

Exploration of reform measures for talent cultivation in independent college

Yu Liu*, Anping Ji, Xuejun Yuan, Youwei Yu

College of modern arts and sciences, Shanxi Normal University, Linfen City, Shanxi, China

***Corresponding Author:**

Yu Liu

Email: liuyusxnu@163.com

Abstract: In this paper, related parties during student cultivation in independent college were analyzed, and reform measures for talent cultivation were explored. Through Classification of talent cultivation, strengthening teacher construction, building a platform for students to practice based on Industry - Academy - Research cooperation project, improving evaluation system, enhancing the quality of talent cultivation using new media, and actively implementing international exchanges and cooperation, students could solidly master professional knowledge, and improve the ability to solve complex problems. Thus, they might find an ideal job in market with fierce competition and realize the seamless connection between their professional ability and the position employer provides.

Keywords: independent college, talent cultivation, reform measures, exploration

INTRODUCTION

In China, independent college with undergraduate level refers to secondary college that is set by ordinary university according to new mechanism, new model, and new operating system. It was run using non state finance through the cooperation between ordinary university with bachelor degree education and social organizations or individuals, implementing undergraduate education. As an important part of private higher education, independent college belongs to welfare enterprise. Independent college, emerging in ninety late of twentieth century, is an important model that expands higher education scale, improves the ability of university, and cultivates the compound talents [1]. However, with the expansion of college enrollment, the employment pressure of graduates constantly enlarges, deeply affecting the idea and mode of running a school. Therefore, independent college should effectively improve the employment competitiveness of graduates for survival [2].

Affected by the traditional ideas, some people misunderstand and prejudice independent college. And they questioned the cultivation mode and talent quality of independent college. So the graduates of independent college can not be completely recognized and respected by employers. And employment status often is not ideal [3]. Therefore, as for independent college, reforming the personnel training mode and improving training quality of students should be seriously pondered. Considering the requirements of employer and actual situation of independent college in China, some

measures to further improve the cultivation quality of students were provided in this paper. Meanwhile, this paper might also provide reference for other types of high education.

RELATED PARTIES DURING STUDENT CULTIVATION IN INDEPENDENT COLLEGE

As shown in Figure 1, the independent college of China is different from the general universities, relying on alma mater that holds independent college. The target to cultivate students was to meet the talent demand of employers. Employer represents the demand for talent, releasing the related information of talent. Independent college cultivates special talent according to the requirements of employer. Only in this way, is student employment probably guaranteed. To enhance the educational quality of independent college, alma mater should also keep pace with the times in teacher construction and teaching ideas. At the same time, students themselves also need to continuously strengthen their professional knowledge, improve innovative ability, and initiatively meet societal demand for talents [4, 5]. At present, global economic situation is still critical, and market competition aggravates. The requirements of employer for high quality talent increase continuously, forcing independent college to improve traditional teaching mode and cultivate the practical innovation ability of students [6]. Therefore, the student cultivation of independent college involved to multiplicity interaction including employer, independent college, alma mater and student.

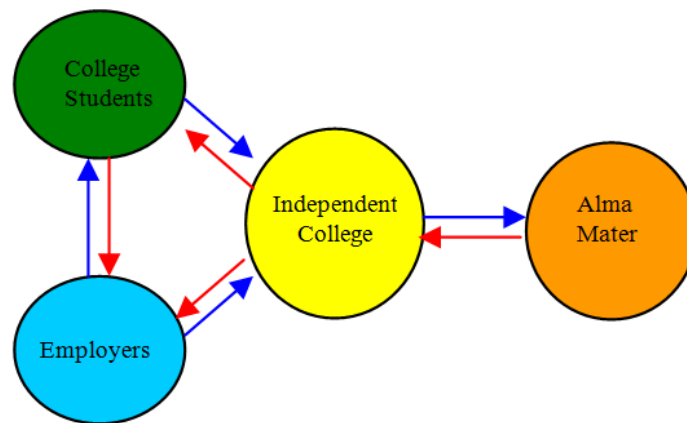


Fig-1: Relationship of related parties in independent college. Blue line represents talent demand information released by employer; red line represents the process of student cultivation for adapting market demand.

REFORM MEASURES

Classification of talent cultivation and teaching students according to their aptitude.

Higher education is to meet social demand. Talent cultivation should cater to the needs of students in future employment, implementing of teaching according to requirement. This includes two aspects: one is to adjust the teaching content according to intelligence and profession of each student, the other is to accommodate society requirement after student graduation [7]. The real employment market should be connected during teaching process. The basic theory serves as a guide, and opportunities and challenges in different job are introduced. Moreover, students should enhance the perceptual knowledge of learned specialty through social investigation. In view of uneven foundation of independent college students, classification training might be implemented. So-called classification education is to cultivate students according to their individualized planning for future direction [8]. There are three directions to be chosen. The first direction is to cultivate students with profound theoretical knowledge and ability for further education in the future, such as master, doctoral degree education. The second education is to cultivate students with mastered skills and excellent workplace quality for employment. And the third direction is to cultivate students with good language foundation and comprehensive quality for abroad study. Classification education is also a specific method to teach student in accordance with their aptitude.

Strengthening teacher construction and focusing on introduction and cultivation of double teacher.

