

# Research on Innovative Talent Training Mode Facing "One Belt and One Road"

Shengzhu Li<sup>1</sup>, Wei Tan<sup>1, a</sup>

<sup>1</sup>School of Economics and Management, Chongqing University of Posts and Telecommunications, Chongqing 400065, China.

<sup>a</sup>870143811@qq.com

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## Abstract

**Focusing on service-oriented "area" strategy of talents demand, the "area" innovative talent training present situation, summarized our country facing the "area" cultivation of innovative talents training system is imperfect, curriculum system, practice is weak, lack of teachers, from training target, teaching in classroom, teaching methods, teachers and so on four big level, put forward the "area" oriented innovative talent training mode reform and the implementation of countermeasures and Suggestions.**

## Keywords

**One Belt And One Road; Innovative talents; Training mode; Countermeasures.**

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## 1. Introduction

The "One Belt And One Road" initiative is China's great strategic vision to open wider to the outside world, promote common development of countries along the belt and road, and build a community with a Shared future for mankind. Since it was put forward by General Secretary Xi Jinping in 2013, it has quickly become the focus of attention of all countries in the world. For more than five years, "One Belt And One Road" initiative got along the country's warm response, a code of conduct to discuss sharing along the multinational cooperation, interconnectivity deepening, cross-border trade is more active, people interact more closely, has become the largest scale and influence in today's world is very outstanding global interests of the community development and collaboration platform. Objectively, China plays a leading, dominant and integrative role in the construction of "One Belt And One Road". The implementation of this strategy depends not only on hard power but also on soft power, which needs to be supported by various factors of production. Talent is the most obvious factor among them. Talent is the important support to realize the "One Belt And One Road" initiative and make it out of the norm. A large number of innovative talents are the most active and creative forces in the historical process of the BELT and Road from conception to practice, from ideal to action, and from vision to reality. Therefore, it is of great practical significance to focus on the talent demand of service oriented "One Belt And One Road" strategy, examine the current situation of "One Belt And One Road" innovative talent cultivation in China, and discuss the reform and development countermeasures of innovative talent cultivation mode oriented "One Belt And One Road".

## 2. One Belt And One Road builds talent demand

With the further implementation of the "One Belt And One Road" strategy, China and the countries along the belt and road have been engaged in active activities such as connectivity, joint construction of facilities, production capacity cooperation, cross-border trade and people-to-people exchanges. The demand for innovative talents for the "One Belt And One Road" is increasingly strong. Among

them, talents of law and finance, non-linguist, cross-border trade and modern information technology are especially scarce.

### **2.1 Legal and financial talents**

Legal and financial talents are the main role to ensure the implementation of the "One Belt And One Road" strategy and the strategic resources to enhance the country's comprehensive strength. Such talents are familiar with the laws of countries along the "One Belt And One Road", have financial knowledge and the spirit of adventure and innovation. Most of the countries along the "One Belt And One Road" are emerging economies and developing countries with huge potential for development. With the deepening of the "One Belt And One Road" initiative, the number of investment projects in the countries along the belt and road is gradually increasing, which is followed by a series of legal and financial risks and other issues. For example, it is difficult to review legal documents and there is no universal international legal protection. If these risks are left unchecked, national credibility will be threatened and the long-term and steady implementation of the "One Belt And One Road" strategy will be hindered. Therefore, a group of legal and financial professionals facing One Belt And One Road is needed to provide professional services in related fields, so as to timely solve international disputes and potential financial and legal styles, and promote economic development and win-win cooperation.

### **2.2 Non-lingua franca**

Policy communication is the institutional guarantee of "One Belt And One Road" construction, and people-to-people bond is the social foundation of "One Belt And One Road" construction<sup>0</sup>. The construction of "One Belt And One Road" requires the paving of language, while the paving of language requires a large number of language talents. Only a few countries along the "One Belt And One Road" adopt the universal language, and most of the countries along the "One Belt And One Road" use non-universal language. Therefore, non-universal language talents play an important role and are an indispensable part in the construction and promotion of "One Belt And One Road". According to statistics, among the 175 countries that have established diplomatic relations with China, there are about 95 languages involved, while China can only offer 54 language courses on different scales<sup>[2]</sup>. Therefore, in order to meet the needs of language talents in the development of "One Belt And One Road" strategy, it is necessary to strengthen the training of non-common language talents.

