

# Exploration of Talent Training Models in Higher Vocational Education

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**Abstract:** *With the continuous deepening of education reform, China's emphasis on vocational education is increasing, and vocational education in China has also ushered in new development opportunities. Vocational education is different from general education, and is guided by students' future employment work, committed to improving their vocational abilities. In modern society, the demand for talent cultivation by the country is constantly increasing. Single knowledge and skill transmission can no longer meet the requirements of talent cultivation. The country needs high-quality comprehensive talents to participate in the construction of the motherland and promote its development. Higher vocational education is an indispensable component of China's vocational education system. Colleges and universities should have a correct understanding of the needs of talent cultivation in modern society, cultivate comprehensive talents from multiple aspects, and promote the comprehensive development of students. This article studies the talent cultivation mode of higher vocational education and proposes training strategy suggestions to promote the development of vocational education.*

**Keywords:** *higher vocational education; Talent cultivation; Mode; Strategy*

## 1. Introduction

To promote the development of a country, high-quality comprehensive talents are essential. In the new round of education reform, it is clearly stated that vocational education should enjoy the same important status as general education, which also marks a new stage of development for vocational education in China. In traditional higher vocational education, due to outdated educational models and concepts, students cannot meet the needs of talent cultivation in the new era. They can only learn some theoretical knowledge and lack comprehensive abilities such as practice, innovation, and digital application, which is not conducive to their comprehensive development. Therefore, higher vocational colleges should have a correct understanding of the current status of education models, identify existing problems, and combine with the country's demand for talent cultivation, adopt various talent cultivation models to improve students' practical, innovative and other abilities, thereby promoting the comprehensive development of students' comprehensive qualities and cultivating high-quality talents for the country.

## 2. Building a fun classroom model to stimulate students' interest in learning

In higher vocational education, it is very important to stimulate students' interest in learning in order to improve the effectiveness of talent cultivation. Interest is the most important factor that affects the intrinsic driving force of learning. With interest, students can truly immerse themselves in the learning process, acquire knowledge, and master skills. In the current era, although China is vigorously supporting vocational education, it is undeniable that many students still choose higher vocational education because they cannot enter ordinary universities. In this situation, students in higher vocational colleges generally lack interest in learning, find it difficult to truly immerse themselves in learning, always perfunctory, and may even skip classes. In response to this issue, teachers can construct a fun classroom model that allows students to experience joy in the classroom, stimulate their interest in learning, and actively engage in classroom learning, laying a solid foundation for talent cultivation.

Taking the English course in higher vocational education as an example, English is a compulsory course for every major. To cultivate high-quality talents for the country, the ability to apply English is very important. From the current situation of higher vocational education, many students are not interested in the subject of English, and the English knowledge they learn only exists on the surface,

making it difficult to effectively apply it. In English teaching, teachers can use situational teaching methods to construct interesting classroom models. For example, in English teaching with the theme of "shopping", teachers can first play videos or pictures of students shopping in supermarkets through multimedia devices, allowing students to immerse themselves in real scenes and create a good experience. Afterwards, the teacher can group the students and guide them to play the roles of "waiter", "cashier", "customer", etc. in the context, using the English knowledge learned in this lesson to engage in communication. In this process, students can fully experience the fun of English classes, fall in love with learning English, stimulate their interest in learning, and provide them with a good experience in situational learning. Through inquiry based learning with communication as the main focus, students can strengthen their ability to apply English knowledge, thus laying a solid foundation for talent cultivation.

### **3. Building a professional teacher team to improve the effectiveness of talent cultivation**

In higher vocational colleges, to improve the effectiveness of talent cultivation, the construction of professional teacher teams is also essential. In the new era, although China's emphasis on vocational education is increasing, the teaching staff of vocational education still cannot match that of ordinary universities. Due to the lack of emphasis on vocational education in China in earlier years, the recruitment threshold for vocational education teachers was relatively low, further leading to uneven levels of teaching staff in higher vocational colleges. In this situation, vocational colleges lack the assistance of professional teacher teams, which is not conducive to the cultivation of high-quality talents. Therefore, managers of higher vocational colleges should have a correct understanding of the importance of teacher teams, and create a group of professional teacher teams through various methods such as external recruitment and internal training, so that students can have higher quality teachers to teach, thereby improving teaching quality and enhancing the effectiveness of talent cultivation[1].

