



Review Article

Research on Talents Training in Colleges and Universities Under the Background of "Belt and Road" Strategy

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Abstract: The implementation of the "Belt and Road" national strategy has put forward new and higher requirements for the cultivation of talents in universities. The talent development of colleges and universities actively responds to the "Belt and Road" national development strategy, which is not only the inherent need of higher education reform, but also the strategic requirement for implementing "going out" and "bringing in" talent training. However, at present, some colleges and universities still have problems such as inappropriate positioning of talents, "going out" of talent training and inconsistent needs, and inadequate training of personnel training. Therefore, it is necessary to take active measures to train college talents who meet the needs of the "Belt and Road" strategy: one must establish the goal of talent training, the second is to build a systemic talent training subject, the third is to improve the university personnel training curriculum system, and the fourth is to improve the teaching staff. International construction.

Keywords: Belt and Road, Talent Training in Colleges, Reconstruction, Internationalization

1. Introduction

In the second half of 2013, during his visit to Kazakhstan and ASEAN, President Xi Jinping proposed to jointly build the "Silk Road Economic Belt" and the "21st Century Maritime Silk Road", and the "Belt and Road" strategy launched a grand blueprint. The high concern of the international community has opened up a new situation in China's diplomacy. The "Vision and Action for Promoting the Construction of the Silk Road Economic Belt and the 21st Century Maritime Silk Road" puts forward: for thousands of years, "Silk Road, Spiritual Salvation, Openness, Inclusiveness, Mutual Learning, Mutual Benefit, Mutual Benefit and Win-Win The fire has spread and promoted the progress of human civilization and is an important link to promote the prosperity and development of countries along the line. [1] Today's "Belt and Road" construction is open and inclusive, and welcomes the participation of all countries and international and regional organizations. The Central Committee's Proposal on Formulating the Thirteenth Five-Year Plan for National Economic and Social

Development states: "We must promote the construction of the "Belt and Road" and cooperate extensively in the fields of education, science and technology, culture, tourism, health and environmental protection to benefit the local people." [2] The implementation of the "Belt and Road" strategy will promote broader and in-depth exchanges and cooperation between China and the regions and countries in the economic, social, cultural, and scientific fields. These are inseparable from the participation of talents. Colleges and universities are education. The main position of development and personnel training, without adapting to the internationalized comprehensive talents, it is difficult to grasp the right to speak and initiative in the strategic development of the "Belt and Road" strategy, which determines that the training of talents in universities must become the implementation of the "Belt and Road" strategy. Therefore, how to adapt to the "One Belt, One Road" strategic requirements and to create the high-quality comprehensive and innovative talents needed in the "Belt and Road" process is an issue that our party and country must consider in the present stage.

2. Current Situation and Problems

The "Belt and Road" development strategy has pushed China's internationalization process to a new height and provided a major strategic opportunity to further promote the internationalization of China's higher education. According to the data in the 2015 "Investigation Report on the Internationalization of China's Higher Education", China's general undergraduate colleges have been active in the internationalization strategy. More than 90% of the universities have formulated the strategic goal of education internationalization or in their thirteenth. [3] A special chapter is arranged in the five plans. The concept and initiative of college teachers and students to study abroad have been greatly improved. The number of people studying abroad, the countries visited, and the level of communication have improved. However, colleges and universities are training the development of strategic talents in line with the "Belt and Road" strategy. There are still problems such as inappropriate positioning of talents, "going out" of talent training and inconsistent needs, and inadequate training of personnel training.

2.1. Inappropriate Positioning of Talent Training

The implementation of the "One Belt, One Road" strategy has promoted a new round of growth in strategic areas and national economies. Cooperation in various fields will also become closer and closer. There will be a large gap in talents in infrastructure construction, economic trade, and manufacturing. A large increase has provided an opportunity for the cultivation of talents in colleges and universities, and higher requirements for talent demand, talent quality and talent types. In the "China Development High-Level Forum 2017", the Minister of Industry and Information Technology of China, in response to Foxconn Chairman Guo Taiming, stressed that industrial manufacturing is a highly skilled worker with hands-on ability and operational ability, but we are lacking in this respect. [4] The college graduates currently trained do not have the ability to get started right away. This is closely related to the orientation of our colleges and universities. Most colleges and universities set the school orientation and development goals as "academic" or "research-oriented" universities. This positioning makes colleges and universities pay attention to theoretical talents in the process of talent cultivation. Cultivating, and the corresponding application of technical talents is relatively weak, which leads teachers to attach importance to theoretical knowledge education in the teaching process, ignoring professional and technical education, but also caused the current "academic" talents cultivated in Chinese universities, and The application of "technical" talent shortage.

