Research on the Training Mode of Applied Talents in Colleges and Universities for the Regional Development of Western Liaoning

Liwei QU
Bohai University, Liaoning Province, China

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Abstract. At present, China's economic development is transforming to rely on innovation and talents. The development of national and regional economic society urgently needs colleges and universities to cultivate a large number of high-quality application-oriented talents to serve the society. The cultivation of Applied Talents in Colleges and universities is of great significance to the regional development of western Liaoning, which is conducive to the development of the important functions of higher education in serving the society and providing opportunities for the regional economic development of western Liaoning. To meet the demand of China's economic construction and socialist market economy for high-tech talents, and expand the employment channels of students, colleges and universities in western, the specific needs of application-oriented personnel training is explored in Liaoning province. The cultivation of application-oriented talents in western Liaoning universities should be based on application, deepen the reform of system and mechanism, build the system and mechanism of collaborative cultivation of application-oriented talents, and build the application-oriented curriculum system based on disciplines.

1. Introduction

The outline of China’s medium and long term education reform and development plan (2010-2020) clearly states: "constantly optimizing the structure of higher education disciplines, types and levels, and promoting interdisciplinary and integration. Focusing on expanding the training scale of application-oriented, compound and skilled talents". This is the strategic deployment of higher education personnel training under the historical background of economic transformation. At present, China's economic development is transforming from relying on resources and labor force to relying on innovation and talents. The development of national and regional economic society urgently needs colleges and universities to cultivate a large number of high-quality application-oriented talents to serve the society. As a traditional old industrial base, Liaoning province needs to cultivate a large number of application-oriented talents to realize the transformation and upgrading of industry and the coordinated and sustainable development of economy and society, so as to serve the society more fully and the economic and social development of western Liaoning.

2. The Significance of the Training of Applied Talents in Colleges and Universities for the Regional Development of Western Liaoning

2.1 It is Beneficial to Play the Important Role of Higher Education in Serving the Society

The 19th National Congress of the Communist Party of China opened a new historical journey to speed up the modernization of education and build a powerful country in education. We should take Xi Jinping's new socialist ideology with Chinese characteristics as a guide to action, implement the nineteen spirits of the party, and strive to create higher education and better serve the new realm of economic and social development. As an important combination point of "four firsts", which are talent first, resource, science and technology first, productivity and innovation first power and culture first, soft power, colleges and universities have outstanding disciplinary advantages, high-end talents gathering, various information gathering, innovation factors gathering, abundant scientific research achievements, frequent international exchanges, which should play a special and
important role in serving economic and social development and provide strong services intellectual support and talent support. To better serve the economic and social development of colleges and universities is not only a mission, but also the source of their own development. It is a significant feature of the development of colleges and universities to make use of their own advantages in disciplines, specialties, science and technology, talents, information and culture to serve the economic and social development.

2.2 Providing Opportunities for the Development of Regional Economy in Western Liaoning

Liaoxi region plays a unique role in the revitalization of Liaoning's economic development. The Liaoxi economic belt composed of Jinzhou, Panjin, Huludao, Chaoyang and Fuxin is located in the cultural belt of Liaoxi corridor, and has the strategic advantage of "coastal + urban belt". There are many universities in the west of Liaoning Province, which give full play to the scientific research advantages of universities, build a technology innovation system based on engineering technology and applied research, speed up the close connection of discipline chain, science and technology chain, innovation chain, industry chain and service chain. The docking mechanism and social release platform between scientific research achievements and enterprises in Colleges and universities should be established, so as to accelerate the effective transformation of scientific research achievements in colleges and universities into real productive forces, and provide strong scientific and technological support for the economic and social development in western Liaoning Province. At the same time, we should give full play to the advantages of human resources, cultivate a large number of application-oriented talents, strengthen all-round contact with governments at all levels, take the initiative to connect with and integrate into the economic and social development of western Liaoning.

3. The General Environment of Regional Development in Western Liaoning and the Specific Demand for Applied Talents

With the establishment of the socialist market economic system and the rapid development of economy and science and technology, the traditional mode of talent training gradually exposes its disadvantages: the training of talents is narrow in knowledge, lack of humanistic quality, strong adaptability and creativity, and its quality is difficult to meet the requirements of the goal of "promoting the all-round development of human beings". In order to meet the needs of China's economic construction and socialist market economy for high-tech talents and expand the employment channels of students, the Ministry of education has put forward the principle guidance of "thick foundation, wide caliber, and practice oriented" on the talent training mode of undergraduate education in Colleges and universities. In the context of popular education, according to the guidance of the Ministry of education, colleges and universities in western Liaoning not only study and reform the traditional talent training mode, but also constantly explore the specific needs of application-oriented talent training.

