

Exploration on Deepening the Reform of Vocational Education and Improving the Quality of Personnel Training

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Abstract: Under the educational background of the new era, the reform of vocational education and teaching is deepening and developing day by day, which has higher requirements for the quality of talent training. It is necessary to innovate vocational education and teaching, explore efficient talent training paths, and improve the quality of talent training. The logical starting point of vocational education is industrial demand. For the development of vocational education teaching reform, especially for the establishment of professional structure and the development of talent training, we must combine the needs of industrial upgrading to provide services for the development of modern society. In order to comprehensively improve the quality of talent cultivation, we must innovate the talent cultivation model. Based on this, the article explores the path to improve the quality of talent cultivation around the development of vocational education teaching reform.

Keywords: Vocational Education; Reform in Education; Talent Cultivation; Training Quality Exploration; Promotion Strategy

1. Introduction

In the new era of social development, the work of educational reform and innovation is constantly deepening, and the position of vocational education is becoming increasingly prominent. The fundamental task of vocational education is to cultivate application-oriented technical personnel and improve the quality of vocational education personnel training, which can not only output a large number of talents for social development, but also improve the employment rate and promote the high-quality development of vocational education. However, at this stage, there are still many deficiencies in the talent training of vocational education in China, which not only affects the quality of talent training, but also is not conducive to the healthy development of vocational education. Therefore, at this stage, it is necessary to reform and innovate vocational education, establish new development ideas, and provide human support for the high-quality development of the modern economic system, so as to restructure the vocational education education system with market demand as the guide and post demand as the guide, realize the connection between talent cultivation and social development, and make preparations for comprehensively improving the quality of talent cultivation. On this basis, a large number of compound technical talents will be output for the development of society.

2. The characteristics of vocational education personnel training

2.1 The fundamental goal is to cultivate application-oriented technical talents

From the overall perspective, vocational education is an important part of the national education system. The basic goal of talent cultivation is to cultivate applied technical talents, cultivate diversified talents for social development, and drive entrepreneurship and employment.

2.2 Determining training objectives and establishing training standards and programs based on the capacity needs of social posts

From the determination of vocational education training objectives, the construction of training standards and programs, taking social needs as the basis, the training of technical application ability as the main line, and paying attention to the design of students' knowledge, ability, quality structure, and

training programs, the talents trained by vocational education have strong adaptability to basic theoretical knowledge, high quality, wide knowledge range, and strong technical application ability.[1]

2.3 Highlight application and practical teaching

Vocational schools should focus on application and practical teaching for the training of talents. For the construction and setting of courses and teaching contents, practical teaching often accounts for a large proportion. The purpose of practical teaching in vocational education is to cultivate and exercise students' vocational and technical application ability.

2.4 Improving teaching quality is the key

From the perspective of vocational education development, high-quality teachers are needed as a guarantee. Therefore, vocational schools pay special attention to the construction of "double qualified" teachers, which is also the key to comprehensively improve the quality of vocational education talent cultivation.

3. The importance of improving the quality of vocational education talents

3.1 Helping to improve students' innovation and entrepreneurship ability

In terms of talent cultivation, ordinary schools adopt the "elite education" model, which focuses on students' mastery of theoretical knowledge and the development of commonalities, neglects the development of students' personality, and is prone to the emergence of "highly educated, low ability" talents, which is unfavorable to the sustainable development of students.[2] To improve the quality of vocational education talent cultivation, we can take targeted cultivation plans in combination with the characteristics of students, cultivate students from knowledge, ability, quality and other aspects, tap students' potential, activate students' innovation awareness and innovative thinking, and enhance students' innovation and entrepreneurship ability.

3.2 Helping to improve students' ability to adapt to their posts

Vocational education is an important way to provide talents for social development and enterprise development. Guided by the needs of enterprises, combining the training needs of enterprises and talent markets, designing a talent training curriculum system, and deepening the school enterprise cooperation mechanism can enhance the effectiveness of vocational education, improve students' ability to adapt to their jobs, and shorten the period of social vocational adaptation.

3.3 Helping to promote the pace of vocational education reform

In the process of carrying out the reform of vocational education, adopting scientific education measures to improve the quality of talent cultivation can not only enable students to establish a correct outlook on career and career selection, but also plan and design their career according to the development needs of society and industry, so as to achieve a reasonable allocation of learning time and learning resources, and comprehensively improve students' learning efficiency. At the same time, improving the quality of vocational education personnel training can cultivate a large number of corresponding technical talents for the society, which is of great significance to the promotion of vocational education reform.[3]

4. Problems in talent training of vocational education

4.1 The concept of education and teaching needs to be updated

At this stage, in the development of vocational education, vocational schools have not yet defined vocational education as a type of education, and are not clear enough in terms of school running orientation, guiding ideology, etc. The traditional education mode still has a profound impact on vocational education ideology, and the problem of "emphasizing theory, ignoring skills" is still very prominent. Because the education and teaching ideas are too backward and the market demand is not considered much, it is difficult to connect the trained talents with the society.

4.2 The talent training objectives are not clear enough

Vocational schools have not yet met the requirements of "cultivating high-quality technical talents" in terms of talent cultivation. The market research work is not in place, and the talent cultivation goal is not adjusted actively in combination with the change of market demand, which leads to the disconnection between the talents cultivated by vocational schools and the demand for social posts. Some schools focus on theory rather than practice in talent training. Student skill training cannot effectively connect with enterprise posts, or even weaken the training of technical ability.[4] The lack of classification and formulation of different training objectives in combination with different majors will inevitably affect the quality of talent training.