2.2. Talent Training "Going Out" Does Not Match Demand

In October 2015, 47 colleges and universities in the eight countries along the "Belt and Road" established the "One Belt, One Road" strategic alliance of universities and built a "Belt

and Road" higher education community. In addition to building an academic resource sharing platform, the Community will jointly cultivate talents with international vision and serve the economic and social development of countries and regions along the strategic line. The "Belt and Road" requires talent training to have a more international perspective. Colleges and universities need to actively adjust the talent training model to adapt to this requirement, and do a good job of "going out" and "bringing in". [5] However, compared with the demand for the "Belt and Road" in the development of international education and the cultivation of international talents, there is still a big gap between colleges and universities. From the perspective of "going out" countries, it is mainly concentrated in developed countries such as Europe, the United States and Japan. From the perspective of "going out", it is mainly based on cultural exchanges, paid practices, and experience visits. In terms of time, mainly in the short- to medium-term, most of the year and less, there are fewer countries involved in the "Belt and Road" strategy. However, these countries urgently need talent support in some areas of infrastructure construction, economy and trade, only Those who have studied and worked in these countries for a long time can truly understand the local folk customs and be able to play their part in the strategic process. Therefore, it is very important for Chinese college students to "go out" and cultivate comprehensive talents that are in line with the "Belt and Road" strategy.

2.3. Talent Training Teaching Practice Is Not in Place

Under the "Belt and Road" strategy, the mode of talent training in colleges and universities is related to whether it can provide strong talent support for the quality improvement and efficiency of China's economy, and it is also an objective requirement for the reform of the supply side of colleges and universities in China. Since the implementation of the strategy, domestic universities, especially local applied technology colleges, have paid more and more attention to the cultivation of students' practical ability, increased the cooperation between schools and enterprises, and increased the proportion of credits for practical teaching in the training program. Participate in practical internships for a certain amount of time, but there is still a certain gap between the talents cultivated in this mode and the talents actually needed by the employment units. Since the number of companies available for practical opportunities is far less than the number of students, almost all of the college's practical teaching courses are completed in the internship factories, laboratories and related units in the school, even if there are practical courses that go out of the school and enter the enterprise. In the form of a visit, there are few opportunities for students to really get started, and they cannot improve their practical ability. In addition, most colleges do not have corresponding professional part-time teachers. The practical curriculum teachers have hardly worked in professional counterparts and have no corresponding experience. Their teaching is still theoretically practical teaching. "Promoting the "Belt and Road" Education Action", "Promoting the "Belt and Road" education and

common prosperity is not only the need to strengthen mutually beneficial cooperation in education along the line, but also the need to promote China's education reform and development." [6] Co-constructing the practical talents that are urgently needed by the "Belt and Road" will provide strong support for the establishment of world-renowned high-level universities with superior international standards and distinctive characteristics.

3. The Reconstruction of the Talent Training Framework in Colleges and Universities

3.1. Establishing the Goal of Talent Training

The "Belt and Road" development strategy is a national-level top-level strategy that is open to the outside world. It involves 65 countries and regions. Each country's national conditions and ideology are different. China must take the initiative and support in the "Belt and Road" strategy. The infrastructure construction, technology, capital, currency, trade and culture of countries along the route do not require education, especially higher education to provide talent support, [7] are inseparable from a large number of "wide-area, multi-level, international, composite" "The support of talent. From the perspective of the types of talent demand, it is mainly divided into: language talents, professional technology talents, general knowledge talents; from the level of talent demand, it is mainly divided into: high-level talents, management-oriented talents, and service-oriented talents.

3.1.1. Types of Talent Training

First, language talents. With the promotion of the "Belt and Road" strategy, the countries and regions involved will continue to increase, and the demand for language talents in the countries along the route will continue to grow, and the small language talents in these countries and regions are scarce. Language talents are mainly concentrated in popular languages such as English, Japanese, Russian, German, and Korean. The cultivation of small language talents is very urgent. Therefore, it is necessary to raise the level of foreign languages and the cultivation of intercultural ability. [8] Second, professional and technical talents. The "Belt and Road" strategy involves many fields such as economy, trade, infrastructure, law, and culture. Each field requires a large number of professional and technical personnel. [9] Third, general knowledge. The national conditions, religious beliefs, geopolitics, etc. of the countries along the line are relatively complicated. Only by comprehensively understanding the historical and cultural backgrounds and social conditions of the region and the country, and eliminating unnecessary misunderstandings and misunderstandings, can we better promote cooperation, so we must vigorously cultivate such Recognize talent.

