Reflections on Enhancing the Talents Cultivation Ability in Colleges and Universities

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Keywords: Higher education; Talent cultivation; Ability; Enhance.

Abstract. With the rapid development of economy and society, requirements of the reform of personnel training in universities are put forward. How to improve the ability of talents cultivation has become a research hotspot in Higher Education. This article discusses some of the key factors. The first is to accurately grasp the time connotation of "Improving Talents Training Ability"; the precondition is to establish the core concept of "taking students as the center and student development as the center"; the basis is to optimize the professional structure and promote the integrated development of "discipline - major"; the crux of the matter is to reconstruction of curriculum system and gather ability training.

Introduction

Last year, Ministry of education development planning division entrusted Institute of advanced education, east China normal university with a survey on the career development abilities of college graduates in our country. The survey result of 50,000 samples of college graduates in our country shows that there is still a clear gap between the needs of graduates' post capacity. Once again, the result of this investigation leaves us trapped in the question of "what kinds of people do we train, and how to train people?"

In December 2016, General Secretary Xi Jinping attended the National Conference on Ideological and Political Work at the National University and pointed out that only colleges and universities that have trained top talents can become world-class universities.

To run a good university and run a first-rate university in the world, we must firmly grasp the core issue of "comprehensively enhancing the ability of personnel training" and in doing so, promote other work in colleges and universities. Since then, research on improving the ability of personnel training has become one of the hot spots in higher education.

The Time Connotation of “Improving Talents Training Ability”

The soul of Undergraduate education is "educating people," not "making tools."[1] Whether a university being done well or not, doesn’t depend on its scale and data, but on its students good or not. It is considered that what contribution to the country and the nation and what impacts on promoting the progress of human civilization the students made from a long-term perspective and from a historical perspective.

At present, the state is promoting various education reforms in full swing, and some colleges and universities are facing unprecedented opportunities for development in accelerating the pace of building a high-level university and enhancing the ability of personnel training. The following are several hot words closely related with talent training.
Double First-class Construction

In February 2016, the Ministry of Education issued the "Key Work Points for 2016" of the Ministry of Education, starting to speed up world-class universities and first-class disciplines, formulating a "double-top" approach to implementation, and blowing the bugle call for the Chinese University to create the top school.

Professional Certification

The "Washington Accord" agreement of the International Engineering Alliance passed the positive application from China. China became the 18th official member of the "Washington Accord", which means China's engineering education truly integrated into the world's engineering education. The quality of engineering education has achieved substantial international equivalence. The quality assurance system has been internationally recognized.

Construction of "New Engineering"

In February 2017, the Ministry of Education held a seminar on the development strategy of higher engineering education in Fudan University. The meeting discussed the training of engineering talents in the new era and discussed the connotation characteristics of the new engineering, the choice of path for the construction and development of new engineering, and open up the research and practice of a new model for engineering education.

Innovation and Entrepreneurship Education Reform

In March 2015, the General Office of the State Council released “the Opinions on Deepening the Reform and Innovation and Entrepreneurship Education in Higher Education Institutions” in order to further promote public entrepreneurship and innovation, strengthen innovation and entrepreneurship education for university students. The opinions marks that the innovation and entrepreneurship education in colleges and universities has risen to the national strategy.

"Double-top" construction, "professional certification", "new engineering" construction, innovation and entrepreneurship education reform, the core point of these is to raise the overall ability of personnel training.

The Key Factors to Improve Ability of Talent Training

The Premise to Improve Talent Training Ability is to Establish Core Concept of "Student-Oriented, Student Development-centered"

The educational idea of "student-oriented and student development -centered " is the common recognition and trend of higher education in the world. In 1998, UNESCO declared in the Declaration of the First World Conference on Higher Education that "higher education needs to shift to a new perspectives and new model " ,student-centered, advocates that international higher education policy should focus on the needs of students and students ,should regard students as major participants in education reform and predicts that the new concept of "student-centeredness" will have a profound impact on the entire world higher education in the 21st century. In September 2015, UN sustainable development summit adopted the "2030 Agenda for Development," which set out 17 major goals, including the development of education, and future development of the community of human destinies. In the process of promoting the modernization of higher education and building a powerful country for higher education in our country, we must further highlight the concept of "taking students as the basis and taking student- development as center ", incorporate our practice into the torrent of world higher education reform and provide Chinese experience and China model for development of the world higher education[2].

