

Research and Practice of Enterprise Customized Talent Training Mode

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Abstract: *In order to adapt to the needs of enterprises and the characteristics of regional industrial development, Establish collaborative innovation mechanism for university-enterprise talent training, and carry out research and practice on customized talent training mode based on collaborative innovation combined with the university's own professional characteristics and advantages .Through the analysis of the necessity of the reform of talent training mode and the problems existing in the reform, the main tasks and concrete solutions are put forward to realize the initiative to adapt to and serve the needs of regional enterprises and social development.*

Keywords: *Enterprise customized, Talent training mode, Innovative talents*

1. Introduction

At present, the division of labor among various jobs set up in large enterprises at home and abroad has become more and more specialized. At the same time, the requirements for talents are becoming more and more specialized and specific. Different job responsibilities require employees to have different key abilities. Based on the cultivation of high-quality applied talents, advocates innovative talent training mode, Shenyang Institute of Technology improves the quality of talent training, and takes the cultivation of innovative and practical talents as a key task to construct and implement. Computer engineering has strong practicality and operability, so talent training must adapt to the requirement of the change of the social practice .In accordance with the law of socialist market economy demand for talent, realize the reform and adjustment of professional teaching. Through reform and adjustment to seek a common and effective professional personnel training new mode [1]. By researching, exploring and deepening the new mechanism of school-enterprise joint training, explore a new way to cultivate high-quality talents with innovative consciousness, innovative ability and strong application ability, who can adapt to the development of regional industry.

2. Necessity

The existing talent training mechanism and mode are based on the prediction of talent market, according to a certain unified specifications of talent training. The inapplicability of talent types or the inability of majors to fully connect with the post result in the waste of educational resources. At present, there are some problems such as disconnection between training mode and practical innovation ability, lack of engineering experience of teachers, and weak collaborative education [2]. Focusing on the structural contradiction between talent supply and demand, and establishing a more targeted talent training mechanism, strengthen the cooperation between schools (suppliers) and enterprises (demanders), highlight the characteristics of school running, create high-quality majors, improve the employment level of students, and put forward the enterprise customized talent training mode oriented by enterprise demand, highlighting the cultivation of quality and ability, can well solve the contradiction between talent supply and demand. It is very necessary to economize educational resources and promote local industrial and economic development [3].

In addition, optimizing the talent training mode is an effective way to promote the development of the subject. The computer major in our school has been actively explored in personnel training, and some progress has been made. But in general, there are "two inadaptability", one is not to meet the requirements of economic and social development, and the other is not to meet the requirements of the country for the cultivation of innovative talents. In view of the above contradictions, the only way to

promote the positive and steady development of our computer major is: Relying on the collaborative innovation mechanism of talent training, strengthening in-depth cooperation between universities and enterprises, Take the demands of enterprises as the main body, take into account the demands of general education, boldly introduce a new thinking, new methods and new systems, Actively carry out the teaching reform of computer majors, establish a practical talent training mode, and walk out a disciplinary development road with its own distinctive characteristics.

Finally, exploring the talent training mode that meets the needs of enterprises is also the inevitable requirement of talent training mode innovation. At present, application-oriented universities have carried out a series of explorations and innovations in strengthening the overall quality training of college students and enhancing their innovative spirit and ability.

But, the current talent training mode still can not fully meet the requirements of social and economic development, for the training of innovative talents shows certain limitations. However, we also see that enterprises pay more attention to the cultivation of professional education and innovation ability, emphasizing "practical engineers" and focusing on engineering practice[4].Therefore, we must build a more reasonable and practical innovative talent training mode on the basis of renewing educational ideas.

3. Main Tasks

Give full play to the convergence of university-enterprise collaborative innovation mechanism and platform, and establish enterprise customized talent training mode based on the talent needs of collaborative enterprises.

Formulate the enterprise's customized talent training program. The reform and adjustment of teaching content and curriculum system is the core of the optimization of talent training program. This study mainly focuses on the talent needs of collaborative enterprises, and studies targeted professional teaching content and practice methods. Cooperate with cooperative enterprises to increase corresponding enterprise teaching courses; Combined with the characteristics and training direction of tailor-made talents, add skills training courses corresponding to the requirements of professional skills, and study the corresponding curriculum teaching system.

The creation of customized training mentor team. Mentor is an indispensable part of enterprise's customized talent training, which has a direct impact on the direction and effect of talent training. To build a school-enterprise cooperative mentor team, we assign teaching mentors and enterprise mentors to students according to a certain teacher-student ratio, study the ladder construction questions of the teaching mentor team, the access and exit mechanism of the mentor team and the cooperation mode of school-enterprise mentors, and create a competitive atmosphere for talent cultivation.

The construction of enterprise customized training environment. The construction of training environment is an important condition for tailor-made talent training, which mainly includes three aspects: one is to create a fair competition environment, including the selection and elimination mechanism of customized talents; Second, the establishment of new management mechanism, including new teaching management system and operation system; The third is to establish and improve the evaluation system, including the construction of diversified evaluation system and incentive mechanism.

