

# Research on the Innovation of Training Model of Compound Talents Based on Practical Teaching Reform

Liu Qingzhuo

Southwest Petroleum University, Chengdu, Sichuan, China  
qz429579@163.com

**Abstract:** *The traditional training mode of compound talents has few practical operation links in the setting of teaching content, the teaching content is single, and the connection with professional posts is poor, which is not conducive to the training of diversified and innovative enterprise compound talents. Based on this, this paper introduces the concept of practical teaching reform, analyzes the current situation and existing problems of talent training, and makes innovative research on the training mode of compound talents. We should integrate the theoretical teaching and practical teaching in the classroom of colleges and universities, set up the goal of training compound talents, and give full play to the guiding function of talent training. Based on the reform of practical teaching, adjust the teaching content, methods and educational system, and transform the subject knowledge into practical operation suitable for the post requirements. Increase the introduction of high-end teacher talents, carry out teacher training courses and lectures, regularly organize teachers to enter the enterprise for learning and exchange, improve and optimize the construction of double qualified teachers, and comprehensively realize the goal of innovation in the training mode of compound talents.*

**Keywords:** *Practice; Talents; Innovation; Teaching; Composite; Cultivation; Pattern*

## 1. Introduction

The talent training model refers to the theoretical knowledge, practical ability and comprehensive quality structure constructed by college administrators for students. As the product of the current higher education teaching reform, it fully reflects the ideas and concepts of college education [1]

Under the trend of rapid development of various high-tech industries, enterprises have gradually increased the demand for talents with broad basic theoretical knowledge, subject knowledge, interdisciplinary awareness and practical skills, that is, compound talents [2]. Compound talents are different from talents in the traditional sense, mainly in that compound talents have a higher degree of knowledge integration, have the ability to combine knowledge from different disciplines, and have stronger thinking radiation ability and social adaptability [3]. At this stage, my country's traditional multi-talent training model still has certain shortcomings in the practical application of colleges and universities. It is mainly reflected in that the talent training program is not reasonable enough to reflect the characteristics of multi-disciplinary talents, and the teaching content and curriculum system are not real-time. Social hotspot fit is low [4].

In order to improve the above problems, this paper introduces the concept of practical teaching reform and puts forward innovative research on the training mode of compound talents, making contributions to the comprehensive training of diversified and innovative compound talents.

## 2. Analysis of the current situation of compound talents training

In order to better carry out the innovative research on the training mode of compound talents, this paper firstly makes a comprehensive analysis of the current situation of the cultivation of compound talents in some colleges and universities, and obtains the characteristics and existing problems of the cultivation of compound talents in colleges and universities at this stage.

### ***2.1. The goal of talent training is not clear***

At present, some colleges and universities pay less attention to the training of compound talents, and there is a lack of concept, which leads to the unclear goal of talent training and seriously affects the smooth development of the follow-up training work. University managers and leaders lack in-depth analysis of the market and understanding of the structural problems between market demand and talent supply, which reduces the recognition of enterprises for the talent training model of the university [5]. The unclear goal of talent training leads to the unreasonable allocation of educational resources in colleges and universities, which can not give full play to the guiding function of talent training.

### ***2.2. Teaching content lags behind***

In the process of educating people in colleges and universities, whether the teaching content is reasonable or not directly affects the quality of teaching and the effect of educating people [6]. At this stage, some college teachers have deviations in their understanding of the teaching content. They simply think that the teaching materials are the same as the teaching content, and they can teach the knowledge points in the teaching materials to the students. This kind of wrong teaching concept seriously restricts the all-round development of students. Teaching materials should only be used as the written carrier of teaching, providing auxiliary reference for teachers to formulate teaching goals, teaching plans and teaching content. Teachers should extend the curriculum structure and knowledge content on the basis of teaching materials, so as to improve the ductility and flexibility of teaching content [7]. A small number of colleges and universities lack corresponding supervision mechanisms in the supervision of professional teaching materials, and the teaching content has not been updated for a long time, and the degree of conformity with the current social development is low. In addition, the aging of teaching courseware and configuration, single teaching content, few practical operation links, and poor connection with enterprise posts all affect the effect of compound talent training [8].

### ***2.3. The construction of teaching staff is not perfect***

Under the trend of large increase in the demand for compound talents in enterprises, the output capacity of compound talents in colleges and universities is required to be higher. It is very important to cultivate a scientific and perfect teaching staff for compound talents. However, at this stage, the construction of the teaching staff for the cultivation of compound talents in some colleges and universities is still not perfect, and there is a lack of dual qualified teachers. As the main undertaker of teaching and education, teachers have high requirements for their professional background, teaching ability and communication and coordination ability with students.

The overall quality and teaching level of teachers in some colleges and universities are relatively high. However, in the actual teaching process, they are too traditional and pay too much attention to the teaching of theoretical knowledge and the results of written examinations, ignoring students' comprehensive practical ability and hindering students' all-round development [9]. On the other hand, some colleges and universities lack coordination in the allocation of teachers, and cannot formulate reasonable teaching arrangements according to the actual situation of the current student group expansion.

## **3. Research on the innovation of training mode based on practical teaching reform**

Based on the above, for the analysis of the current situation of compound talents training in colleges and universities and the existing problems in this paper, on this basis, the concept of practical teaching is introduced, and the innovative research on the training mode as shown below is put forward.

### ***3.1. Set the training goal of compound talents***

It is very important to set up the goal of cultivating compound talents by combining theoretical teaching with practical teaching based on the concept of practical teaching. In the goal of talent training, we should fully reflect the diversified development of talent ability, adopt diversified teaching methods, and strengthen students' sense of experience in the learning process [10]. Change the traditional teaching mode, guide students to learn independently according to teaching tasks, improve students' innovation ability and self-learning ability, and achieve the goal of coordinated development of practical teaching and theoretical teaching.