3.1.2. Level of Talent Development

First, high-level talent. It is necessary to vigorously

cultivate high-level talents with strategic vision, and conduct in-depth research on the political and economic development of countries and regions along the strategic line. It can integrate the partial development of the country and the region into the overall development layout of the "Belt and Road" and provide reference. Talents. If talent is the "first resource", then the composite high-level international talent has become a strategic resource to improve overall national strength and international competitiveness. [10] Second, management talent. According to the assessment report of the Asian Development Bank, during the period of 2010-2020, Asian countries need to invest 7.97 trillion US dollars in infrastructure construction and maintenance, involving 989 transportation and 88 energy cross-border projects. To complete these projects, Managed talent is needed for effective investment and project management. Third, service-oriented talent. Along with the development of countries and regions along the route, it will also drive the rapid development of the tertiary industry, and it will require service-oriented talents to serve the development of various industries.

3.2. Constructing a Systemic Talent Training Subject

The talents cultivated by colleges and the overall needs of society, especially the disconnection from the strategic needs of the "Belt and Road" are the common problems in college education, but they cannot be "incriminate" in colleges and universities. Talent cultivation is a systematic process. To train talents who are in line with and can adapt to the "Belt and Road" strategy, we need to deal with the relationship between universities and government, enterprises, and other domestic and foreign institutions.

3.2.1. Build a Linkage Model Between Universities and the Government

Under the "Belt and Road" strategy, universities should establish a linkage model with the government, so that talent training and strategic requirements and government planning can be combined to enable university personnel to cultivate better service and local economic development and strategic development needs. The government should increase investment in talent training for colleges and universities, set up a special fund for the "Belt and Road" education, improve the policy support and legal system guarantee for personnel training, and encourage and support multilateral cooperation between universities and developed countries and universities along the strategic line. Promote cooperation in running schools and broaden the space for educational cooperation.

3.2.2. Build a School-enterprise Cooperation Platform

Carrying out school-enterprise cooperation, especially the cooperation platform with enterprises along the "Belt and Road" strategy, can effectively realize talent docking, so that college graduates can better apply theoretical knowledge to practice and avoid the talents of colleges and universities. And can't use the embarrassing situation. It is necessary to

encourage and support the joint operation of universities and enterprises, and to establish a number of key disciplines and majors required for the strategic development of the "Belt and Road" strategy. In accordance with the requirements of enterprises for talent training, an "order-based" or "embedded" training model is invited to invite enterprises to jointly Participate in the training of talent goals, professional curriculum and evaluation of teaching quality, and increase the reform of teaching management system. Students in graduating classes are required to attend graduation internships and graduation design in enterprises or practice bases for not less than half a year. In addition, setting up a school-enterprise cooperation platform is conducive to the integration of production and education, and promote the transformation of advanced scientific research results into actual productivity.

3.2.3. Establishing Domestic Universities and Strategic Alliances Along Universities Along the Strategic Line

Through strategic alliances with universities along the strategic line, we will actively expand cooperation with other universities in foreign countries, promote the strategy of combining "going out" and "bringing in" talents in colleges and universities, and realize the sharing of educational resources to meet the "Belt and Road" development strategy. The demand for talent. Further broaden the "Belt and Road" diversified international talent training programs, such as inter-school exchange students, Sino-foreign cooperative education programs, medium- and long-term exchange visits, international academic competitions, summer and summer camps, and project cooperation. In the process, the students' international vision and comprehensive quality will be enhanced. At the same time, the advanced talent training mode, advanced curriculum system and excellent teacher resources of universities along the strategic line will be actively introduced to facilitate the absorption of foreign scientific and technological achievements and excellent culture by college students. Serve the development of countries along the strategy faster.

4. Suggestions

4.1. Improve the System of Talent Training Courses in Colleges and Universities

In order to cultivate talents that meet the needs of the "Belt and Road" development strategy, colleges and universities also need to improve the curriculum system for personnel training. In addition to adjusting existing talent programs, more needs to infiltrate students' innovation and entrepreneurship into classrooms and peacetime. In life and study, give full play to the role of the first classroom and the "second classroom".

4.1.1. Opening an Internationalization Course

In order to cultivate international talents that meet the needs of the "Belt and Road" strategy, universities can add international education courses such as political systems,

economic development models, historical and cultural backgrounds, and local customs and cultures along the strategic planning and curriculum. Students will have a comprehensive understanding of these countries and regions. At the same time, they will introduce advanced foreign teaching materials, formulate curriculum systems and teaching methods that are in line with international standards, and use advanced educational resources from abroad to develop practical teaching links with international advanced levels. [11] Pay attention to the study of small language in different countries along the strategy and cultivate students' foreign language ability. Actively introduce various international professional certificate examinations and skill level examinations that are consistent with strategic needs, and increase employment competitiveness, so that students can be more quickly integrated into strategic development after graduation.