Implementing the educational idea of "student-oriented and student development -centered " needs to change the shortcomings of " More rigid and less flexible " in the traditional teaching mode, follow
the laws of education and the law of physical and mental development of students, care for each student, to provide appropriate education for each student, and promote students' comprehensive and personality development. The two most important ones are as follows: first, the school should focus on student learning and promote student development, take it as the core of all the work, as the starting point and ending point of all top-level design of the school. Second, the school should respect students' choice of development, arouse their development initiatives, allow students to discover potential, develop expertise and foster creativity in a wide range of options.

In the process of teaching, the change from "teaching" as the center to "learn" as the center is change essentially of the teaching philosophy, teaching methods and evaluation means.

The Basis of Improving the Ability of Talent Training is to Optimize Professional Structure and to Promote "Discipline-professional" Integrated Development

The level of modernization of discipline construction is an important support for the modernization of higher education. The conformity of disciplines with the needs of economic and social development is an important criterion to measure the modernization of disciplines in colleges and universities. How to optimize the professional structure?

Seize the Opportunity of "Release, Management and Serving" and Set up Specialties According to Different Places. Recently, the Ministry of Education is asking for advice on a developing document for university to set up their own professional and soon professional authorities will be delegated to colleges and universities. Then, the professions, as long as it can serve the regional economy, dominant industries and competitive industries, has good prospects for development, produces significant social and economic benefits, and holds a high degree of foresight and sensitivity in discipline development and social transformation, only need to report to the Ministry of Education by college and universities. Colleges and universities should seize this great opportunity to make prompt adjustments to the professional structure of schools and prepare for the arrival of the era of "professionalism as the king."

Establish a Talent Cultivation Mode of "General Education, Direction Diversion, Cooperation Education, Multi-evaluation". A broad group of professional groups may be established based on the dominant discipline and brand expertise and social needs. In the first and second grades, professional basic courses are carried out, and on this basis, professional core courses are developed. In the third grade, professional direction or minor major is set up, and students choose the development direction and auxiliary course modules flexibly according to the needs of employment and development.

At the same time, school should work closely with leading enterprises in the industry to enable industry and enterprises to deeply participate in the formulation of professional personnel training programs, jointly determine the specifications for professional personnel training, jointly carry out curriculum construction, participate in the training process together, and jointly evaluate the quality of training.

Deepen the Construction of Professional Connotation. Colleges and universities should be to create a professional atmosphere based on professional qualities through cultural influence to subtly affect teachers and students just as "moisten things silently", forming "a profession, a culture, a spirit, a temperament."

For example, for a profession run a longer time, its fine traditions and styles can be inherited and developed according to the history of his professional massiness and excellent culture, combined with the feature of era concise professional spirit [3].

For a new profession running a short period without the accumulation of history and culture, should work hard in the "new", and take the path of distinctive development; If there is a background in the industry, the profession can form his own unique professionalism learn from the concept of representative enterprises' production in accordance with the professional field and the orientation of running a school and the cultivation of talents in this major.
The Crux of Improving the Ability of Talent Training is to Focus on the Development of Ability to Rebuild the Curriculum System

Curriculum is the basic unit of talent training. All teaching process elements, such as the teaching content, teaching method, teaching evaluation and so on, concentrate the course. Curriculum reform needs to be taken as a starting point and a breakthrough point.

The current curriculum structure of many colleges and universities is the structure of professional education curriculum structure, namely: "Public Compulsory Courses + Specialty Basic Courses + Specialty Courses + Elective Courses". This model is too much emphasis on the systematicness and integrity of the theoretical system, resulting in a large number of courses and overlapping content. This model light ability, heavy knowledge, and training practice can’t fall into place, resulting in the teaching content limits the improvement of students' comprehensive ability to a certain extent, the extension of academic vision and the cultivation of innovative awareness.

Reconstructing the Innovation and Entrepreneurship Curriculum System. In the past we have always stressed the need to start a business through the whole process of university training, and now the new theory is that the process of cultivating talents is itself the process of innovation and entrepreneurship education.

