

The strategy of the cultivation of talents in Colleges from the perspective of the "Belt and Road Initiative"

Kai Liu^{1,*}, Wen Zhou¹, Changwei Ji¹ and Boru Yang¹

(¹Yunnan College of Foreign Affairs & Foreign Language, Yunnan Kunming 651700 China)

*The Corresponding author

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Abstract. As the main position of training talents, universities play an extremely important role in the process of College Students' growth and success." The proposing and the development of the "Belt and Road Initiative" strategy provides a hitherto unknown opportunities and challenges for the cultivation of talents in Colleges and universities. Single, professional occupation China western traditional college students can not meet the construction of "The Belt and Road Initiative" strategy needs. Therefore, western universities should be combined the local characteristics with geographical advantages, intensify training of "The Belt and Road" strategic talents. Through school enterprise cooperation, international cooperation, communication, improve the level of software and hardware, strengthen the ideological and political education efforts and other measures to further deepen the cultivation of "The Belt and Road Initiative" talents in western universities, enhance the cultural soft power".

During the visit of southeast Asia and central Asia in September and October in 2013, General Secretary Xi Jinping put forward a major initiative(hereafter referred to as "the Belt and Road") about jointly building "the silk road economic belt" and "21st Century Maritime Silk Road" respectively. As a major strategic decision of the central party committee and the state council for the overall planning of the international and domestic patterns, "the Belt and Road" has profound significance in building new open economy system, developing a new pattern of all-round opening up that is coordinated by both China and the west and both the ocean and continent, achieving the two centenary goal, realizing the Chinese dream of the great rejuvenation of the Chinese nation, and promoting world prosperity and development and peace and stability.^[1]

The Influence of "the Belt and Road" on the Talent Cultivation in Western Colleges and Universities

Offer new opportunities for the development of western colleges and universities

The large demand of talents provides a broader platform for employment. "The Belt and Road" , which covers more than 40 countries, with a total population of more than 4 billion and an economy of more than \$20 trillion closely link a vast area including east Asia, southeast Asia, South Asia, central Asia, southern Europe and eastern Africa.^[2] The proposal and in-depth development of "the Belt and Road" not only has driven the economic development of countries along the belt and road, but also has brought various resource flows and the advanced education philosophy, technology and capital of countries along the belt and road into China, so that fresh energy is injected into the market. Talent is the indispensable and most active factor in the market, while the colleges and universities are responsible for cultivating compound talents, therefore the implementation of "the Belt and Road" strategy not only broadens the demand for talents in the new field, but also creates more opportunities for students in higher education and builds a better platform. As we all know the employment situation is grim at present, whether the undergraduate students could obtain employment depends greatly on the quality of education training for talents in colleges and universities, and it is also closely related to the labor market and supply and demand mechanism. From the implementation of "the Belt and Road" , jobs related to trade, transport, logistics, language, finance, finance, construction and tourism start to have urgent need of talents, which offers an unprecedented new opportunity for talent cultivation of colleges and universities,

especially those colleges and universities in the west. ^[3]As the main place of talent cultivation, colleges and universities, especially the western colleges and universities should give full play to its unique advantages, follow the “the Belt and Road” strategy, make effort to deliver the talents to corresponding fields and explore a road that accords with its own development and also has unique characteristics.

New Requirements for Education Development in Western Colleges and Universities

1. vigorously develop the talent cultivation mode

From the implementation of “the Belt and Road”, the employment platform of advanced compound talents has become borderer. The cultivation of the advanced compound talents is inseparable from the innovation of cultivating modes, which requires western colleges and universities to break the traditional culture model, give full play to its own geographical advantage and fully adjust the training mode in terms of the difference in political, economic, cultural and other aspects in the surrounding areas of “the Belt and Road” strategy during the cultivation process to cultivate more professional talents who are benefit to the development of the strategy. “The Belt and Road” covers a wide area, and the "maritime silk road" has extended to many African countries. Silk Road Economic Belt east to west from the Asian-Pacific economic circle to European Economic Community, which covers more than a half of the population of the whole world and major economies. The biggest goal of the states along-side “the Belt and Road” is that achieve "mutual benefit and win-win" on the way of cooperative development. There will be various complex problems in the process of multi-party participation, and advanced compound talents with strong ability to solve problems are needed to deal with those complex and variable problems and the cultivation of this ability should be considered in the training of talents. We can not only promote mutual benefit and win-win cooperation between schools, enterprises and governments, but also bring more high-quality talents to society through cultivation modes including "School-school cooperation, school-enterprise cooperation, political school union, and school co-education" and so on with "collaborative innovation" instead of "engineering alternation".