### 3.2. Adjust teaching content based on practical teaching

In order to improve the problem that the teaching content of the traditional talent training model is too traditional and single, this paper introduces the concept of practical teaching, and makes a comprehensive adjustment to the current teaching content, teaching methods and teaching in colleges and universities.

Managers and leaders of colleges and universities should analyze the current situation and characteristics of the current social market development in real time, and actively cooperate with teachers to jointly adjust the teaching content. In the traditional teaching system, set up a school system that is suitable for the comprehensive development of compound talents as shown in Figure 1.

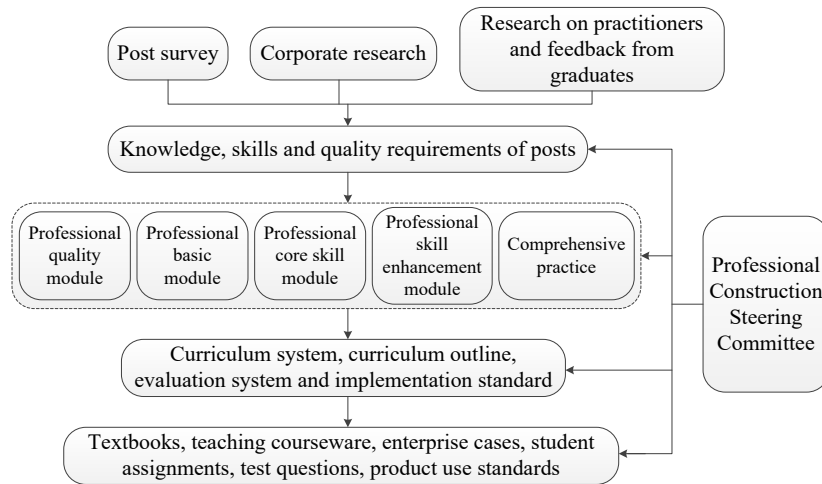


Figure 1: Professional teaching system for compound talents

In terms of teaching content, according to the professional curriculum standards and educational system arrangement of compound talents, the corresponding education plan is formulated, the professional posts are analyzed, and the teaching content is adjusted according to the economic development characteristics of the region where the enterprise is located. In the traditional classroom teaching of theoretical knowledge, integrating practical teaching, teachers should actively create a practical environment background consistent with theoretical knowledge, and set up practical operation courses. On the one hand, they can improve students' practical operation ability, on the other hand, they can cultivate students' labor concept and social service concept, and transform discipline knowledge into job demand.

### 3.3. Optimizing the double-qualified teacher team

University administrators should constantly improve and optimize the construction of double qualified teachers according to the actual situation and characteristics of the school's own training of compound talents. First of all, we should strengthen the introduction of high-end teacher talents, adopt a multi type talent introduction method, constantly introduce teachers with industry influence, high practical teaching level and solid professional knowledge, sign long-term cooperation contracts, comprehensively improve the professional teaching level of teachers, strengthen communication between teachers, and constantly improve the structure of teachers.

Regularly carry out teacher training courses and lectures, provide teachers with opportunities for academic seminars, on-the-job training and off-the-job training, train dual-qualified teachers with multi-disciplinary backgrounds, and are mainly responsible for the training of compound talents in the school. Strengthen school-enterprise cooperation, regularly organize teachers to enter the enterprise for learning and exchange, and help teachers to guide students in a more targeted manner in the follow-up teaching and education. According to the continuous development of double-qualified teachers, colleges and universities should formulate assessment and incentive systems, examine teachers' teaching level, and point out the problems existing in theoretical teaching and practical teaching. Teachers with outstanding teaching ability will be appropriately rewarded to encourage teachers to continuously improve their teaching ability. The framework model of the construction of double-qualified teachers is shown in Figure 2.

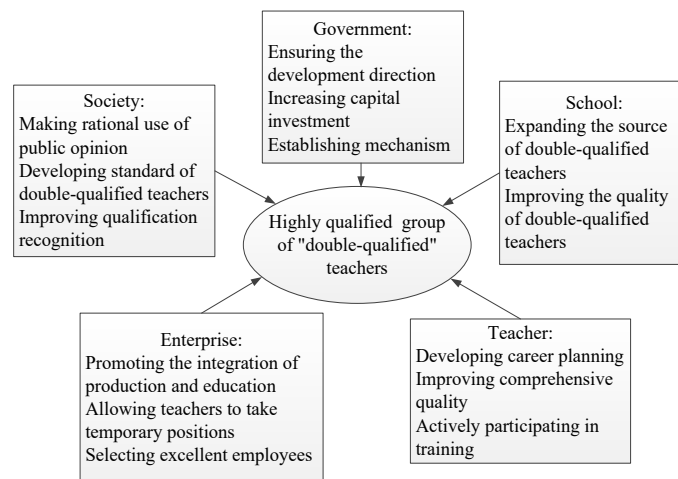


Figure 2: The framework model of the construction of double-qualified teachers

#### 4. Conclusion

To sum up, with the rapid development of high-tech enterprises, the demand for compound talents in all walks of life has increased significantly. In order to improve the deficiencies of the traditional compound talent training model in practical application, this paper introduces the concept of practical teaching reform and puts forward the innovative research of talent training model. Through the research of this paper, the training mode of compound talents is more scientific and reasonable. It combines theoretical knowledge with practical operation and teaching reform, and optimizes the concept of talent training. On the one hand, it guarantees students' professional knowledge and skills, on the other hand, it improves students' professional practice and innovation ability, which is of great research significance.

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