

The Construction Method of Wuhan Horse Racing Industry Talents Collaborative Training System

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Abstract

This paper adopts the method of logical analysis, investigation and interview with experts, and takes the collaborative innovation and development of the horse racing industry in Wuhan as a research starting point to discuss the necessity and realization path of constructing a collaborative talent training system for the horse racing industry in Wuhan. Research believes that the Wuhan horse racing industry talent collaborative training system is a multi-mixed model of "school-school", "school-government" and "school-enterprise" established under the framework of local government cooperation; it has the characteristics of uniformity and standardization. The realization path is to establish the Wuhan horse racing industry talent education steering group; build a "three-tier" Wuhan horse racing industry talent training model; establish a talent training system covering all fields of the horse racing industry with complementary advantages; build a talent training system for the Wuhan horse racing industry. General mode.

Keywords

Horse racing industry, Talent training, Realization path, Collaborative talent training.

1. Introduction

In today's world, horse racing and modern horse industry are highly integrated to form a knowledge-intensive and resource-intensive modern horse racing industry. The modern horse racing industry takes horse racing, horse breeding, and horse racing lottery as the "troika", forming an organic whole that influences and restricts each other. "Horse racing" deeply absorbs the modern enterprise system to maintain its operation efficiency and fairness. "Horse breeding" closely depends on the innovation and progress of horse industry science to survive and progress. Horse racing lottery is based on the credibility system of government organizations (or social institutions representing the government) as a lifeline to gain the favor of the public. There is no doubt that every part of the modern horse racing industry highlights the tension and effectiveness of modern scientific knowledge, technology, and management [1]. The implementation of modern scientific knowledge and technology in the horse racing industry is human, to be precise, a high-quality specialized talent with a certain level of intelligence and skill. Therefore, discussing how to cultivate a group of talents who can meet the requirements of industrial development, promote the "marriage" of Wuhan and Wuhan to cooperate to develop the horse racing industry, and gather sufficient industrial development factors will be an important content of developing the horse racing industry and gathering manpower.

School-enterprise cooperation is an important measure for colleges and universities to seek their own development, achieve integration with the market, vigorously improve the quality of education, and targeted training of first-line practical technical talents for enterprises. The original intention is to let students learn knowledge in school Organically integrate with enterprise practice, so that the equipment and technology of schools and enterprises can complement each other and share resources, so as to effectively improve the pertinence and effectiveness of education and improve the quality of training skilled talents. In-depth school-enterprise cooperation is also one of the important ways of training talents for the horse racing industry management major of Wuhan Business Service College, and it is the fundamental way to cultivate high-quality horse racing application talents in the new era.

2. Definition of horse racing industry

With the advancement of Wuhan to build a "horse racing capital", the horse racing industry has entered the field of attention and theoretical discussion as an emerging hot topic. As an emerging industry term and an unopened industrial economic field, what is the horse racing industry? What are its connotations and extensions? At present, there is no clear definition by specialized literature and researchers. The simplest definition is that the horse racing industry is an industry directly related to horses. There is also a clearer view that the horse racing industry is related to the production, service, and consumption activities of race-related competition TV broadcast, quiz betting, and horse breeding. These views are all reasonable. For a newly emerging and growing industrial economy, any absolute definition and view are unscientific. Therefore, in order to avoid misunderstandings caused by different understandings, the horse racing industry mentioned in this article is based on horse racing as the centre and carrier, through the organization and operation of horse racing events, horse lottery guessing, horse culture dissemination and research, and horse racing talent training. Various ways and forms to drive horse breeding and training, horse feed processing, harness production, news dissemination, tourism and catering, and social charity, and provide the society with an industry chain of horse racing-related product production and consumption, cultural education, and entertainment services.

In countries and administrative regions such as the United Kingdom, the United States, Japan, France, and Hong Kong, where the horse racing industry has developed well, the horse racing industry has not only brought huge financial and tax revenues to the local area, but also provided a large number of jobs, becoming a social charity and society An important pillar of welfare services, it has also become a beautiful local tourist scene [2]. The great contribution of horse racing industry to social and economic development has already been discussed in many academic circles, so this article will not repeat it. Under the current policy environment, as the once "horse racing capital", Wuhan has many advantages in developing the horse racing industry. How to make use of the advantages, structure the layout, actively break through, make it bigger and stronger, and become the "god of driving Wuhan's economic development" Rein" is the purpose of this article.

