

Introducing Talents According to Needs and Cultivating Talents According to Production: Exploration and Practice of Collaborative Education Mode of Production, Education and Research in Preschool Education of H College

Shengnan Yin, Haiyan Chen, Qing Wang
Hengxing University, Qingdao, Shandong, China

Abstract: In order to solve the problem of "difficulty in employing people" in the field of regional preschool education, H College actively explored and practiced a new mode of collaborative education of production. This model not only pays attention to the practicality and pertinence of personnel training, but also focuses on the development trend and demand of the future education industry. In the exploration of H College, guided by the needs of the industry, the talent training scheme was redesigned. This program not only pays attention to the education of students' professional knowledge, but also emphasizes the cultivation of practical ability and innovative spirit. At the same time, H College has established a collaborative education system based on majors. This system includes not only the cooperation between various majors and courses within the school, but also the cooperation between the school and industrial enterprises. In addition, H College also focused on industry resources and built an ecological talent training platform. This platform not only pays attention to the cultivation of students' professional skills, but also pays more attention to the improvement of their comprehensive quality. In the process of exploration, H College always adheres to the principles of educating people, demand leading and cooperation between production and education. This new model not only provides powerful talent support for regional preschool education, but also injects new vitality and impetus into the future development of education industry.

Keywords: Integration of Industry and Education; Talent Training; Preschool Education

The cultivation and construction of excellent preschool education teachers is an important guarantee for the development of preschool education majors and industries, and local colleges shoulder the heavy responsibility of regional preschool education development and training high-quality teachers. In order to meet the needs of local market, the deep cooperation of production, education and research has become a powerful measure to train preschool education professionals in local universities. "China Education Modernization 2035" proposes to "explore the construction of a whole chain, networked and open collaborative innovation alliance with deep integration of production, education and research".[1] In 2019, the National Vocational Education Reform Implementation Plan also pointed out that "deepening the integration of production and education, school-enterprise cooperation, and combining education and training" and "promoting enterprises to deeply participate in collaborative education". In April, 2021, the General Office of the Ministry of Education issued the Standards for Teachers' Professional Ability of Normal Students Majoring in Preschool Education (Trial), which pointed out that normal students majoring in preschool education should have four abilities: teachers' morality practice ability, conservation and education practice ability, comprehensive education ability and independent development ability.[2] In 2022, the Ministry of Education and other eight departments issued the Plan for Strengthening Teachers in Basic Education in the New Era, which clearly pointed out: follow the law of teachers' growth, reform the teaching content of normal colleges, improve teaching methods and means, strengthen educational practice, and improve the training quality of normal students.

1. Targeting Demand and Innovating Talent Training Program

With the rapid development of society and the changing needs of the industry, the traditional education model has been unable to meet the needs of the market. In order to adapt to this change, H College has innovated the "1 +5" talent training program system with the market as the guide and the industry demand as the breakthrough point.[3] In this system, the College has established a preschool education talent training research institute. Relying on the research institute and guided by the needs of the industry, it has formulated a series of important documents such as "Preschool Education Professional Talent Training Program", "Preschool Education Practice Teaching Program", "Preschool Education Production and Education Integration Service Platform", "Preschool Education Multi-characteristic Training System" and "Future Children Growth Center Construction Standards". Through the model of "one research institute +five systems", starting from three aspects: student level, professional level and production-school level, relying on the construction of practice base and platform support, based on the six-level post of post ability standard, with the characteristic curriculum model of "5050"-theory 50 + practice 50", and through the integration of school + production and education in the future, the personalized order-based accurate training of big data has been realized. This innovative talent training program system not only improves students' practical ability and comprehensive quality, but also better meets the needs of the market and industry, and injects new vitality into the development of preschool education.

2. Based on the Specialty, Enrich the Collaborative Education System

2.1 To Build an Integrated Curriculum System with Enterprises

Grasping the cutting-edge trends of the industry and the trend of technological innovation, we have built special classes such as preschool programming, digital music, Montessori, preschool science and technology and excellent kindergarten teachers with many industry enterprises, and built a professional teaching team composed of school professional teachers and enterprise instructors to develop curriculum content according to the real curriculum needs of

enterprises. The curriculum development and teaching process are completed by the cooperation of school and enterprise teachers, and develop and build a curriculum research and development system oriented to industry needs; Curriculum research and development system oriented by preschool education market demand; Curriculum development system of characteristic education oriented by academic research.[4]

The professional core of preschool education with new industries, new formats and new trends is connected with the professional core, the necessary post ability of kindergarten teachers is combed, the promotion system of practical ability is constructed, the post instruction book is compiled, and the post ability course is set up, so that students can clearly find out the career goals that meet their personal interests.[5] Through the guidance and infiltration of industry knowledge and theory, combined with the integrated curriculum model of "step growth" and "real job", the vertical promotion of practical ability and the horizontal step development of knowledge connection will help future preschool teachers build the best ability blueprint.

2.2 Deepen the Integration of Production And Education and Build a Double-Qualified Team

Guided by the cultivation of preschool education students' parenting ability , the school takes scientific research projects as the link, implements the dual tutorial system of collaborative education between industry enterprises and schools, employs industry elites and backbones as industry tutors, conducts research together with teachers in schools, forms a characteristic dual-teacher team, and formulates personalized training programs for students through joint guidance. At the same time, improve the management and evaluation mechanism of industry tutors, and promote exchanges and cooperation with school tutors.[6]

H College has taken the following measures in establishing a double-qualified team:

A. Formulate policy support: H College has formulated relevant policies to encourage teachers to work in kindergartens, early education institutions and other industries, and at the same time attract industry experts to work as part-time teachers in the College.