At present, the application-oriented undergraduate education is a new educational phenomenon in the popularization stage of higher education in China. First of all, it is necessary to carry out extensive and in-depth research and analysis in combination with the specific situation of the industry and professional field that each specialty should face, and determine the specific application-oriented talents needed. For example, the specialty of automation is to train field engineers, the specialty of business administration is to train middle and small enterprise managers, the specialty of computer science and technology is to train software development engineers, software system testing engineers, database development engineers, etc. At the same time, we should further clarify the knowledge, ability and quality requirements of personnel training in various specialties, especially the basic professional skills and core application abilities. Secondly, there should be a clear service area positioning. Generally, application-oriented undergraduate colleges are sponsored by provinces and cities or industries, mainly for the needs of regional economy and industry, with clear service areas. Therefore, for the application-oriented
undergraduate colleges, in the direction of talent cultivation and specialty, we should fully consider the demand of regional economy for talent cultivation, timely understand the development trend of regional economy, timely set up the specialty according to the development of regional economy, adjust the specialty direction, reasonably adjust the training objectives, curriculum system and teaching content, so as to better serve the regional economy. Meanwhile, we can both meet the market demand and their own development and improvement.

4. On the Reform of Personnel Training in Colleges and Universities in Western Liaoning Province and the Construction of Applied Personnel Training Mode

The reform mechanism of talent training in Colleges and universities in western Liaoning Province is a complex systematic project, which is related to "what kind of people to train and how to train people". From a macro point of view, it involves educational thoughts, educational values and educational objectives. From the microcosmic point of view, it mainly involves four aspects: the first one is the setting and optimization of disciplines and specialties, which embodies the orientation, characteristics and training specifications of colleges and universities; the next thing is the curriculum system and teaching content, which embodies the knowledge system and ability requirements of implementing quality education and training high-quality professionals; the third thing is the teaching organization and teaching management, which embodies the training of high-quality talents resources. The last thing is teachers and teaching evaluation, reflecting the security of talent training and social identity. In order to improve the quality of personnel training and promote the characteristics and creativity of colleges and universities, we should seek common understanding, make articles on the mechanism and work hard on innovation.

Presently, China's social division of labor has become increasingly clear. However, in terms of the scale and structure of talent training in Colleges and universities in western Liaoning, there is a relative lack of applied talents. In addition, the current talent training program in the western Liaoning region has traditionally focused on knowledge theory, emphasized the process of "teaching", but ignored the understanding and practice process of "learning". Therefore, in the face of the diversified needs of social talents, it is necessary to conform to the situation of economic development, update teaching concepts and cultivate application-oriented talents with innovative spirit and practical ability. The mode construction of application-oriented talents training in western Liaoning University mainly includes the following aspects:

4.1 Building an Application-oriented Training Model

"Application" is its core embodiment. The application-oriented talents are mainly oriented by the social needs and require strong professional application ability, which can directly adapt to the needs of the corresponding occupations and posts in the society. For example, Shanghai University of engineering and technology put forward to connect the discipline chain and professional chain to the industrial chain. Due to the change of talent demand brought by the priority development of advanced manufacturing industry and service industry in Shanghai, based on the application-oriented talent training goal, the university has successively set up disciplines related to manufacturing industry, such as "mechanical manufacturing and automation", "material processing engineering", etc. According to this change around the service industry, we are supposed to focus on the construction of "social security", "logistics management" and other disciplines.

4.2 Constructing the System and Mechanism of Collaborative Training Applied Talents

First of all, we should establish and improve the system and mechanism of school enterprise cooperative training. It is an inevitable choice for colleges and universities to cooperate with enterprises, industries (associations), institutions, scientific research institutes, government agencies, social organizations and other organizations to cultivate talents. Local colleges and universities in western Liaoning must build a talent training platform with "strong support of government departments, active action of school subjects, effective guidance of scientific research institutes, and
deep participation of industrial enterprises" to promote the development and deep cooperation of teaching resources at all levels of the school and society.

Secondly, we should establish and improve the system and mechanism of scientific and educational collaborative training. The combination of scientific research and teaching is the internal requirement of improving the training quality of applied talents. In order to carry out teaching in scientific research, it is necessary to solve problems in teaching and teaching in an original way so as to work together and serve for talent cultivation.

4.3 Building Application-oriented Curriculum System

The theory curriculum of applied education determined by the training objectives should be systematic and complete, so the applied education is based on disciplines. In the training and construction of applied talents, we should not only attach importance to professional construction, develop professional courses based on application theory, but also attach importance to discipline construction, and strive to carry out scientific research, technological innovation and various academic activities.

5. Specific Measures for the Cultivation of Applied Talents in Western Liaoning University

5.1 Attaching Importance to Undergraduate Education and Cultivate Excellent Applied Talents

In order to cultivate applied talents in western Liaoning, we should adhere to the educational concept of "based on the foundation", promote the "four regressions", and bring up new people who are worthy of the great responsibility of national rejuvenation. Undergraduate education is the root and foundation of a university. In higher education, it is an education with strategic position and a compendium. In the front of higher education, we should set up the concepts of "universities that do not focus on undergraduate education are not qualified universities", "Presidents that do not attach importance to undergraduate education are not qualified presidents".

