

Construction of Traceability System for Training High-quality Talents in Colleges and Universities

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Abstract: The cultivation of high-quality talents is the ultimate goal of talent cultivation in higher education. Guided by the current situation of College Students' learning and the employment situation of college graduates in China, it is an important breakthrough and innovation to construct the traceability system of talent cultivation in higher education. This paper first analyses the existing problems and causes of talent cultivation in Higher Education in our country, and then puts forward a solution to construct the traceability system of talent cultivation. Then it focuses on the analysis of the reasons and specific measures for the establishment of the traceability system of professional settings, curriculum settings and employment of College Students under the background of big data. The construction of traceability system of high-quality personnel training in Colleges and universities has prominent significance for realizing the effectiveness of personnel training in higher education.

1. Introduction

It is the duty of every educator to carry out high-quality education and realize the goal of talent training in Colleges and universities. Combined with many years of teaching experience, the grasp of the current situation of College Students' learning and the current employment situation of college graduates in China, I think it is necessary to speed up the establishment of a talent traceability system driven by the realization of the goal of talent training in Colleges and universities. With the continuous development of higher education system in China, some shortcomings of talent training are increasingly exposed. The most prominent problem is the lack of people-oriented, establish the concept and teaching system of characteristic talent training mode. In higher education, the individual differences of college students are ignored. No matter in theory teaching, practice teaching, student activities and other related educational activities, a one size fits all "mass production" mode is adopted. In this mode, college students are often lack of personality, a spirit of innovation, progress, criticism and creation, and also can not meet the needs of the society for individual differences of college students. The best way to solve the above problems is to in the process of realizing high-quality education, the former colleges and universities established a high-quality education mode based on the talent traceability system. Talent traceability system refers to the establishment of detailed data files for each student based on the big data platform after the enrollment of college students, including the performance files, specialty files, specialty files, hobbies files, moral integrity files, etc. When teaching administrative departments at all levels, teachers and counselors of all disciplines, student union cadres, etc. arrange relevant teaching, practice and student activities, they should track the big data system at any time, and on this basis, complete a series of targeted professional settings, curriculum reform, talent selection, talent teaching, characteristic training and other high-quality education processes, so as to achieve a real sense of individuality To cultivate and educate with advantages. The construction and implementation of talent traceability system include the following aspects:

2. Establish Professional Setting Traceability System Based on Big Data Platform

2.1. Reasons for Establishing a Professional Setting Traceability System

In recent years, the initial employment rate of college graduates in China is around 70%, and the employment pressure is increasing. The employment situation of college graduates is tense, one of the main reasons is that there is a gap between the professional setting and the actual needs of the society. Due to the lack of systematic data analysis and sufficient social research, many colleges and universities do not have foresight in specialty setting, resulting in many so-called new majors and hot majors. With the development of society, they are changing with each passing day, completely unable to connect with the market, and unable to meet the actual needs of employers. The employment situation of graduates of these majors is naturally not optimistic. In order to obtain employment, many students have to give up their major, which is not for their own use, resulting in a waste of human resources, but also seriously affecting the employment rate and social impact of colleges and universities.

2.2. Basic Idea of Establishing Talent Traceability System

Establish a professional analysis big data platform under the talent traceability system, track through the big data system, adjust the professional settings in real time, achieve the highest professional availability, reduce resource waste, talent waste, so as to solve the current bottleneck problem of College Students' employment. Teachers and the classroom are also important factors in the talent traceability system. Teachers' factors involve many personalized factors, and the factors related to teaching are also formed by long-term teaching practice, which are relatively stable; the factors related to quality, personality charm, physical and mental health, which are very personal, although related to the effect of classroom teaching, have little short-term variability; Cognitive factors such as research level and knowledge structure are also accumulated for a long time. Therefore, the factors of teachers do not set the evaluation index. The factors of teachers will be considered and presented by specific teaching behavior, classroom organization and other factors.

2.3 The development of talent assessment technology

China's talent evaluation is still in the initial stage or extensive development stage. First, the development of talent evaluation market is slow. According to the statistics of relevant departments, by the end of 1997, less than 18% of enterprises in China adopted the talent evaluation method to select employees. Secondly, the localization technology development is not thorough enough. In a word, due to the differences between Chinese and western customs, cultural cultivation and national psychology, the standards and explanations of talent evaluation are different. Therefore, the western evaluation technology is not fully applicable to China's national conditions. In order to develop China's talent assessment, it is necessary to combine closely with the actual situation of employing units, such as state organs, enterprises and institutions, to "use foreign countries for China's purposes", to learn from other mountains and stones, and to gradually develop China's talent assessment technology according to local conditions. It can be asserted that whether in China or abroad, talent assessment technology will affect the development of integration, networking, computerization and industrialization.

3. Establish curriculum traceability system based on big data platform

3.1. Reasons for Establishing Traceability System of Curriculum

Education should be people-oriented, and the curriculum in Colleges and universities should embody the educational concept of "people-oriented". At present, many colleges and universities have a series of problems in curriculum setting, such as old and repeated curriculum content, unreasonable curriculum structure, and difficulty in satisfying students' extensive professional interests and hobbies.