### **2.3 Cross-border trade talents**

In our country and the area all the way along the "under the background of trade between countries increasingly close, the increasing trade volume, the form of foreign trade" new normal "of change, that is, from the traditional commodity trade development for the broader industry trade, capital and trade, culture, knowledge, information, trade, and finally the China's foreign trade has become the dominant<sup>[3]</sup>. Influenced by the globalization of international trade, the demand for talents in cross-border trade is also increasing continuously. Cross-border trade talents not only need to master solid professional basic knowledge, but also must have advanced ideas, international vision and certain practical innovation ability. Therefore, in order to accelerate the construction of "One Belt And One Road", a large number of cross-border trade talents are needed.

### **2.4 Modern information technology personnel**

The belt and Road Initiative has brought good opportunities for the development and construction of China's modern information technology industries represented by big data, cloud computing, Internet of Things, artificial intelligence and 5G networks. The information infrastructure of countries along the "One Belt And One Road" is generally underdeveloped, and it is in urgent need of speed up, upgrade and upgrade. All the way to strengthen "area" information technology ability and level of construction, enhance the level of network, digital, intelligent, is an important part of the "area" initiative, also continuously deepening the important support "area" initiative, for all the way "area" regional cooperation opening up the new space of digitalization and virtualization. "Enterprise, people", facing "One Belt And One Road" the importance of modern information network technology

talent team construction is obvious. This will greatly help to promote the development and construction of "digital One Belt And One Road" in a higher starting point, in a larger scope and in newer fields.

### **3. The current "One Belt And One Road" construction talent training problem**

In recent years, China has gradually expanded the scale of innovative talents for the "One Belt And One Road", which reserves some talents for the "belt and road" construction. However, there is still a gap between the innovative talents required for the "belt and road" construction.

#### **3.1 The training mechanism is not perfect**

First of all, the "One Belt And One Road" innovative talent training mechanism is not perfect and cannot get rid of the traditional teaching mode. The formulation of cultivation scheme lacks the pertinence of "One Belt And One Road", and has hysteresis and no characteristics. Even though colleges and universities have made adjustments in recent years by referring to the talent demand of "One Belt And One Road", they are still influenced by the previous ideas, so it is difficult to choose between the old and the new courses. As a result, many innovative courses with better ideas are difficult to be implemented due to the actual situation. Secondly, the school is still using traditional innovative talents as the training target of One Belt And One Road innovative talents. It directly leads to the disconnection between the output of talents and the demand of talents in the market.

#### **3.2 The curriculum system is relatively unitary**

When colleges and universities set up the curriculum system for "One Belt And One Road" innovative talents training, they have the problem of single curriculum system. First of all, there is no difference between "One Belt And One Road" oriented innovative talent training mode and other innovative talent training mode. Colleges and universities do not highlight the characteristics of "One Belt And One Road" oriented innovative talent training, which leads to the unclear orientation of cultivated talents. Second, our country all the way "area" innovative talents oriented teaching method almost completely is still using the traditional teaching mode, main performance for the teaching is given priority to with lectures, examination, teachers focus on how to speak good lesson, with fewer students interactive link, reduced the students' independent thinking ability, students a rare opportunity to express their ideas, can not cultivate students' innovation consciousness and innovation ability.

#### **3.3 Weak links in practice**

One Belt And One Road innovative talents not only need to master solid professional knowledge, but also have strong exploration and practice ability. However, for the cultivation of "One Belt And One Road" innovative talents, the existing problem in many colleges and universities at present is that they focus on theoretical teaching and ignore practical teaching, which cannot realize the effective link between them and is not conducive to the cultivation of "One Belt And One Road" innovative talents' practical ability. In the teaching process, teachers fail to set corresponding practical teaching in combination with each link of "One Belt And One Road" construction, and students cannot carry out effective practical exercises on a solid basis, which greatly limits students' practical ability.

#### **3.4 Lack of qualified teachers**

Teachers are the implementers and operators of the education process and the key to achieving the teaching objectives. Teachers' comprehensive quality, professional level and innovative ability directly affect the education level<sup>[4]</sup>. At the present stage, China's colleges and universities generally lack enough "one belt, one road" related work experience in training innovative talents for "One Belt And One Road". In the teaching process, some teachers cannot closely relate to the teaching content related to "One Belt And One Road" theme design, which makes it difficult to give reasonable and effective practical guidance to students. There are also some teachers themselves lack of innovative

spirit, resulting in the cultivation of students also lack of innovative ability. If the faculty is insufficient, it is difficult to cultivate truly qualified innovative talents facing One Belt And One Road.