Firstly, universities should start with external recruitment and select more outstanding reserve teachers. For example, managers of higher vocational colleges should appropriately raise the threshold for teacher recruitment, including educational qualifications and abilities. In teacher recruitment, they should avoid placing too much emphasis on written test scores, and instead pay more attention to the professional qualities, skills, innovative thinking, and other factors of teachers themselves. They should select more excellent and promising reserve teachers. Secondly, universities should start with internal training to improve the comprehensive abilities of their teachers. For example, for newly hired reserve teachers, universities should provide them with a six-month training program, including basic theoretical training, teaching ability training, educational philosophy training, etc. Only after being screened layer by layer can they take up their positions and teach; For teachers who have already started teaching, colleges and universities should regularly organize collective teaching and research meetings for teachers. During these meetings, brainstorming activities should be carried out to refine the curriculum. Based on the general characteristics of the student population, more targeted curriculum systems and teaching modes should be designed to enable all teachers to have good educational abilities and concepts. In this process, universities can build a professional team of teachers, strengthen their teaching staff, and thus improve the effectiveness of talent cultivation.

### **4. Expand online education resources and implement the dual teacher teaching model**

In higher vocational colleges, the implementation of the dual teacher teaching model is also very important in order to cultivate high-quality talents. The dual teacher teaching model specifically refers to having two teachers in the classroom, namely the main teacher and the teaching assistant. The main teacher needs to have excellent teaching ability to complete the teaching in a more effective way, while the teaching assistant is more inclined to provide assistance to students and promote exploratory learning. However, in terms of the current teaching staff, even with teaching training, excellent lecturers are still relatively scarce, making it impossible to achieve the popularization of lecturers in vocational colleges. In response to this phenomenon, the expansion of online education resources is very important. In the era of informatization, the speed of information transmission is very fast and the amount of information is also very large. Higher vocational colleges should combine the convenience of the network era, expand online education resources, implement the dual teacher teaching model, truly promote the improvement of education quality, and thus improve the effectiveness of talent cultivation.

Firstly, college administrators can hire some outstanding teachers as keynote speakers and record

some course videos. In the process of hiring lecturers, universities can break regional restrictions and search for excellent teachers from all over the country and even the world. These teachers do not need to go to the field for teaching, but only need to record course videos based on the curriculum system and the specific situation of students. Secondly, in the classroom teaching of higher vocational colleges, teachers can transform their position from being the main lecturer to becoming teaching assistants. Through multimedia devices, excellent teachers can play videos recorded by excellent teachers, allowing students to complete their learning in the form of videos. During this period, teachers should also fully utilize the role of teaching assistants to control the pace of classroom teaching, including video playback, pauses, video assisted explanations, etc., and assist students in conducting inquiry based learning, allowing them to acquire knowledge and skills in an exploratory manner. In this process, higher vocational colleges can fully leverage the value of excellent teachers, implement the dual teacher teaching model, and students can also engage in independent exploration to promote the improvement of education quality and enhance the effectiveness of talent cultivation.

### **5. Emphasize the cultivation of innovative abilities and promote the comprehensive development of students**

Innovation is the source and driving force of national and ethnic development, and the cultivation of innovative ability is also a basic requirement for students at present. Only with good innovative thinking and ability can we truly cultivate high-quality talents and contribute to the construction of our country. In traditional higher vocational education, many teachers often adopt an "indoctrination style" teaching approach, and even some teachers may have the phenomenon of studying according to the textbook. In this situation, the subjective initiative of students will be significantly limited, and their innovative thinking will also be suppressed, which is not conducive to the cultivation of high-quality talents. Therefore, teachers in higher vocational colleges should have a correct understanding of the importance of cultivating innovative abilities, and entrust the learning process to students in the classroom, so that students can fully exert their subjective initiative to carry out learning, cultivate their innovative thinking, awareness, and ability, promote their comprehensive development, and thus improve the effectiveness of talent cultivation.

For example, in classroom teaching, teachers can adopt a group cooperative learning model to carry out teaching. Firstly, teachers should combine the teaching content to construct the learning objectives for this lesson, which are the effects or levels that students can achieve through exploratory learning. Next, teachers can divide students into small groups and guide them to independently design learning modes and carry out learning within the group based on learning objectives. Most students in higher vocational colleges have reached adulthood and have developed mature self-learning abilities, but teachers still need to play their guiding role by creating scenarios to stimulate students' interest in learning, and then by designing problems and tasks to guide students in the direction of learning. In this process, students can break the inherent learning mode, mobilize their active innovative thinking, and design a more suitable learning mode according to the actual situation. This not only cultivates students' innovative thinking and ability, but also enables them to carry out learning in a more suitable mode, thereby improving their learning efficiency and enhancing the effectiveness of talent cultivation.