4.1.2. Focus on Cultivating Innovative Entrepreneurial Talents

The Ministry of Education's "Notice on Doing a Good Job in the Employment and Entrepreneurship of Graduates of the National Colleges and Universities in 2016" states that starting from 2016, all colleges and universities must set up innovative and entrepreneurial education courses, and develop and provide innovative and entrepreneurial education compulsory courses and electives for all students. Lessons, including credit management. This requires universities to change their minds when they are training talents, and to incorporate innovation and entrepreneurship education into the index system of the school's long-term education reform and development plan. In the teaching process, in addition to imparting professional knowledge, teachers also need to introduce cutting-edge results, Focusing on the cultivation of students' "spiritual awareness, knowledge structure, skills and skills, ability literacy, and practical guidance" to improve the exploration spirit and innovation and entrepreneurial ability of college students. [12]

4.1.3. Play the Role of "Second Classroom"

Under the general environment of "mass entrepreneurship and innovation", the promotion of the "Belt and Road" strategy is inseparable from the cultivation of innovative and entrepreneurial talents. In addition to the role of classroom education, it is necessary to give full play to the role of "second classroom". [13] As the important carrier of college students' quality education, the "Second Classroom" is the main position to enrich the practical experience of college students. At present, there are very few students who can really participate in various innovation, entrepreneurship and business plan competitions. Even if a small number of students win prizes in the competition, there are very few people who are converted into physical or actual productivity. Colleges and universities should incorporate innovation and entrepreneurship education into the "Second Class Report Card", encourage more students to participate in the innovation and entrepreneurship competition, strengthen the campus atmosphere, focus on strengthening guidance, and

promote employment through entrepreneurship, from entrepreneurial policies, courses, training, incubation Give help and guidance in many aspects, better play the role of educating people in the second classroom, and improve the quality of personnel training.

4.2. Improve the Internationalization of the Teaching Team

The cultivation of internationalized talents in colleges and universities is inseparable from the internationalization of teachers. [14] Under the "Belt and Road" strategy, it is necessary to train talents who are in line with strategic development, and also to "go out" and "introduction" of the teaching staff.

4.2.1. Let More Domestic Teachers "Go Out"

In order to cultivate college talents that meet the strategic needs of the "Belt and Road" strategy, we need to build a highly qualified faculty with international competitiveness to better promote the international development of teaching and research. On the one hand, we must select key teachers and young teachers from universities to conduct academic exchanges with countries along the strategic line. In particular, we must encourage and support them to participate in major research projects in other countries, strengthen international scientific research cooperation, and improve professional and scientific research capabilities. The countries along the route will conduct medium and short-term visits and lectures, learn excellent teaching experience, management methods and cultural and educational achievements, and also understand and appreciate the local folk customs, which can be better applied to classroom teaching.

4.2.2. Introduce More Outstanding Foreign Teachers

The "Several Opinions on Doing a Good Job in the Opening-up of Education in the New Era" pointed out: "Accelerate the introduction of teachers from world famous schools, improve the professional standards system for teachers, promote the certification of foreign teachers, and accelerate the construction of high-level teachers." [15] Colleges and universities are the main positions for attracting foreign experts and teachers to work in China. Facing the new opportunities and challenges of the "Belt and Road" strategy, universities should focus on the introduction of foreign experts, gradually introducing ordinary foreign teachers from the past. The transformation of experts and scholars at a high level to meet the major needs of the country. On the one hand, through the joint training of talents, we will strengthen the construction of international frontiers and weak disciplines; on the other hand, we will provide advice and suggestions for the promotion of the "Belt and Road" strategy by organizing foreign experts in relevant fields, and also provide consulting services to relevant industry enterprises. Technical support and other help.

5. Conclusion

General Secretary Xi's "Belt and Road" is not only a

strategic concept for realizing the great rejuvenation of the Chinese nation, but also a combination of the "Chinese Dream" and the "World Dream". It also provides a good opportunity for the reform of China's higher education. Talent cultivation and college students achieve the perfect integration of "youth dream". Through the reconstruction of the talent training framework of colleges and universities, strengthen exchanges and cooperation with universities and enterprises in the countries and regions along the "Belt and Road", and actively carry out the "introduction" and "going out" work of high-quality higher education resources. It is conducive to opening up a new pattern of talent cultivation in China's colleges and universities, and cultivating talents that meet and adapt to the needs of the "Belt and Road" strategy.

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