2. Improve the quality of talent cultivation vigorously

“The Belt and Road” strategy develops rapidly and covers a wide area with relatively many countries and cities along it, which proposed the higher requirements for the quality of talent cultivation. Traditional application-oriented talents have not been able to meet the demand, and complex cutting-edge talents have become popular. Facing the complex international economic environment of current even future world, complex cutting-edge talents should have diversified skills, rich knowledge reserve and flexible strain capacity so that they can adapt to the talent cultivation and development concepts of globalization, internationalization and worldlization. Therefore, western colleges and universities in China, in the process of cultivating advanced talents, should integrate globalization and internationalization, worldlization, and cultivate more top talent into the line with the international big stage, further boost the advance and development of "The Belt and Road" strategy. For example: Western colleges and universities, in the process of cultivating talents of trade, tourism, language, finance and logistics, can give full play to its geographical advantages, strengthen the internal and external exchanges and cooperation, adhere to the cultivation concept of "going out, bring in", fully absorb successful cases of talents cultivation of along countries and cities, with mutual integration, complementary advantages, resource sharing. Deeply understand the culture of countries and cities surrounding "The Belt and Road", really know the people's feelings and understand the people's situations, so as to lay a solid foundation to cultivate high quality compound talents.

Existing Problems of Talent Cultivation for Western Colleges and Universities in China

Software and hardware facilities lags behind.

The relatively slow updating of hardware and software facilities seriously hinders the implementation and development of "The Belt and Road" strategy. As an important part of the infrastructure of colleges and universities, hardware facilities play an important role in education.

And whether the high school infrastructure is good, to a certain extent, directly reflects its teaching level. The infrastructure of Chinese western universities is relatively weak, and has a certain gap of the number and quality of the relevant facilities with the implementation of the "The Belt and Road" strategy. Software facilities, as another important part of high education infrastructure, mainly refers to the situation of specialty setup in of higher education, which is a strategic foundation project including scientific research, construction of academic team, and education training of talents. Specialty setup, as the "golden word" of enrollment of colleges and universities, is about the stability and long-term sustainable development of colleges and universities. Western universities are usually in a very passive state in their specialty setup. There are several problems:

(1)The allocation of student resources is imbalanced, and there are more local students. (2) For some subjects, the specialty setup only sees the "all" but ignores the "essence", even falls into the blind zone and tends to froth. (3) It is lack of a certain perspective with disconnection with social needs. This series of problems resulted in the western universities losing some initiative in the specialty setup.

Talent Cultivation Seems Slightly Closed

1. The talent training mode lags behind

Since the implementation of "The Belt and Road" strategy, universities have been moving forward. Both teaching and research are actively centered around the strategy, but it has been a little shallow and has failed to reach the core. The traditional education training mode of talents with separate specialty setup is still carried out, while "The Belt and Road" strategy requires a comprehensive cutting-edge talents, which ultimately leads to the difficulty of forming a joint force. In addition, in the implementation of the "The Belt and Road" strategy, China's western and frontier regions have the geographical advantage. But the western and frontier colleges and universities is faced with lack of education resources, imperfect related talent cultivation mechanism, as well as a certain lag in terms of talent cultivation mode. Although both the government and schools have been advocating the cultivation mode of "going out, bring in" , but so far most of the colleges and universities is still confined to the domestic, has not established exclusive cultivation mode of talents aiming at the strategy of "The Belt and Road" .

2. The structure of talent cultivation needs to be improved

At present, the lack of practice has become a bottleneck that restricts the talent cultivation of universities and colleges in China. Colleges and universities mostly focus on theoretical teaching and cannot balance the dialectical unity relationship between theoretical teaching and practice, which has led to the theory research type talents are overabundance but the practical skill type talents are insufficient. While the talents "the Belt and Road" strategy needed are high-level, high-quality, practical and compound talents with the combination of "skills", "profession" and "language".^[4] At the present stage, some colleges and universities pursue comprehensiveness, which results in a wide range of specialties but unversed in major settings, and there are even some phenomenon such as blindly following the wind and froth and bubblization and etc. and lack of the professional characteristics. This requires the western universities in China to closely combine their own characteristics, give full play to their geographical advantages, strengthen exchanges at home and abroad, and actively adjust the structure of talents training in the process of talent cultivation to strengthen the professional training of advanced compound talents the "the Belt and Road" strategy needed. For instance, non-general language talents, trade talents, transport logistics talents, infrastructure construction talents, information big data talents, foreign cooperation and exchange talents, etc. In consequence, the talent cultivation structure of higher education institutions in western China is urged to be perfect.

The Ideological and Political Education is not Deep Enough to Cope with the Strategic Needs.

