeship talent education methods is in line with the needs of the times and is also a necessary path for the development of vocational colleges. Therefore, vocational colleges need to transform traditional teaching thinking patterns, strengthen cooperation with enterprises, build systems and teaching evaluation methods that are in line with modern apprenticeship talent cultivation, comprehensively improve the quality and efficiency of talent cultivation, and provide a continuous stream of high-quality talents for social development.

1. Key points of promoting modern apprenticeship system in vocational colleges

(1) The important foundation is to strengthen school enterprise cooperation

Nowadays, most of the modern apprenticeship talent training models in our country are open to students with lower education levels, and most of the plans are guided to educate students. From this, it can be seen that in the current stage, if we want to make certain changes and modifications to the teaching system of vocational colleges, we need to ensure the specific assistance effect of talent education institutions on students, and consider from multiple perspectives whether the talent cultivation concept has true teaching ability. The most important issue among them is the establishment of systems. Firstly, it is necessary to establish a cooperative system between vocational colleges and enterprises to ensure that students can receive professional training; Secondly, modern apprenticeship education itself has diverse characteristics. In the teaching process, students should still be the main body and schools should be the main teaching units to prevent students from receiving training only to make up for the shortcomings of the internship unit, to prevent the loss of professional ability training for students due to the special job requirements of enterprises, and to prevent one-sided training for students. These precautions can all have an impact on the learning and growth of students. Adopting systems can effectively constrain the behavior of enterprises, increase the strength of school enterprise cooperation, and enhance the learning experience of students.

(2) The primary condition is to establish an active cooperation mechanism between schools and cooperative enterprises

At present, some vocational college students have gradually lost interest in learning during their internships, which has resulted in students not receiving real education and being unable to find corresponding jobs through their own abilities after graduation. The modern apprenticeship talent training model can help vocational colleges change this situation and solve this bottleneck problem. Vocational colleges can adopt methods such as increasing rewards for enterprises, creating internship training opportunities for students, and improving assessment standards for student internship effectiveness to ensure the learning outcomes of students. Schools can establish active cooperation mechanisms with relevant enterprises based on this characteristic, ensuring that students can truly learn during their internship in the

enterprise, receive professional targeted training, enhance the service awareness and action of cooperative enterprises through systems, and increase the training efforts for students. At the same time, schools also need to provide equal returns to cooperative enterprises. For example, providing materials consumed by students during internships to ensure the business interests of the enterprise, making the enterprise feel that it is not the losing party in the cooperation process, and thus maintaining this cooperative relationship for a long time.

2. Constructing a Higher Vocational Education Teaching Management System under the Modern Apprenticeship Talent Training Model

(1) Strengthen curriculum model reform

After carrying out modern chemical apprenticeship teaching, vocational colleges must change the teaching thinking of current teachers and strengthen the reform of curriculum models, in order to ensure better development and implementation of modern apprenticeship. This requires vocational colleges to strengthen the management of modern apprenticeship system. Vocational colleges should formulate reasonable training plans with enterprises, reform teaching models from multiple aspects such as curriculum arrangement, activity content, and educational quality, so that students have the ability to adapt to the life of enterprises and future job positions.

(2) Strengthen the construction of teaching staff

Vocational colleges should focus on teaching quality. With the improvement of teaching quality, students will have a clearer understanding of themselves and a clearer understanding of future work models. In order to achieve this goal, vocational colleges need to strengthen the construction of teaching staff, build professional teaching teams, and lay a good foundation for the modern apprenticeship talent training model, so that students can receive better education. The teaching guidance task of the modern apprenticeship education model is mainly composed of teachers from vocational colleges and enterprise mentors, with a strong teaching staff to prepare students for professional training.

(3) Enhance students' learning enthusiasm and establish their moral and ethical qualities of integrity

The most important thing for vocational college students in the process of learning or internship is their learning attitude, rather than the educational methods of the school and the cultivation methods of the enterprise. Students should actively accept the idea of modern apprenticeship education, ensure their own development, and take responsibility for their future growth path. Otherwise, all actions of the school will be in vain, and the cooperation effect between the school and enterprises will become increasingly low. Therefore, before students receive true apprenticeship education, schools need to cultivate their mentality, ensure their integrity and moral qualities, and ensure that they have high learning enthusiasm and are responsible for their own lives. The purpose of doing so is not only to ensure the future growth of students, but more importantly, to ensure that the daily development of enterprises is not affected by personal issues of students. In the daily teaching process, schools must make students realize the importance of integrity and the significance of modern apprenticeship training models for themselves. Students can clearly understand the cruelty of society and the helplessness of life. Only by working hard and cultivating themselves to become top talents can they live a stable and happy life.

(4) Strengthen practical teaching management

On the one hand, under the modern apprenticeship talent training model, vocational colleges must reach a consensus during cooperation with relevant enterprises, that is, ideological unity, and jointly provide auxiliary work for students' professional internships, internship resources, and teaching resources. Only in this way can the value of students be effectively realized, and teaching resources between schools and enterprises be shared. On the other hand, in the process of practical teaching, enterprises can also guide students to experience the corporate culture, work atmosphere, and future development situation through teaching, which is conducive to students directly entering the enterprise after graduation, achieving a perfect combination of talent cultivation and talent application. At present, the cooperation between vocational colleges and enterprises has certain teaching guidance tasks and industry standards. In the process of practical teaching manage-

ment, it is necessary to strengthen the professional training of students and use corresponding industry standards as the basic principles of modern apprenticeship. Vocational colleges must do a good job in connecting with enterprises, connecting students' majors with the work of enterprises, combining professional knowledge with corresponding job positions, so that students can adapt to their work positions and work life in advance, achieve the goal of modern talent cultivation, and lay a foundation for their future development.

In summary, the modern apprenticeship system will inevitably promote the reform of vocational education. Therefore, it is necessary to follow the development trend of colleges and actively engage in innovation and exploration, which is more conducive to teaching reform. Vocational colleges need to comprehensively improve their teaching level and quality, and achieve talent cultivation. At present, the modern apprenticeship system is still in the development stage, and there are also many problems that need to be overcome. Vocational colleges need to carry out talent education and teaching management from multiple perspectives, formulate a new teaching management system, and provide basic guarantees for the smooth development of the apprenticeship talent training model.

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