### **6. Promote deep cooperation between schools and enterprises, and strengthen students' practical abilities**

In higher vocational colleges, it is very important to enhance students' practical abilities in order to achieve talent cultivation. In earlier years, due to insufficient emphasis on vocational education in China, many teachers placed too much emphasis on theoretical teaching and neglected the importance of improving students' practical abilities. In this situation, even if students have a rich theoretical foundation, they lack practical guidance and cannot apply their knowledge, which is not conducive to talent cultivation. In the new era, school enterprise cooperation is one of the directions for the development of higher vocational education. Through deep cooperation with enterprises, it can provide students with more practical opportunities, strengthen their vocational skills in the practical process, and provide students with more employment and job choices. Therefore, higher vocational colleges should have a correct understanding of the importance of school enterprise cooperation, promote deep cooperation between colleges and enterprises, strengthen students' practical abilities, and thus achieve talent cultivation[2].

Taking the marketing major in higher vocational education as an example. For marketing majors,

students' abilities in market insight, analysis, and communication are crucial. Only with these abilities can they lay a foundation for future employment and work. Firstly, school administrators can establish deep cooperation with relevant enterprises near the location of the school and establish marketing related school enterprise cooperation majors. In theoretical teaching, the school is responsible for providing excellent cultural course teachers, while the enterprise is responsible for providing excellent professional course teachers, which can enable students to receive more professional theoretical education. After the completion of phased teaching, universities can send students to cooperative enterprises, strengthen their ability to analyze and insight into the market during the actual job process, enhance their practical opportunities, and enable them to truly improve their professional skills through practice. After students graduate smoothly, companies can prioritize providing employment opportunities for these students, allowing them to smoothly utilize their knowledge and skills. In this process, enterprises can solve the problems of talent introduction and training, and students can have more opportunities to participate in the practical process, thereby achieving talent cultivation.

## **7. Improve the construction of practical training bases and promote the improvement of talent cultivation**

In higher vocational education, the construction of practical training bases is also very important to improve the effectiveness of talent cultivation. A practical training base refers to a teaching venue funded by the school, which can allow students to have more exposure to practice and strengthen their practical abilities. From the current situation of talent cultivation in higher vocational colleges, many institutions lack the construction of practical training bases, resulting in a lack of practical experience for students. In this situation, although school enterprise cooperation can effectively solve problems, some professional school enterprise cooperation is difficult to implement smoothly, and students find it difficult to have practical opportunities in the learning process. Therefore, managers of higher vocational colleges should have a correct understanding of the importance of constructing practical training bases, actively combine with high-tech, choose more suitable locations to build practical training bases, so that students can carry out practical operations in the training bases, further strengthen their vocational skills, and promote the cultivation and improvement of talents[3].

Taking the aviation service and management major in higher vocational education as an example, theoretical education alone is not enough for students majoring in aviation, and they need to cooperate with practical operations. However, the employment standards of most airlines are high, and it is difficult for students to have the opportunity to truly practice in airlines before graduation. Managers of higher education institutions should first conduct reasonable site selection and simulate a 1:1 reconstruction of airlines to build a practical training base. After students complete their theoretical learning in stages, the university can organize them to go to the practical training base for a period of two months of practical learning. In the process of practical training and learning, professional course teachers can have more standardized equipment to carry out teaching, including the use of seat belts, cabin switches, emergency equipment management, and so on. In this way, even if students have not graduated, they can have more opportunities for practical operation, strengthen their vocational skills, and promote the cultivation and improvement of talents. It should be noted that the construction of practical training bases requires a large amount of financial support. The government or relevant departments should also recognize the importance of the construction of practical training bases, provide financial support for higher vocational education, and enable students to have practical operations in practical training bases, thereby strengthening their vocational skills and achieving talent cultivation[4].

## **8. Conclusion**

In summary, in modern society, China's emphasis on vocational education is increasing, and vocational education in China has also ushered in new development opportunities. Higher vocational colleges are an indispensable component of the vocational education system. College administrators and teachers should have a correct understanding of the importance of talent cultivation, focus on cultivating students through various means, strengthen their innovative and practical abilities, and promote the comprehensive development of their comprehensive qualities, in order to cultivate high-quality comprehensive talents for China.

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