

# Exploration and Practice of Senior Innovative International Talents Training Mode

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**ABSTRACT.** With the rise of global knowledge economy and the rapid development of information technology, the process of global integration is speeding up. Building an innovative country and cultivating innovative talents have become urgent issues. How to enhance the ability of independent innovation and how to cultivate innovative talents are directly related to the future development and international competitiveness of a country and a nation. It is the unremitting pursuit of today's higher education to innovate the personnel training mode and train compound innovative personnel with international competitiveness. Economic globalization has led to global exchange of information knowledge and technology resources. It is inevitable for economic globalization to cultivate scientific and technological innovation talents. In the era of knowledge economy, the economic growth of human society depends more and more on the input of knowledge, which has become the core driving force of social and economic development. This paper discusses the training mode of international talents, analyzes the development of innovative international talents training mode, and expounds the training objectives and countermeasures of innovative international talents.

**KEYWORDS:** Knowledge economy, Internationalization, Innovative talents, Personnel training

## 1. Introduction

Innovation is the soul of a nation's progress and an inexhaustible motive force for the country's prosperity. With the development of China's foreign trade and the intensification of international competition, the demand for internationalized talents with international vision, international competitiveness, innovative thinking and ability is becoming more and more urgent [1]. How to enhance the ability of independent innovation and how to cultivate innovative talents are directly related to the future development and international competitiveness of a country and a nation. With the development of high-tech and the arrival of the information age, global economic integration has become the trend of world development. After more than 30 years of hard exploration, China is gradually becoming the world's largest country in higher education, providing strong knowledge contribution and talent support for economic and social development since the reform and opening up [2]. Economic globalization has caused the exchange of information, knowledge, technology and other resources around the world. This has become an inevitable trend in economic globalization to train scientific and technological innovation talents. Innovating talent training mode, training compound innovative talents with international competitiveness, serving and leading the development of social economy are the unremitting pursuit of higher education today [3]. The tide of scientific and technological innovation is surging around the world, the degree of socialization of production is continuously improving, and a new economic model characterized by knowledge innovation is booming. Knowledge economy will become the mainstream direction of the development of the contemporary world [4].

With the great process of economic and social reform and development, China's higher education has undergone a series of great changes from recovery to reform, development and innovation. China's colleges and universities have gradually broaden the thinking of personnel training, actively sought international exchanges and cooperation, devoted themselves to the research of international personnel training, and gradually formed a training mode for innovative international personnel [5]. In this era of economic globalization, with the rapid development of globalization and the rapid progress of science and technology, innovation has become an irreversible world trend [6]. China's colleges and universities have begun to train innovative international talents, which is a improvement of the regular talent training mode. Therefore, higher requirements are put forward for the talent training in colleges and universities [7]. The demand for an internationalized vision has pushed China's higher education from the domestic market to a broad international space, and the construction of an innovative talent engineering system in colleges and universities in the 21st century has become a common value pursuit in the higher education sector [8]. In the era of knowledge economy,

the economic growth of human society depends more and more on the input of knowledge, which has become the core driving force of social economic development.

## **2. The Development of Innovative International Talents Training Mode**

Universities and national development strategies are more closely integrated with the needs of the society, providing strong talent support, knowledge contribution and technical support for the development of the country and society, and becoming an extremely dynamic and indispensable important component in building an innovative country. The innovative thinking and innovative ability of innovative talents are closely related to the influence of national culture or regional culture. Culture is a powerful cornerstone for the survival and development of a nation. Culture is the mother of innovation and the precursor of economic and social development. In the era of knowledge economy, culture plays an indispensable role in carrying out innovative undertakings. Innovative international talent training has been launched in many world-class universities and has accumulated more experience in talent training [9]. Our country's colleges and universities have also begun to explore the training mode of this kind of diversified compound talents after perceiving the society's demand for innovative internationalized talents. Human resources are the first resource, and the problem of human resources is a key issue related to the development of the Party and the country. At present, the overall level of China's human resources development is still far from the world's advanced level, and there are still many places that cannot meet the needs of China's economic and social development. Innovating the talent training mode, deepening the reform of the school-running system, and further eliminating the system and mechanism obstacles that restrict the development and innovation of education are not only the new concept of talents in the current and future period, but also the new tasks and requirements of university talent training. Internationalization of education is not only a concept, but also a process. Different countries and universities require different degrees and goals of internationalization in different periods.

Our country's colleges and universities organically integrate the cultivation of academic talents and applied talents, attach importance to the development of students' innovative thinking, and attach importance to the teaching of science and engineering and the cultivation of students' awareness of humanities. Facing the new requirements of globalization and scientific and technological progress for talents, many first-class universities and high-level universities have carried out the reform and innovation of personnel training mode, taking training innovative talents as the core and direction of the reform. Innovation has become the main driving force for economic and social development, and knowledge innovation has become the core element of national competitiveness. Under this background, in order to master the initiative of international competition, countries have taken the deep development of human resources and the realization of innovation-driven development as strategic choices in the education market. The development space of vocational and technical education is wider and the market demand for training internationalized applied talents is more urgent. Innovative talents are the new goals of talent cultivation in the new era background in our country. The key to China's future development and the great rejuvenation of the Chinese nation lies in talents and education. We should give full play to the important role of universities in the national innovation system and encourage universities to make contributions in knowledge innovation, technology innovation, national defines science and technology innovation and regional innovation. In the process of organizational innovation, managers establish a system and environment conducive to innovation, and form a mechanism and atmosphere for the growth of innovative talents, which can stimulate the innovative potential of innovative talents, thus realizing the goals of organizational knowledge innovation, technological innovation and management innovation.

