Research and Practice of the Training Mode of Agricultural Talents on School-enterprise Cooperation

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Abstract: The rapid development of agricultural economy exacerbates the competition that the agricultural and animal husbandry enterprises compete for high-skilled talents. The contradiction of the agricultural talent supply and demand is increasingly outstanding. The cultivation model of school-enterprise cooperation high-skilled talents can solve this problem effectively. The article can highlight advantage of the in-depth development in agricultural talents cultivation of school-enterprise cooperation by analyzing the characteristics of agricultural talent employment and the existing problems, and taking Agricultural University of Hebei for example, we discuss agricultural colleges and enterprises cooperation innovation mode of Cultivating High-skilled talents.

Keywords: Agriculture, School-enterprise cooperation, Personnel training

School-enterprise cooperation training model in Europe and America and other developed countries has been very common and popular, but in our country it is still at a stage of exploration. In the general lack of government driven background, school-enterprise cooperation level of most of the industry is not deep enough, the lack of long-term mechanism of cooperation, cooperation form is so single that it can not meet the diversification demand. With the fast development of agriculture, the contradiction between the supply and demand of the talents has been increasing. Strong interest drive makes the enthusiasm for the agricultural and animal husbandry enterprises be rising to unprecedented heights. Training the high-skilled talents in agricultural industry college-enterprise cooperation has been in forefront of other industry, and has brought the rare opportunity for innovation and Exploration on the school-enterprise cooperation talents with high skill training model.

1 The Advantage of School-Enterprise Cooperation in Personnel Training in Agriculture

1.1 Meeting the needs of industry for talents
Agricultural professional occupation education is typical, the main goal is to cultivate high-quality skilled talents in service line. At present, the agriculture production is developing rapidly from traditional mode to modern mode of production, and standardization, large-scale farms are flourishing. The modernization production equipments are widely used in agricultural production enterprises. It not only requires practitioners to master the basic theoretical knowledge, professional technical and operational skills of agricultural professional, but also asks for the economic management, social science, basic knowledge of laws and regulations. But the teaching practice is limited by environmental and financial constraints. The agricultural university students in the laboratory and teaching base can’t contact with modern production, and the ability of solving practical problems of graduates entered the job is lacking, so they can’t meet the needs of businesses and jobs, leading to the status of enterprise recruitment difficulty.

The talents who are trained by School-enterprise Cooperation mode understand the technology, management, what’s more, they use agricultural science and technology knowledge expertly. The talents engaged in agricultural technology and agricultural management meet the needs of modern agriculture sustainable development.

1.2 Solving the contradiction between supply and demand of agricultural personnel dislocation
In the background of the current national college graduates facing the difficult employment, the
employment situation of agriculture professional graduates are "optimistic", showing a good situation in short supply, this phenomenon reflects the contradiction between the development of industry for talent demand rigid growth and the problem of insufficient enrollment in the traditional concept. But deformities contradiction between supply and demand caused by the industry adjustment can not be ignored. Now the agricultural industry are all in the stage of transformation. Agricultural and animal husbandry enterprises develop towards large scale, collectivize gradually so that industry competition is intensifying. The enterprises facing "out" recruit a large number of graduates, but do not want to pay for cultivating graduates. After recruiting, enterprises often take the way of the natural elimination to choose talents, and leading to the graduate students ran smack everywhere in an environment of hard work, so they lose confidence to the industry and feel helpless. At last, they have to change jobs. These all exacerbated the contradiction between supply and demand.

High-skilled talents training mode of school-enterprise cooperation can make universities become the window of the enterprises propaganda, according to the actual needs of enterprises, the innovating mode of talent cultivation make graduates complete the transition from school to the work in the shortest period of time. This avoids the malpractice that employees need a long period to adapt and the underemployed to the maximum.