#### **4. Countermeasures and Suggestions**

In view of the problems in the process of cultivating innovative talents oriented to "One Belt And One Road", colleges and universities should combine their own characteristics in cultivating innovative talents oriented to "One Belt And One Road", keep pace with The Times, and realize the improvement from quantity to quality in cultivating innovative talents oriented to "One Belt And One Road". Based on the existing research and practical experience, this paper puts forward the following Suggestions around the "One Belt And One Road" innovative talent training model:

##### **4.1 Formulating scientific training programs**

With the "One Belt And One Road" program, new requirements are put forward for innovative talents. University education we should departure from the actual situation, training scheme to "area" under the background of the talent demand for reference, to cultivate innovative talents of facing the "area" as the goal, with knowledge, ability, quality improve and coordinate the comprehensive development for the principle, highlight the characteristics of "area" innovative talents, to strengthen the students ability to use the theoretical knowledge, focus on cultivating students' innovative thinking and innovative practice ability, the adjustment will be according to the characteristics of professional training plan, targeted to carry out the professional teaching, accurately fit the market demand, respect the student individuality development, detailed and comprehensive talent training scheme. We will effectively train innovative talents for the Belt and Road Initiative.

##### **4.2 To build a characteristic course system**

Under the background of "One Belt And One Road", colleges and universities should also keep pace with The Times in curriculum setting and build characteristic curriculum system. First of all, colleges and universities should set up innovation courses related to "One Belt And One Road", which include innovation theory teaching and innovation practice training. Each university should comprehensively consider its own school-running characteristics, teacher resources, discipline characteristics, hardware facilities and other practical situations, and explore the "One Belt And One Road" characteristic course system suitable for its own university to cultivate innovative talents. Secondly, through cooperation with countries along the Belt and Road, colleges and universities jointly develop online courses such as local customs, history and culture, ethnic languages and religious beliefs in countries along the Belt and Road, forming a characteristic course system, increasing students' international knowledge and enriching their international vision[5].

##### **4.3 Strengthening the combination of theory and practice**

Practice can effectively consolidate students' theoretical knowledge, and theoretical knowledge can guide practice correctly. The effective combination of theory and practice is an important link to realize "One Belt And One Road" innovative talent training. Therefore, facing the problem of disconnection between theory and practice in the process of cultivating talents in colleges and universities. It should be tackled in two ways. On the one hand, in the teaching process. Teachers create a good atmosphere for practice in class, highlight the importance of practice in teaching, and encourage students to innovate and practice more. Teachers should also give practical teaching according to the curriculum and make full use of theories in practice. On the other hand, colleges and universities should also strengthen school-enterprise cooperation, so that students can practice in One Belt And One Road business development related enterprises and have real practical practice on the basis of solid theoretical teaching. In this way, we can improve students' ability of comprehensive application of knowledge and cultivate students' ability of innovation and practice.

#### 4.4 Building a contingent of innovative education teachers

In order to cultivate innovative talents serving "one belt, one road", teachers themselves should first become innovative teachers who understand "One Belt And One Road". Colleges and universities should strengthen cooperation with enterprises related to "one belt and one road", send teachers to train and learn regularly, and learn the latest cutting-edge information of "One Belt And One Road". Teachers apply the professional knowledge learned to teaching practice to improve teaching quality. Schools should also set up strict inspection mechanisms to prevent the phenomenon of "going through the motions". Through special teacher training, teachers can improve their practical operation skills, deepen their cognition of One Belt And One Road related fields, and reserve professional and excellent innovative teachers for teaching. Colleges and universities can also directly recruit some teachers with practical experience from "One Belt And One Road" related enterprises to strengthen the teaching staff.

### 5. Conclusion

To sum up, in the context of the current development of the "one belt and one road" strategy, it is conducive to accelerate the construction of "One Belt And One Road" to conduct research on the innovative talent training mode oriented to "one belt and one road". Colleges and universities should adjust their education constantly and pay attention to the cultivation of One Belt And One Road innovative talents. Through the formulation of scientific training program, clear talent training objectives; Strengthen the combination of theory and practice, cultivate students' practical ability and innovative thinking; To build a contingent of innovative education teachers and strengthen the faculty of the school; To build a characteristic course system to increase students' international knowledge and enrich their international vision. We will ensure the quality of training innovative talents for the "one belt, one road" initiative and serve the "One Belt And One Road" development strategy.

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