3. Analysis of the current situation of the demand for talents in the horse racing industry and talent training

The development history of the horse racing industry in China is still very short, and related education and training work has not started for a long time. As a result, there is a serious shortage of high-quality skilled talents who understand the horse racing industry theory and master the horse racing practice to meet the development needs of the horse racing industry. The bottleneck restricting the rapid and healthy development of China's horse racing industry cannot meet the needs of the vigorous development of the horse racing industry [3]. According to relevant data, there are currently less than 10,000 professional talents in China's horse racing industry, and the society needs more than 100,000 talents for this profession. Big. Take Wuhan Dongfang Shenma Group as an example: after enterprise research, in 2008, the demand for event organization and management positions will be about 130, and it will reach 1,200 in the next three years. The demand for jockey positions will reach 80, and the demand for horse care positions will reach 320. The demand for horse racing quiz positions will reach 650, the demand for horse racing information services will reach 60, and the demand for stable management positions will reach 50. At the same time, the horse racing industry across the country is booming. Racecourses in Beijing, Dalian, Jinan, Shenyang and other places have already established large-scale racecourses, and there is a tendency to catch up with Wuhan Oriental Horse City. What follows will be a large-scale demand for horse racing professionals. Therefore, the training of talents in the horse racing industry has become a top priority. However, there is no corresponding education and teaching institution in China to train talents related to the horse racing industry to meet the needs of the market. Wuhan Business Service College opened the country's first horse racing industry-related major: "Horse Racing Industry Management", and cooperated with Wuhan Dongfang Shen Equipped with the Eastern Horse City of the Horse Group, the first equestrian academy in the

country was established. The school and the enterprise select specialized personnel to participate in the teaching management and talent training of the academy, and specially hire the Chinese Equestrian Association and well-known horse racing experts at home and abroad as guest professors. Build a talent training mechanism for industry-university cooperation in horse racing industry management.

In the era of knowledge economy, higher education is facing the problems of reforming old majors and setting new majors. Especially after urban cultural construction has become a new economic growth point, professional innovation in higher education is directly related to the prosperity of urban cultural construction. Leading the revitalization of Han school culture with horse racing is inseparable from the support of a large number of horse racing-related talents. Without a large number of horse racing-related talents, there can be no real horse racing. Due to the short period of time for horse racing in our country, there are not many people who know the sport. As a result, the quality of horse racing practitioners is generally low, and horse racing practitioners who have received formal professional education are even rarer [4]. This lack of horse racing talents has seriously hindered the healthy development of horse racing, and has also become a bottleneck for Wuhan to build a "horse racing capital". Take the employees of Wuhan Oriental Horse City as an example: after enterprise research, the demand for event organization and management positions in 2010 is about 130, and the demand for jockey positions will reach more than 1,200 in the next three years. The demand for jockey positions will reach 56. Stable management and horses the demand for nursing jobs will reach more than 300 people, and the demand for horse racing quizzes will reach 657 people. Therefore, the training of talents in the horse racing industry has become a top priority, providing talent support for the revitalization of Han culture. The specific data is shown in Table 1.

Table. 1 Two or more references

Company Name	post	Number of people needed	Demand plan for the next 3 years
Wuhan Dongfang Shenma Group	Racecourse management	3	11
	jockey	21	56
	Event organization and management	129	1200
	Stable management	15	30
	Horse care	120	315
	Horse management	78	112
	Ma Cai Management	45	134
	Guess Service	312	657
	Track maintenance	34	67
	Horse Racing Information Service	23	65
	Horse culture spread	12	34
	total	813	2681

4. School-enterprise cooperation talent training system

The general mode of the talent training process in Wuhan horse racing industry (except for skill training) is a highly abstract and generalization of the talent training process. The general mode stipulating the talent training process actually stipulates the standard path of the horse racing industry talent training process (as shown in Figure 1).