1.3 An important way to realize the reform of higher education
Under the principle of quality education, the reform of higher education must be carried out for adapting the demand of market economy. Colleges and universities should not only cultivate students' ability of learning knowledge, but should train students’ practical ability that they learn in order to practise, use knowledge synthetically and update knowledge independently. That makes it become compound talents with innovative consciousness and spirit. The pattern of school-enterprise cooperation continues to broaden the scope of production, learning and research. It can be the guarantees that the colleges and universities have a definite object in view in the personnel training to promote the school-enterprise cooperation vigorously. According to the needs of the employing unit and the actual position, colleges and universities should adjust specialties and curriculum, teaching contents and teaching methods. At the same time, saving the cost of school resource, enriching and optimizing the teacher troop of the "double teacher” can promote and transformate scientific achievements rapidly, broaden the path and enrich the school characteristics in order to form the brand effect of universities and professional.

2 The Dominant "Segmented" Talent Training Model
"Segmented" training refers to the university playing a dominant role. The students' learning process is divided into two alternating process with the school and enterprise. It adopts step teaching mode. It is a training model of implement working and learning alternation and theory study as much as practical work skills.
Agricultural University of Hebei College of animal science and technology make full use of the resources of the enterprise in reform of the education practice for undergraduate. The aim is to cultivate application, composite type talents of animal husbandry and veterinary with high skill. The characteristic is to the cultivation of personality. The center is to strengthen the practical ability of students. It adopts the four stages training mode of the "occupation planning, learn in order to practise, personality, broaden ability” and formulate implementing training roadmap of Undergraduate Practice Ability. This make the students own the "Navigator” on the way to the success.

2.1 Make a good occupation planning and consolidate the professional thought in the first grade
Colleges and universities can help students to understand the professional background, the current situation and development trend of animal husbandry by inviting the business elite to participate in school education, opening the "entrepreneur forum", distinguished entrepreneurs Professor into the classroom. In this way, students can establish the goal early and lay a solid foundation for the follow-up
courses learning.

2.2 On completing the basic courses education basis, highlight learning in order to practise in the second grade
Students should prepare for the cultivation of professional core ability by student grouping, equipping professional mentor, using holidays to learn on the job at the ranch, accumulation of perceptual knowledge, familiar with production process, strengthening the importance of basic training.

2.3 Around the goal of professional core skill training, train personality in the third grade
Through completing the formulary experimental and practice teaching, at the same time, teachers make full use of practice and research base of the college-enterprise cooperation, some of the students are incorporated in the "business class" to strengthen the cultivation of the ability of production and scientific research.

2.4 On personality basis to strengthen students' competence development in the fourth grade
Through the mode of "broadening the field of vision" and "absorbing in the quintessence", students make full use of the enterprise resources, cultivate the ability of management and marketing etc. and use the basic skills and professional skills to solve the practical problems of production and scientific research.
The "segmented" personnel training mode of School-enterprise cooperation shortens the adaptation period for demand of students' comprehensive skills and actual post and gets fully affirmed of the students and the employer. At the same time, teachers understand the importance of the "combination of production and study, working and learning alternation" in the cultivating agricultural professional talents profoundly in teaching. The teachers should be urged to deepen the teaching reform to have the teaching content be more suitable actual demand for the modern enterprise.

3 Training Talents Mode of School-Enterprise Cooperation "Business Class"
"Business class" training mode is the cooperation of universities and enterprises to set up "class" named by enterprise. Universities and enterprises formulate the training target, teaching plan, production practice and graduation design for the "class" jointly and use holidays for teaching and practice activities. It is different from talent training mode of "order form" of the higher vocational colleges. It neither affects the normal teaching plan nor requires students to work to the sponsoring enterprise after graduation, but the sponsoring enterprise get priority for picking graduates. Agricultural University of Hebei College of animal science and technology have established "Huayu class", "Zhengda class", "Jiaji class", "Shengtaier class" and so on and has made certain progress since 2010.

3.1 Organization and management for "business class"
3.1.1 Form: There are 30 people in each "business class". College selects outstanding students that would like to work in enterprise after graduation from undergraduate in the third grade and graduate students to form a class, which trains for one year.
3.1.2 "Business class" puts into practice the responsibility system under the training team the leadership. According to the rules of college and university, head teachers manage, assess, and establish the students’ files in school.
3.1.3 During the period of the students in "business class" learning activities, students should be provided uniform clothing with logo for prominent features.