3.2. Basic Idea of Establishing Curriculum Traceability System

Establish a course setting analysis big data platform under the talent traceability system, so that each major's course setting can analyze and count a series of data such as social talent demand objectives, discipline frontier development status, students' course learning and acceptance feedback through big data, and make corresponding adjustment and design of course setting in time, even under the big course setting Different people set up small courses, so as to maximize the practicality of the course and meet the needs of the society for the knowledge system of talents. As a higher education, especially the application-oriented colleges and universities, the students should have a complete and scientific talent quality system. Quality is a person's ability to correctly understand the surrounding environment and survive, and to challenge its environment and consciously contribute to and serve the society. It contains the comprehensive embodiment of human body state, ideology and cultural skills, which cannot be separated or independent. Therefore, the cultivation of professional talents in Colleges and universities should be based on the cultivation and cultivation of talent quality as the goal and starting point to set up courses and training models. The quality system that students should have includes three parts: professional quality, professional moral quality and personal quality. Professional quality includes practical skills and professional knowledge system. Professional ethics is integrity and self-discipline, honesty and trustworthiness, objective justice, dedication to work, adherence to standards, improvement of skills, participation in management, and strengthening of services. Personal cultivation is more important in coordination and communication, quick learning, character and conduct.

4. Establish Traceability System for Students to Participate in Various Activities Based on Big Data Platform

4.1. Reasons for Establishing Traceability System for Students' Participation in Various Activities

At present, in the process of talent training, colleges and universities pay great attention to the overall development of college students, subject competition and community activities are rich and colorful. However, due to the lack of full understanding of students' interests and strengths, students are often suffering, and the effect is just the opposite.

4.2. Basic Idea of Establishing Traceability System for Students to Participate in Various Activities

After the establishment of the talent traceability system, every college student's personal expertise, interests and hobbies can be tracked in real time through the big data platform. When the school organizes various discipline competitions and community activities, it can take this as the basis to find the best candidates, realize personalized training and differentiated education, so as to maximize the enthusiasm and subjective ability of students Mobility. For example, business schools organize software competitions, which can count the most suitable members to participate in the competition through the big data system, so as to effectively mobilize the enthusiasm of students; for example, through the platform of big data system, students with good oral English can be found to participate in English speech competitions, foreign exchange activities, etc., and recommend their relevant specialties when they are employed. Before setting training objectives, we should conduct detailed research, discuss with students, teachers and enterprise personnel, and conduct research in other excellent schools, enterprises and institutions. Cultivate economic talents with brand-new modern consciousness (market consciousness, competition consciousness, innovation consciousness), comprehensive quality (ideological and moral quality, cultural quality, professional skill quality, etc.), optimized knowledge structure and ability structure (ability to learn new knowledge, innovation ability, management ability, cooperation ability and cognitive ability of international practice, etc.). The follow-up courses should be in line with the training objectives, for example, the courses of enterprise management, financial marketing and international commodity market can cultivate market awareness, competition awareness and innovation awareness; the professional courses can cultivate professional skills and quality.

5. Establish the Employment Traceability System for College Students Based on Big Data Platform

5.1. Reasons for Establishing the Employment Traceability System for College Students

Since 2001, the number of college graduates has been increasing year by year. The relationship between the expanding group of college graduates and the relatively limited employment positions is bound to be oversupplied. The current overall employment situation of college students forces colleges and universities to speed up the establishment of College Students' employment traceability system, realize the data tracking and docking of college graduates' employment, entrepreneurship and social employment needs, and ensure that college graduates get employment in time, accurately and reasonably.

5.2. Basic Ideas of Establishing the Employment Traceability System for College Students

5.2.1. Student Information at School

To establish the employment traceability system for college students, first of all, through the big data system, the students' professional learning results, practical skills application results, interest and specialty performance, moral integrity status, future employment intention and other employment related information should be systematically entered from the beginning of the students' enrollment, and updated immediately with the semester.

5.2.2. Student Information Within 5 Years After Graduation

To establish the employment traceability system for college students, the employment time, employment direction, employment rate and other employment related information of graduates within five years of the major shall be entered into the system through the big data system and updated with the Institute in real time.

5.2.3. Employer Information Within 5 Years After Graduation

Establish the employment traceability system for college students. Finally, through the big data system, enter the recruitment units, recruitment personnel requirements, number of recruitment units and other recruitment related residences in the major within five years, and update them with the year.

The above three big data systems can achieve effective docking through scientific and technological means, which can not only realize the high efficiency and convenience of College Students' employment, but also fully realize the concept of "making the best of people's talents" in running colleges and universities.

Conclusion

The overall goal of talent training in Colleges and universities is to improve the overall quality level, which is usually embodied in the aspects of ideology and morality, cultivation, professional knowledge learning, general knowledge learning, application ability, innovative spirit, physical and psychological state. At the same time, different positions in the society have different demands for talents. The "mass production" mode of higher education will inevitably become the product of the times. "Make the best use of things, make the best use of talents" is the initial goal of higher education. If this can not be achieved, higher education will lose its substantive significance, let alone high-quality education. Therefore, it is imperative to establish a high-quality education mode of talent traceability system, whether from the realization of the goal of talent training for college students or to meet the needs of College Students' employment. At the same time, the establishment of high-quality education mode of talent traceability system is a systematic and huge project, which needs the strong support and help of all levels of departments and all teachers and students. The high-quality education mode of talent traceability system will play an effective role in the cultivation of high-quality talents in higher education.

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