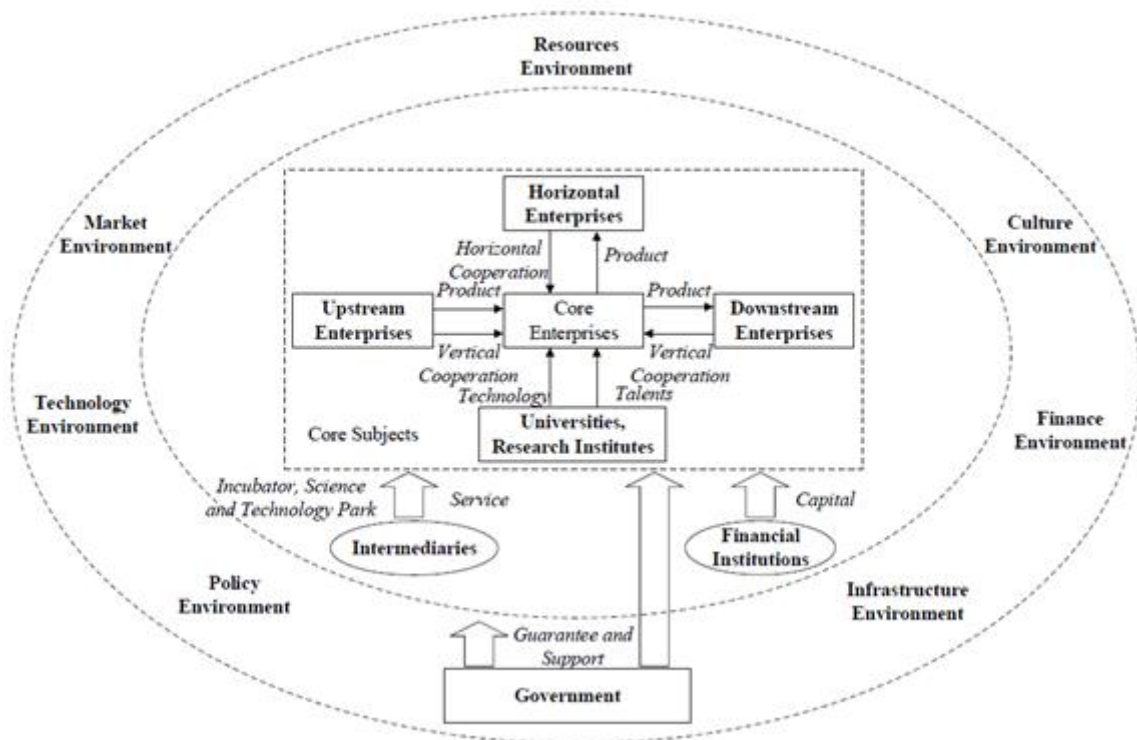


Figure 1. The general model of Wuhan horse racing industry talent training

The talent training target of Wuhan horse racing industry is based on the development target of Wuhan horse racing industry. This also means that before the talents to be cultivated enter the training process, the goal of talent training has been determined, rather than the talents entering the training process. Of course, this talent training goal is also different from the generalized talent training goals established by general vocational education and academic education. The goal of talent training in the horse racing industry in Wuhan is the goal of industry-customized talents, and it is the goal of talent training under the vision of "mass production". Talent selection is also an important part of the talent training process. The selection of talents in this system can refer to the conditions of the selection of talents in the education system, but the selection criteria are basically set based on the goals of the system. Focus on key indicators such as professional loyalty, age, physical shape, and psychology of talents. "Ability diagnosis and talent classification" mainly refers to the assessment and professional classification of selected talents [5]. The horse racing industry has a highly specialized division of labour. Therefore, after the talent selection enters the system, specialized training should be carried out as soon as possible. Each specialized position requires a relatively long-term (2-3 years) training process. Professionals such as horse breeding, hoofing, jockey, veterinarian, event management and service all require a maturity period of 2-3 years.

4.1 Local industry and local government resources support talent training

Wuhan horse racing industry talent training cooperation is not limited to single-dimensional vocational education, academic education, and skill training, but a comprehensive form of these types of education. The advantage of Wuhan horse racing industry talent training cooperation lies in the support of existing industries and local government resources. The key is to establish a unified and standardized horse racing industry talent training system. The establishment of a talent training system is determined by the long-term strategic cooperation of the Wuhan horse racing industry. The establishment of a talent training system for the horse racing industry actually means that the subject and object elements involved in the training of talents need to be arranged and combined according to a certain time-space structure to perform systemic functions. The collaborative training system for talents in the horse racing industry in Wuhan is to form an educational function unit by coordinating

the relationship between different subjects, subject and object, to play the functions of teaching, solving puzzles, and educating people.