To cultivate high-quality talent, independent college should own double teachers with professional knowledge and practical experience through introduction or training. Outstanding technical and management personnel may be introduced into independent college as part-time teacher through active school-enterprise cooperation. As for the circumstance

of enterprise personnel with strong practical experience and relative weak theory, independent college may help enterprises set up special class to strengthen the theoretical training and solve the training work related with enterprise development. Accordingly, a part-time teacher team with reasonable knowledge structure was founded in enterprises, helping independent college cultivate talent. In addition, a long effective mechanism of cultivating double teacher should be established through selection of teacher to receive training in enterprise. Through the way of introduction and communication, independent college owns a certain number of "double teacher" teachers providing guarantee for cultivation of advanced application talents [9]. At the same time, teaching procedure mode should be accordingly adjusted. The teachers of independent college teach core curriculum and specialized course for lower classman. Through learning of basic subjects, students master basic theoretical knowledge and lay a good foundation for further learning. And social part-time teachers teach specialized courses and elective course for college senior students. Many social part-time teachers are senior managers and are hired from well-known enterprises, being familiar with position requirements and lecturing new knowledge for students. This was beneficial to students apply for a job, realizing seamless docking with society.

Building a platform for students to practice based on Industry - Academy - Research cooperation project.

The professional practice teaching system of independent college was consisted of three modules including experiment, practice, and training, playing a decisive role in talent cultivation [10]. Constructing experimental system based on campus practice teaching platform is an important constituent of talent cultivation system important constituent, and it is also the basis of teaching practice. Independent college often appears inadequately in laboratory construction owing to little or no state funding. Therefore, based on school enterprise cooperation project through the model of co-

construction, condominium and communion, introducing social resources into independent college is an important way to solve insufficient fund in experimental equipment and improve the experimental teaching [11]. Practice is to directly arrange student to work position for applying and checking theoretical knowledge in actual work, exercising their occupation ability. It includes teaching practice, professional practice, cognition practice, social survey, production practice, and so on. Training is to change internal training mode of enterprise into education model. Through simulating actual working environment and using real work as project, theory teaching and practice teaching may effectively be combined. Student ability such as practice, professional level, work method and other aspects, could be distinctly strengthened. According to different classification, Training may be divided into internal training and external training, identification training and position training, or skill training and mental training. To better adapt to the needs of market, students were encouraged to take examinations of occupation skill certificate. Independent college may provide the platform for enroll and training of students. Thus, curricula education and ability education were effectively combined and the professional quality of graduate would be remarkably enhanced.

Improving evaluation system and emphasizing ability assessment of student.

To efficiently evaluate student ability, traditional written examination was reformed and a variety of evaluation methods were adopted for the practical ability assessment of student [12]. Examination content should focus on solving practical problems or ability test. According to actual needs of courses, new examination methods such as team project, research report, public reply, and so on, are taken into account. At the same time, diversified assessments are introduced, such as the self-assessment and mutual assessment of students, teacher assessment, and so on. Especially, classroom formative assessment should be emphasized. Compared with traditional assessment through student attendance, homework or final exam, it can realistically evaluate a student learning activity process, arouse learning initiative, and stimulate learning enthusiasm. Thus, students can effectively master professional knowledge and improve the ability of autonomous learning during the environment of formative assessment.

Enhancing the quality of talent cultivation using new media.

Based on digital technology, new media takes the network as information carrier. It includes Internet media, mobile phone media, digital TV, and so on. New media presents extremely rich form owing to digital technology and network technology, greatly facilitating information processing between users and supplier [13].

Classroom teaching pursues capacity and efficiency, and efficiency is related with teaching mode. To achieve both efficiency and capacity is difficult in traditional classroom because of limited media function. Even if efficiency and capacity have reached to a good effect, the interaction of learning process among students is not enough, not to mention the desired interaction effect. However, in the new media environment, the interaction process can effectively complete and is unlimited. By means of network technology and digital technology of classroom, maximum information capacity, diverse interaction and three-dimensional feedback make students read all over the world while staying in classroom. This is an efficiently classroom teaching [14]. In short, under new media environment, classroom teaching can let teacher to complete tasks in a variety of means, and make students complete learning task in several ways. Thus, the quality of talent cultivation was markedly improved.

Actively implementing international exchanges and cooperation.

International communication and cooperation of colleges refers to educational cooperation across national borders and cultures, such as exchange of teachers and students, degree of equivalence, scholar mutual visit, cooperative education and cooperative study. To carry out international communication and cooperation is an inevitable trend with higher education development to a certain stage [15]. In order to cultivate excellent undergraduates with international cooperation consciousness, communication ability and competitive ability, more and more colleges communicate with foreign well-known colleges. And the number of students in communication constantly expands. Through communication and cooperation, teaching level and teaching quality are continually improved. Additionally, many similar colleges at home and abroad mutually recognized academic qualifications [16]. As for the development of independent college, international exchanges and cooperation are complementary to education resources. Domestic and foreign education resources would be made full use and rationally allocated, giving play to the greatest advantage that was beneficial to jointly build superior specialty. International cooperation of independent college may promote students to learn professional knowledge, explore comprehensive question and coordinated development. Meanwhile, it can introduce diversiform training mode, renew educational idea, perfect curriculum system, improve educational quality, and innovate teaching management.

PROSPECT

Continuously improving student quality and enhance their employability is a long-term and important work in independent college. With the increase of student cultivation quality, independent college would win much broader space for

development. Through Classification of talent cultivation, strengthening teacher construction, building a platform for students to practice based on Industry - Academy - Research cooperation project, improving evaluation system, enhancing the quality of talent cultivation using new media, and actively implementing international exchanges and cooperation, students could solidly master professional knowledge, and improve the ability to solve complex problems. Thus, they might find an ideal job in market with fierce competition and realize the seamless connection between their professional ability and the position employer provides.

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