## **3. Countermeasures for Cultivating Innovative International Talents**

### ***3.1 Compilation of International Specialized Curriculum System***

All-English teaching is the basic course for international talent teaching, but English teaching alone is far from enough. On this basis, we must revise the teaching plan comprehensively and add various courses constructed with international communication, innovation and other abilities, so as to create a brand-new education system. The talent training mode refers to the knowledge structure, ability structure, quality structure provided to students and the ways and methods to realize this structure according to the talent training objectives and quality standards. In the aspect of training mode reform, we should actively carry out the reform and innovation of personnel training concepts, modes, contents and methods according to training objectives, highlight individualized training, create conditions to encourage students to freely explore, independently study and participate in scientific research, and strengthen the training of students' multilingual ability, comprehensive quality, macro strategic thinking and public diplomacy ability. Educators should construct an open, multi-dimensional and multi-dimensional college English curriculum system that is led by the cultivation of students' quality and ability, guide students to understand their own multi-intelligence characteristics and development direction, and help students with different characteristics to give full play to their initiative and initiative to

participate in curriculum setting and curriculum design in the process of planning their own learning process and self-development. To build a strong country in higher education and cultivate innovative talents, we need to open up new ideas for internationalization of higher education from a global perspective. In terms of curriculum teaching construction, it is necessary to reform the original curriculum system, establish a new curriculum system featuring curriculum modules, promote the credit system reform for foreign language majors, and gradually explore the organic combination of foreign language teaching and mother tongue teaching.

### **3.2 Building an International Teaching Staff**

Colleges and universities should raise the competitive awareness of specialized courses teaching and actively select excellent teachers to study abroad. At the same time, we should also increase financial support for the training work, attach importance to the training of foreign language teaching for professional teachers, and truly implement all kinds of training work. Teachers should actively change classroom roles and teaching concepts, take students as the centre, take improving students' understanding ability, critical thinking ability and innovation ability as the core objectives of the curriculum, make use of the advantages of traditional classroom and the Internet, give full play to teachers' creativity, and design and try new curriculum and content. Advanced educational concept is the ideological premise of innovative talents training. Comprehensive curriculum system and interdisciplinary training is the core of innovative talents training. Flexible teaching methods and practical scientific research mode is the key to innovative talents training. Universities can directly employ excellent foreign teachers to teach in our country, invite famous teachers to give short-term lectures during the holidays of foreign universities, and employ high-level teachers of short and medium term from abroad to guide the professional curriculum development of our university.

In the process of building a community for cultivating college students' international innovative ability, we should give full play to the role of government, schools, society and other resources, and extend the campus English curriculum platform for developing college students' international innovative ability to the social platform [10]. The teaching evaluation and assessment of innovative classes should get rid of the rigidity of examination-oriented education and truly test students' learning level and practical ability. Learning from foreign performance evaluation and assessment mechanisms, improve the existing assessment and evaluation content, methods and systems. Promoting the cultivation of innovative talents through teaching reform, paying attention to the role of social practice in the cultivation of innovative talents, focusing on developing students' personality and expanding students' main role. The choice of teaching methods directly determines the teaching effect. The cultivation of innovative internationalized talents should highlight the cultivation of students' innovative consciousness and innovative ability. Therefore, colleges and universities should pay attention to the choice of teaching methods to provide broad space for the development of students' thinking and ability [11]. All sectors of society should pay attention to the development of college students' language and the cultivation of their innovative and practical abilities, and actively participate in the construction of bases for cultivating college students' international innovative abilities. Discipline construction is the core of university construction. The success of discipline construction will reflect the level and level of a school. We should reform teaching methods and teaching methods, attach importance to the cultivation of students' practical ability, strengthen teaching practice links, adhere to integrating theory with practice, cultivate and develop students' creative ability, and improve students' adaptability to future work.

## **4. Conclusion**

With peace and development becoming the main theme today, competition among countries is more manifested in soft power aspects such as economic, scientific, technological and cultural development. To achieve economic, scientific, technological and cultural development and prosperity, we must attach importance to the cultivation of talents. In terms of internationalization and localization, what China's higher education lacks today is internationalization. In the process of continuously improving the innovative senior personnel training system in our country, we should not only learn from the successful experience of foreign first-class universities, but also establish our own characteristics. Internationalization vision puts forward higher and stronger requirements for the development of higher education. Economic globalization and internationalization of education provide favourable opportunities for the development of higher education. The localization of higher education is the academic practice of local higher education. From the perspective of local higher education issues, it is a process of dialogue with the international academic community to realize the innovation of local higher education. The state and colleges and universities should broaden the channels of personnel selection and employment, employ scholars who have made scientific and technological innovation, introduce scientific and technological workers from enterprises with practical experience, and form first-class teachers to train first-class talents. At present, China should cultivate scientific and technological innovation talents from the above aspects, and gradually seek a talent training mode suitable for colleges and universities in China.

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