4.2 Fully reflect the characteristics of the horse racing industry talent collaborative training system

The school and the Wuhan Jockey Club are two different educational environments and educational resources. School-enterprise cooperation is to integrate different resources to promote the interaction and penetration of resources, technology, management and culture between the two parties, and cultivate high-quality, high-skilled applied talents for the society [6]. Therefore, our school should closely cooperate with industry enterprises in the fields of talent training, resource sharing, employee training, technology development and application, and jointly build majors, jointly develop courses, build shared training bases, share school-enterprise talent resources, and Carry out applied research and technical services, so that enterprises can participate in the reform and development of schools while sharing the advantages of school resources and realizing their economic benefits, so that schools can share corporate resources to realize their three functions of talent training, scientific research, and social services .

In the process of substantive training of talents for industry-university cooperation, enterprises are highly involved, and the faculty is jointly undertaken by the school and the enterprise. The existing young teachers of the school use practical learning methods such as working in Wuhan Dongfang Shenma Group and participating in the front-line work of the enterprise. The theoretical knowledge and practical job skills are organically combined to improve their professional theoretical level and practical ability. In addition, a combination of introduction, training, and external recruitment is adopted to strengthen the construction of the teaching staff. In order to improve the professional teaching level, we have hired a number of well-known domestic and foreign horse racing industry experts as guest professors to jointly build a team with high theoretical and practical skills the strong and compound "dual-teacher" team meets the actual needs of talent training for emerging "horse racing industry management" professionals. In terms of teaching materials construction, organize key teachers and industry and enterprise experts to jointly develop a series of teaching materials for the management of horse racing industry. There are three major pillars of professional groups: co-construction, sharing, co-management of the curriculum system, practical teaching system, and dual-teacher structure teaching team. Enhance the intensiveness of professional teaching resources, improve the economic and social benefits of professional construction, and provide strong support for local economic development.

The Wuhan horse racing industry collaborative training system has two main features, unity and standardization. The first is unity: unity encompasses two aspects. First, the goal of system talent training is unified with the development goals of the horse racing industry co-constructed by Wuhan, so that the talents trained by the system should be directly applied to and serve the horse racing industry; The unity of the horse racing industry education implementation entities in Wuhan and Wuhan has enabled the education implementation entities from Wuhan and Wuhan to form a coherent and unified whole with complementary advantages [7]. Integrating the educational forces of universities and enterprises such as Wuhan Business School, Huazhong Agricultural University, Wuhan Oriental Horse City, and Horse Industry Development Co., Ltd., a "one stop" is formed from experts and educators in the three fields of horse racing, horse breeding, and horse racing lottery. "Style" education team. The second is standardization: standardization embodies two aspects. One is to clarify the training objectives and specifications of talents; the other is to determine the standardization of education implementation elements and processes. That is to determine a series of questions such as course content, course period, course sequence, and assessment standards.

4.3 Establish an expert steering group

Use the Wuhan local government cooperation platform to bring together government business officials, university experts and industry experts in Wuhan to form an education steering group. Wuhan horse racing industry talent training can establish a "three-level" talent training model, that is,

a three-level talent training model of skills training, vocational education, and academic education. Through the cooperation and complementary advantages of the two places in Wuhan, it is possible to establish a talent training system covering all fields of the modern horse racing industry and provide sufficient human resources for the development of the horse racing industry in Wuhan. Construct a general model of the talent training process of the Wuhan horse racing industry collaborative training system.

5. Conclusion

The rapid development of my country's horse racing industry has an increasing demand for high-quality and skilled horse racing industry talents. According to the characteristics of higher vocational education, keeping up with market demand, pioneering innovation, highlighting characteristics, and making joint decisions based on the job requirements of employers Talent training programs, jointly build a curriculum system, share teaching resources, and focus on cultivating professional talents in horse racing industry management according to the new talent training mechanism, so as to facilitate the better and faster development of the horse racing industry in my country.

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