3.2 Teaching management of "business class"
3.2.1 Objective: The students in “business class” will be cultivated talents who receive the spirit of the University, accept the enterprise culture, have a solid theoretical foundation and strong operation ability,
can quickly adapt to the work, and promote the development of enterprise when they graduate.

3.2.2 Teaching contents: the strengthening of comprehensive technical training, animal husbandry and veterinary comprehensive technical training, adding business management training, the enterprise select elite to teach in school, let students use winter and summer vacation to go to the enterprise to practice internship.

3.2.3 The teacher assigns a supervisor of single skill training business to implement the business supervisor responsibility system.

3.2.4 The school funds are jointly funded by the enterprise and college, students do not pay any fees. The mode of high-skilled personnel training in “enterprise class” is led by the society and enterprise requirements, embodies the connotation of different enterprises in the training program, enhances students’ practical ability, trains persons of comprehensive abilities that have culture and spirit of team cooperation, both understand the professional production and understand the management. It is benefit supplementary and perfect for the existing animal husbandry and veterinary personnel training system. The union training realizes the students’ “zero distance” docking from the schools into the enterprises, reduces time and energy that the enterprises train the new staff and saves the cost of personnel cultivation.

4 Modes of Enterprise Leading "Industry-University-Research Cooperation" Talent Cultivation

This model which is dominated by the enterprises uses the university intellectual and educational resources, sets up scientific research project in universities, and has the research achievements industrialization rapidly in order to improve the economic efficiency of enterprises. Enterprise select staff to the university for further education so that they can improves their theoretical level and management ability. The universities use of advantage of enterprise strong financial to attract enterprises to take investment initiatively to promote teaching and research equipment.

4.1 School-enterprise set up scientific research base
The university takes advantage of agricultural and animal husbandry enterprises financial and combines with their own talent, scientific research and technology advantages to set up technical dominance scientific research bases with enterprises, at the same time, combines with scientific research, technology promotion, technology transfer, training. On the one hand, through close cooperation with all circles of the society, the school can make sensitive response for the demand of regional economic and agricultural development so that it can adjust training talents scheme timely in the teaching process, improve the teachers' and students' scientific research ability, train marketable talents for the society. On the other hand, the scientific research achievements provided by scientific research base integrate closely with the local rural economic development improves the economic efficiency of enterprises, attracts more agriculture and animal husbandry enterprises to participate construction of research base in the school, promote the development of the production-teaching-research combination. Such as Agricultural University of Hebei and Agribrands Purina (Lang fang) co., ltd. feed. cooperate to build a "Purina testing center for pigs", and Beijing Ji'an group cooperate to build the "chicken disease research center" are all typical examples this kind of mode.

4.2 The enterprises and Universities establish cooperative relationship of economic joint-stock
Universities can buy a share to form the benefit community with enterprises as technology or scientific research, which makes the survival and development of enterprises be closely related with the school. The school is not only to help enterprises solve various problems in the production line and promote new technologies, but also to help enterprises develop new products, research and development of new technology. And universities use teachers of the school and education site to assist enterprises in staff
training and in-service training. In October 1992, Agricultural University of South China was invited to join the group, created the precedent about school-enterprise cooperation of agriculture industry and becomes the first university that shares holding to join the enterprise and forms model of production-education-research cooperation. This form of cooperation links each other closely with shares and shares profits and risks jointly. It has explored a way of "production, learning, research" joint development successfully and has achieved remarkable economic and social benefits.

5 Conclusion

In short, personnel training mode of school-enterprise cooperation is a kind of open education mode facing social demand in order to train inter-disciplinary talent. After implementing personnel training mode of school-enterprise cooperation, agricultural colleges and universities can fulfill school-running thought of the "employment-oriented" and "production-education-research cooperation" well, can realize the close cooperation between the agricultural colleges and enterprises and achieve win-win of student, enterprise and university.

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