We should promote the "four regressions" and take the quality and effect of personnel training as the fundamental standard for testing all work. The first thing is returning to common sense. It is necessary to conduct education around students' hard study and guide them to seek knowledge and practice their true abilities. For college students, we should reasonably "increase the negative", and truly reflect the connotation construction and quality improvement in each student's learning achievements. The second is to return to the original. Teachers should be guided to love teaching and devote themselves to teaching. The next thing is to return to the original heart. We should adhere to the correct political direction, promote the combination of professional knowledge education and ideological and political education and devote ourselves to training builders and successors. The last thing is to return to dream. We should promote innovation in school running concepts, organizations, management and systems, and strive to realize the dream of serving the country and strengthening education.

5.2 Defining the Training Objectives of Application-oriented Undergraduate Talents and Improve the Training Program

The talent training plan is the overall design and implementation plan for the school to realize the talent training objectives and basic specifications, the main basis for the school to organize the teaching process, the guiding and outline documents for the school to manage and monitor the teaching work materials, and the comprehensive reflection of the knowledge, quality and ability objectives of the training talents. Each university should adhere to the following basic principles when formulating the training plan of professional talents: ① the principle of social orientation. Adhering to the guidance of social needs, based on serving the regional social and economic development according to the needs of employers, social supply and demand and future development, timely transforming the curriculum system of each major, and determining the curriculum content according to the talent training objectives; ② the principle of competency based.
Adhering to the ability based principle with the cultivation of application ability, academic ability and innovation ability as the core. On the basis of satisfying the cultivation of students' professional basic knowledge and professional application technology, we should pay attention to the cultivation of students' comprehensive quality and practical ability, so that students have the ability of acquiring knowledge, applying knowledge, innovation and research, professional sustainable development, professional and professional migration, cooperation and communication, organization and management, etc.; ③ the principle of classified cultivation. According to the social needs and professional advantages, combined with the characteristics of the discipline and specialty, each specialty flexibly sets up the characteristic course plate, constructs the personalized talent cultivation system, and highlights the classified cultivation of adult talents.

5.3 Taking Innovation as the Idea of Talent Training

Marx believed that the essence of social development is the development of social productivity. The continuous development of productivity leads to the change of social form, and the process of productivity development is full of change. Among them, workers occupy an important position, and their ability to transform nature is reflected in the improvement of social productivity. In modern society, college students are the future workers. It is an important goal of talent training in colleges and universities to improve their labor ability and cultivate their labor quality level which is suitable for the needs of the social labor market. In the special period of social transformation, workers with creative ability are conducive to promoting social development and also an important force leading social innovation. For colleges and universities, the cultivation of innovative talents is simply understood as a kind of ability training and acquisition, which is obviously not comprehensive enough. There is not enough knowledge accumulation and thinking collision which will only lead to the survival of innovative talent training. Therefore, innovation should be regarded as the training concept in the cultivation of applied talents in colleges and universities. The students with innovative consciousness and spirit can quickly accept the emergence of new things and have the potential to develop and discard the old things. Only through practical training, the workers with innovative ability can promote the development of social productivity and improve the transformation of social development level training mode, so as to better serve the regional economic development in western Liaoning.

5.4 Establishing a Teaching Staff of "Understand Education and Practice"

In order to implement the training mode of application-oriented talents in all specialties, especially in all courses and teaching links, and to overcome the disjointed phenomenon in operation logic, we must cultivate and cultivate a team of teachers who can meet the training needs of application-oriented talents and understand education and practice. The so-called "understanding education and practice" means that they should not only become "scholars" with high academic level, but also "teachers" with high educational theoretical literacy and cultivation level; they should not only be proficient in discipline theory and professional knowledge, but also have strong engineering practice ability and rich practical experience; they should not only do well in the education and teaching of applied talents training, but also insist on Scientific research and social services should strive to form the best balance among the three. This requires schools to pay attention to the introduction and selection of talents, as well as the training of talents; pay attention to the training of teachers' educational skills and practical skills, as well as the learning of educational theories, the renewal of educational concepts and the training of professional ethics. On the one hand, teachers should take the initiative to study and research the basic theories of education, improve their theoretical consciousness and theoretical consciousness in combination with the practice of education and teaching; on the other hand, they should go deep into the enterprises and the society, the laboratories and the training bases, and they should do it by themselves, and they must first do what they want to do, and strive to become not only willing but also know how to do it. The application-oriented talents cultivated, the application-oriented talents who are not only conscious but also capable of training, truly understand education and practice.
Obviously, the regional development is a relatively complete organic system, which needs the cooperation and service of higher education to form a higher education system suitable for the regional economic development, and at the same time cultivate a large number of application-oriented talents, so as to better promote the economic development of western Liaoning.

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