What exactly does innovation and entrepreneurship education need to do? It mainly involves three aspects: (1) Innovation and entrepreneurship quality and personality, including high sense of responsibility, strong willpower, sufficient self-confidence, character persistence, emotional stability, optimism and willingness to accept setbacks, etc. (2) Innovative entrepreneurial knowledge and skills, including expertise, industry knowledge, humanities and social sciences, business management, marketing, financing operations and public relations etiquette, etc. (3) Innovation and entrepreneurship ability and leadership, mainly refers to the process of innovation and entrepreneurship organizational management skills and strategic decision-making ability[4].

According to the ability requirements of the above three aspects, the college and university needs to consider setting up courses in seven ways: training of innovative entrepreneurial awareness, quality edification, accumulation of knowledge, knowledge accumulation, ability promotion, method guidance, practice exercise, fad education, etc.

Reconstruction of Ideological and Political Education Curriculum System. For a long time, the phenomenon of "two skins" in ideological and political education and professional teaching has not been fundamentally changed. the root of it is that "the whole curriculum and the concept of full-educating people" has not been fully established. The ideological and political class should focus on the curriculum goal of "the combination of knowledge transmission and value guidance", strengthen the explicit thinking, refine the recessive thinking, and construct the whole curriculum to educating pattern. Specifically, colleges and universities divided the curriculum into explicit and implicit courses in ideological and political education. Dominant curriculum is the ideological and political theory course (four compulsory courses + situation and policy course) in colleges and universities, which is the core curriculum in the education of socialist core values of college students, and plays a leading role in value. Recessive courses include comprehensive literacy courses (general education classes, public basic courses, etc.) and professional education courses (philosophy and social sciences and natural science courses).

Through the combination of explicit education of ideological and political theory and recessive education of all other courses, the ideological and political theory education and professional education are synchronized and complement each other, and the full realization of the comprehensive, whole process and full-time education in the main channel of classroom teaching Three-dimensional education.

Reconstructing the Basic Course System of Public Professional Courses. Is college English a cultural literacy and professional ability education or just a language training? While foreign language teaching occupies the curriculum resources, the students devoted most but the effect is very unsatisfactory, we really need to reflect on foreign language teaching. The education foreign language
needs to be diversified, except for English, to increase the selection of other languages. It is necessary to remove Public English as a compulsory course setting, English can be divided into two types of courses: the first is the elective courses for all students to choose in diversified form such as literature, cultural practices, history and science and other foreign language courses, etc., the second is compulsory courses facing for different profession to strengthen students' professional reading, verbal and written expression skills training.

The same reform can be made in higher education such as advanced mathematics, university physics, basic computer application, and various basic courses in computer language learning.

**Reconstruction of Practice-driven Engineering Education Curriculum System.** Engineering education practice, mainly includes curriculum design, production trainee, enterprise research and development, engineering design, engineering science research, etc., all of them start from practical engineering problems, and students face practical problems with certain challenges, so as to effectively stimulate students' motivation to learn and cultivate students' instrumental rationality and value rationality. Engineering majors should combine their own characteristics to explore the construction of "practice driven engineering education curriculum system". Through the "reverse design", the course is designed according to the way of thinking from the exit. According to professional certification standards, combined with basic courses, specialized courses, experimental courses and other curriculum standards, strengthen the construction of course groups, appropriately increase the contents of minor courses such as method theory course and academic frontier course to continuously broaden students' learning thinking and vision, enrich students' learning knowledge, improve students' research and analysis ability, and provide a good carrier for the cultivation of excellent engineering talents.

In recent years, all countries in the world continue to push forward the reform of the curricular system, and have common development trends and characteristics. First, they focus on student development and emphasize the ability to cultivate modern society. Second, they emphasize the integration of curricula and pay attention to the interdisciplinary. Third is the integration of quality assessment standards in the course, emphasizing accountability evaluation.

**Conclusion**

The final task of higher education is to educate people. "if there is no talent training, you engage in scientific research, its name must be called scientific research institutes; if you do not have personnel training, you engage in social services, it may be business, it may be agricultural extension stations. Although the mission and responsibility of the university are getting richer and richer, the most fundamental task is to train qualified personnel and to leave the cultivation of qualified personnel. It is not a school. The core of education modernization is human modernization, which is the comprehensive modernization of the education system, education system, education concept and education behavior. Only by improving the personnel training ability of colleges and universities in an all-round way can we promote people's all-round development and social sustainable development.

**References**