B.Strengthen school-enterprise cooperation: H College has established cooperative relations with many kindergartens and early education institutions, and jointly carried out teaching and scientific research activities, which provided strong support for the construction of double-qualified teams.

C.Establish double-qualified workstations: H College has established several double-qualified workstations in kindergartens, early education institutions and other industries, providing a platform for teachers and industry experts to communicate and cooperate.

2.3 Multi-Participation and Joint Construction of an Evaluation System

The school has deployed a "preschool education professional talent evaluation system" that integrates talent cultivation, scientific research support, industry application, and social services. Based on the core competencies and abilities of career development, it has established a "three oriented" evaluation plan for industry, student, and social services, and built a comprehensive quality system around "input process output".

A.For the "input" direction, attract cutting-edge outstanding industry entrepreneurs to set up enrollment teams, and select some students according to students' interests and hobbies, future career development plans and industry adaptability.

B.For the "process" direction, give full play to the school's educational philosophy of "co-construction of schools and integration of production and education", build majors and courses with industrial enterprises, face the needs of the industry, and cultivate high-quality talents suitable for the development of the industry. Encourage industrial enterprises to participate in all aspects of students' courses, internships and papers, and penetrate into the evaluation of students' learning process in all directions.[7]

C.For the "export" direction, improve the talent training program, actively guide graduates to serve regional kindergartens and preschool education institutions, and provide strong talent support for the industrial innovation and development of preschool education industry.

3.Focusing on Resources and Building an Ecological Talent Training Platform

3.1 The Establishment of a Professional Information Platform

Establish an online platform of preschool education industry alliance, including one basic resource, two middle stations and three platforms. Taking 5G network, advanced servers and equipment as resources, we use big data and administrative management to connect colleges, kindergartens and students. Realize the convenience of kindergarten operation practice through practical training practice platform; Realize the cloud management of all aspects of practical teaching and the integration of process resources through the industry-university-research service platform, and establish a curriculum resource database integrating theory and practice; Realize the big data analysis of preschool education industrial college through the data platform of industrial college, and create an integrated and intelligent teaching mode.

3.2 Establishing a Preschool Teacher Industry College

Attract social forces to participate in school construction with capital, technology, knowledge, management and other elements, promote the complementary advantages of schools and enterprises, support industrial enterprises to cooperate with schools to run majors and secondary colleges, stimulate the vitality of running schools, promote the in-depth cooperation between schools and enterprises, jointly carry out special research projects, and jointly build a "large-scale shared training base" integrating internship, training and external service functions; Build a professional characteristic curriculum system; Build a professional education resource platform; Work together to formulate the working mechanism of industrial colleges, set up the management committee of industrial colleges, and establish systems and standards that are compatible with the modern enterprise system. Train talents needed by society and market, and train more applied talents of preschool education who can carry out teaching, scientific.[8]

3.3 Establishing a Talent Training Base

We have built an on-campus practice training base for preschool education majors-nursery center and kindergarten, and built a 5600-square-meter on-campus multi-integration intelligent learning workshop-Future Children's

Growth Center. Build a number of off-campus training bases with preschool education industry and enterprises, and use the on-campus training platform to solve the practical teaching problems of "invisible, unable to enter, unable to move and difficult to reproduce" in preschool education through hardware-in-the-loop simulation and full virtual simulation.

4. Thoughts and Suggestions on the Future

In the past few years, H College has made remarkable achievements in the collaborative education mode of preschool education, production, education and research. First of all, through the innovation of talent training scheme oriented by industry demand, the college has successfully met the needs of regional preschool education and effectively alleviated the problem of "difficulty in employing people". Secondly, through the establishment of collaborative education system, the construction of integrated curriculum system and evaluation system with industrial enterprises, and the practice of double-qualified team, the college has made important progress in cultivating outstanding preschool education talents.

At the same time, the practice of H College also provides important enlightenment for other universities. First of all, colleges and universities should actively cooperate with industrial enterprises to explore new modes of personnel training. Secondly, colleges and universities should pay attention to the design and implementation of practical teaching links to improve students' practical ability and comprehensive quality. In addition, colleges and universities should strengthen the training and introduction of teachers and establish a high-quality double-qualified team.

In a word, the practice of cooperative education mode of production, education and research in preschool education of H College has injected new vitality into the reform and development of regional preschool education. In the future development, H College will continue to deepen the cooperation of production, education and research, promote the cultivation and innovation of outstanding preschool education talents, and contribute to the development of regional preschool education. Based on the requirements of high-quality development of preschool education in the new era, we will continue to adhere to the education mode of "co-construction of schools, integration of

production and education", "alternation of work and study, and practical practice", build a multi-form joint training platform for integration of production and education, further deepen the integration of production and education, promote professional construction, improve the level of professional education, and train high-quality preschool education students. At the same time, we will quickly absorb the front-end information of related industries and introduce preschool education needs into preschool education industry through industry-university cooperation as the basis for product development; Introducing high-quality products and services developed by enterprises into preschool education system, making full and effective use of social resources, fundamentally solving the problems of who, what kind and how to train people.

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