4.3 The professional teaching system is not perfect

According to the analysis on the specialty setting of vocational schools, the enrollment situation is generally adjusted on the basis of maintaining the framework of major categories and combining with the changes in market demand. However, there is a lag in the adjustment of professional curriculum, class hour ratio, teaching content, teaching standards and other aspects, which leads to the imperfect professional teaching system and cannot highlight the professional characteristics.

5. Measures to deepen the teaching reform of vocational education and improve the quality of personnel training

5.1 Changing the concept of education and promoting quality education

Since the new century, China's vocational education is in constant reform and development, especially on the basis of the expansion of vocational education, vocational education shows a good development trend. However, under the influence of the "general high fever" and the sluggish job market, vocational education has low social recognition and difficulty in enrollment. Compared with general high school, the quality of students is poor. Under this situation, the competitiveness and viability of vocational schools can only be enhanced by cultivating students, improving the quality of education, creating vocational education brands, and making students become technical talents with solid cultural basic knowledge and comprehensive professional ability. Therefore, in view of the deepening of the reform of vocational education and teaching, it is necessary to update the idea of educating people, face the needs of social development, implement quality education, and strengthen the cultivation of students' practical skills by teaching students in accordance with their aptitude, in order to strive to build a bridge between vocational schools and social employment, a bridge for continuing education, provide multiple channels for students' development, and better achieve the improvement of vocational education quality.

5.2 Updating the curriculum system to adapt to the development of the industry

In the process of deepening the reform of vocational education in the new era, we must take the development of corresponding industries and industries as the guidance, and update the curriculum system to ensure the quality of talent cultivation. First of all, in combination with the actual situation of vocational schools, international standards related to various majors will be incorporated into the actual teaching content, and in combination with the actual development needs of various majors, a large number of professional posts will be investigated, and the relevant content will be combined with the school-based teaching materials of the school, so as to broaden students' horizons, truly achieve integration with internationalization, and adapt to the background of economic globalization, which can effectively improve students' core literacy, cultivate high-quality compound talents for social development and industry development. Secondly, in terms of professional curriculum construction, it is necessary to always adhere to the principle of combining theory with practice, highlight the application and practicality of vocational education, and build a curriculum content system and curriculum structure system based on the cultivation of students' professional ability. Finally, in terms of the construction of the professional curriculum system of vocational education, it is also necessary to break the traditional curriculum setup pattern, set professional core courses guided by the needs of the talent market, and comprehensively consider such factors as public basic courses, professional skills courses, professional core courses and special personalized needs to highlight the application of students' basic theoretical knowledge and the cultivation of practical skills, so as to enhance the

effectiveness of vocational education talent cultivation, and comprehensively improve the quality of talent cultivation.

5.3 Introducing the cooperative mechanism and improving the training system

The development of vocational education simply depends on the strength of vocational schools, which is difficult to achieve the goal of comprehensively improving the quality of talent cultivation. Therefore, in the process of the development of vocational schools, it is necessary to make full use of all social forces to participate in the training of vocational talents, build a collaborative education mechanism, and break the bottleneck of professional construction. At this stage, the demand of society for talent cultivation has changed. It requires that talents not only have solid basic professional knowledge and skilled professional skills, but also have good communication skills, cultural literacy and other abilities. Therefore, vocational schools should constantly update their ideas on talent cultivation, based on the actual needs of social development, and on the basis of traditional school enterprise cooperation, we can introduce a multi-party collaborative mechanism of industry school collaboration, local government school collaboration, and other schools across the country school collaboration to achieve collaborative innovation and collaborative education in the way of collaborative education, so as to better meet the needs of the talent market for talent cultivation at this stage. First of all, the government school should lead the reform of vocational schools and the construction of professional groups. Local government departments need to provide good internal and external conditions for the development of vocational education and the construction of professional groups, open up school enterprise cooperation, social training and other work, and combine local industrial development characteristics and economic development direction internally, so as to cultivate talents needed for local economic development around industry run majors, and determine the direction of vocational school reform and professional group construction based on the development of vocational education and regional economy on the same channel. Secondly, the university and enterprise should work together to formulate the professional construction plan. Vocational schools need to combine the needs of market development and talent cultivation, invite local enterprises to participate in professional construction, and integrate school and enterprise resources around the local industry to run majors, in order to make dynamic adjustments to professional construction, and achieve consistency between professional construction of vocational schools and industrial transformation and upgrading.

5.4 Building a team of teachers under the guidance of specialty

In the process of deepening the reform of vocational education, building high-quality professional teachers is the power to promote professional development, and also the guarantee for vocational schools to improve the quality of talent training. By actively introducing technical personnel with rich practical experience from enterprises to serve as part-time teachers, we can not only bring the new technologies, new processes of the front-line enterprises and the demand for talent quality from the development of the industry to schools, but also promote the transformation of school teachers into "double qualified" teachers in the process of joint education with school teachers.

6. Conclusion

In a word, vocational education, as an important component of China's education system, plays an important role in promoting the cultivation of technical talents. High quality talent cultivation can better cultivate the talents needed for social development, timely fill the talent gap in society, and provide impetus for the sustainable development of society. Therefore, it is necessary for vocational schools to pay attention to the improvement of the quality of talent cultivation, innovate the teaching mode, and update the curriculum system, in order to build a team of double qualified teachers, improve the talent cultivation system and the comprehensive quality of students. Therefore, in view of the problems existing in the talent cultivation of vocational education at this stage, it is necessary to explore a suitable education path in combination with the actual situation, meet the needs of social development, and make talent cultivation and industry development docking, so as to provide a large number of composite technical talents for industry development.

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