4. Problems that Need to be Solved

Enterprise customized talent training mode is a new mode that requires collaboration between schools and enterprises. The following problems need to be solved during its exploration:

Teaching content and curriculum system setting. Teaching content and curriculum system are the two most core contents in the talent training program. The enterprise's customized talent training strategy not only earnestly implements the general education training plan of colleges and universities, but also strengthens the training of knowledge and skills needed by enterprises. When setting the teaching content and curriculum system, we should not only consider the training needs of collaborative enterprises, but also take into account the existing teaching resources, and integrate the practice elements of collaborative enterprises. So it is a delicate and complex system engineering and requires a lot of work [5].

Coordination between corporate tutors and teaching tutors. Enterprise customized talent training model in accordance with a certain ratio of teachers to students equipped with teaching mentors and enterprise mentors, teaching mentors in the school to serve as high-level teachers, the enterprise mentor to hire collaborative enterprise engineers with rich work experience as. The two types of tutors work in different locations, responsible for the development of student training programs and the planning of professional foundation and practical courses. So the coordination between enterprise tutor and teaching tutor is a problem that needs to be solved in the training process.

5. Specific Measures

In order to solve the above problems, the reform should be carried out from the following aspects: training scheme, tutor team construction, talent training environment construction and optimization of assessment methods.

5.1. Customized talent Training Programs for Enterprises

It is planned to be carried out from two aspects of teaching content and curriculum system. In terms of teaching content, the characteristics of talent demand of collaborative enterprises are reflected in the teaching content, so as to build a bridge between students and collaborative enterprises. Customized professional courses according to the job characteristics of collaborative enterprises. Such as embedded System and Application, Web Framework application Development, etc. Increase professional skills training courses corresponding to cooperative enterprises to Cultivate students' practical ability from many aspects. In terms of curriculum system setting, we will closely combine with the talent needs of enterprises and construct a new curriculum system for customized talents of enterprises. In class allocation, we will compress the class hours of theoretical teaching and increase the class hours of enterprise skills training.

5.2. Construction of Customized Talent Mentor Team

Implement the school-enterprise cooperation tutor system to strengthen the relationship between tutors and students. In accordance with a certain teacher-student ratio, teachers and business mentors are assigned to students to help them plan their learning programs. The tutor guides the students from the course practice to the graduation project, realizing the seamless connection between the students' study in the school and the enterprise. The teaching tutor in the tutor team shall be a high-level teacher with rich teaching experience in the school, who is responsible for the planning of students' professional courses and the cultivation of their innovative spirit and ability. Corporate tutors employ engineers with rich working experience in collaborative enterprises to be responsible for the planning of students' practical courses and customized professional courses and the cultivation of practical ability. Guide teachers to take advantage of winter and summer vacation to enter the enterprise post, improve their practical teaching ability.

5.3. Construction of Customized Talent Training Environment

First, level the playing field. Make clear the selection and elimination mechanism of customized talents of enterprises. Through the selection mechanism of written tests and interviews, the comprehensive quality of students such as language expression ability, professional basis, psychological quality and practical skills will be examined comprehensively. Through the elimination system to enhance students' awareness of competition and active learning awareness. Second, to create a new management mechanism. Since customized talent training is a way of school-enterprise cooperation, teaching management needs to be jointly undertaken by schools and cooperative enterprises. Therefore, it is necessary to construct a new teaching management system and operation mechanism in the aspects of course selection, assessment and school roll file management, and equip the corresponding management personnel. Third, establish a scientific and reasonable assessment system. Establish a diversified incentive evaluation system, mainly focusing on the assessment of students' professional knowledge, practical ability and innovation ability, reform the traditional examination evaluation methods, and give full play to the important role of cooperating with enterprises and schools. Measure the quality of talent training from different angles, timely find the problems in the process of talent training, so as to effectively adjust the adverse aspects in the process of talent training.

5.4. Improve the Assessment System

In order to enable students to give full play to their potential in each "post", it is necessary to reform the corresponding examination and assessment methods, and carry out sub-item assessment on different "post". "designer" special assessment indicators mainly include, product innovation, rationality, design report and other document quality, product demonstration process language expression effect; The speed and quality of the work submitted are the main indicators for assessing "technical personnel"; The assessment of "project manager" is more complicated. The project manager seems to have no substantial work, but in fact has great responsibility. First, the final success or failure of a project is an important factor in evaluating its operations. The organization of each member of the group can be evaluated by anonymous scoring, and the work of project management, customer communication and other aspects can be evaluated by teacher scoring.

Each member of the group has a division of labor, cooperation, and constraints. We are an organic whole, working together towards the ultimate goal. Therefore, the final success or failure of the "project" must account for the maximum weight of the total score of the team members. This is consistent with the actual project situation.

6. Conclusions

Through the school-enterprise collaborative innovation talent training mechanism, cultivate customized talents according to the needs of the cooperative enterprise, so that the talent training of the school can effectively meet the talent needs of the enterprise. Thus shorten the probation period of enterprise talents, increase the employment rate of students, and achieve a win-win situation between the school and cooperative enterprises.

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