Max Weber thought for current education, like the social life, the specialization is inevitable, which has replaced the humanism, and that "knowledge completion" is the only objective to improve the university teaching. The ideological and political education, as the strong and powerful mental weapon to guide college students positively, plays an extremely important role in the development of college students. At present, western colleges and universities generally devote more energy to

the study of professional knowledge, which has caused some students are weak and extreme ideologically and even have anomie physically and mentally. Some students lost themselves, lost the motivation and the direction of advance under the temptation of vanity and utility. It is very distressing that as a young college student in the 21st century, the daily thoughts and actions are lack of the correct guidance of “three values”, instead enslaved by the “money” and “power”. Some college students no longer care about the truth, kindness and beauty, while they believe in the negative values of “money worship, individualism and hedonism”. A series of bad mentality, such as “good marriage better than good performance”, “not forever, just ever”, will inevitably result in a certain degree of mental deficiency and crisis. “The Belt and Road” strategy covers a wide area with relatively many countries and cities along it. Whether in politics, economy, culture, or ideology, there are huge differences, and the diversity of differences requires diversification in the process of the talent education cultivation. Nowadays, with rapid development of social media industry, a variety of information blurred and confused the thoughts of contemporary college students. Meanwhile, the malevolent infiltration of foreign hostile forces in ideology, culture, religion and so on also brings severe test to the work of ideological and political education.

The Teacher Resources is Weak and Lack of Constant Advantage.

The weakness of teacher resources in western colleges has resulted in the lack of constant development in the cultivation of complex cutting-edge talents. The reality with poor environment, low payment, lack of teaching and research resources, residence in the remote region is the main cause of the brain drain in colleges and universities. Although government departments and related colleges have taken some measures, the effect is not good. It is well known that teachers, as the core strength of the school, drive the development of the school. If the teacher resources can be strong enough, the teacher team will be weak, so that they cannot complete the arduous to culture talents for the school and the society, even could become the obstacle of the improvement of Chinese western college education.

The Talents Cultivation of Western Colleges From The View Of “The Belt And Road”

Chinese western colleges and universities, as the important education position, shall positively conform to “The Belt and Road” strategy construction, and make efforts to improving the cultivation ability of talents with existing problems as the sally pot.

Improve the level of software and hardware facilities

Infrastructure construction and specialty setup are the two focal points to improve the construction level of software and hardware. (1) Infrastructure construction. In 2013, Ministry of Education, National Development and Innovation Committee, and Ministry of Finance jointly issued *Central and Western High Education Revitalization Plan (2012-2020)*, which all-around supports the construction of higher education institutions in western China^[6]. In recent years, whether the country or local government, have given great support to western colleges and universities. Western colleges in China should set up a special talent cultivation department, complement and update infrastructure which needed in the process of talent cultivation, in order to solidify the foundations of elitism and the cutting-edge of “The Belt and Road” strategy talents cultivation. (2) Specialty setup. Actively grasp the research trend, constantly catch scientific research hotspots, take into account social needs and strive for flexible development. Under the big pattern of “the Belt and Road” strategy, employment tends to diversification development. On the basis of looking back on professional settings, we should have the whole world in view, actively respond to the demand of “The Belt and Road” strategy, and strengthen the professional setting of trade, finance, transportation, logistics and infrastructure, so as to adapt to the development of the society.

Build a convection-type dynamic talent cultivation mode.

Since the launch of “The Belt and Road” strategy, governments, colleges, enterprises and social organizations have played a different role in their respective functions and cooperation. To solve the problem of talent cultivation in western universities in China, it is particularly important to deal with the relationship between government, enterprises, universities and social organizations.

How to combine the four together and form a net force is a question worth pondering. Government, enterprises, colleges and social organizations work together, integrate and fully interact with each other. Putting the four parties in a dynamic system, the internal bodies of the system are complementary to each other, presenting the convection-type dynamic operation, which can play their respective roles better. Therefore, the building of the convection-type interaction cultivation mode is conducive to stimulating the intrinsic motivation of talent cultivation. (1)Build a platform between western universities and cross-border universities. Actively absorb and draw on the international advanced talent cultivation mode. (2)Build a platform between western universities and domestic and foreign enterprises. Realize the "order form" cultivation mode of western university students in China, to lay a solid foundation for college students' employment. At the same time, enrich teachers' practical experience and promote the integration of theory and practice. This model is conducive to improving practical skills of teachers and students and enhancing their competitiveness. (3)Build a platform between western universities and the government. In the process of talent cultivation, western universities in China are closely integrated with the overall planning of the state and the government to serve the overall development demand of the west. (4)Build a platform between western universities and social organizations. Introduce social organizations into the school, realize the close relations of cooperation. The school can provide human resources for social organizations, so that different grade students participate in social organization, to improve the capability step by step.

The above talent cultivation mode can shorten the period of talent cultivation to a great extent, and can further improve the quantity and quality of talent cultivation.

Pay high attention to the ideological and political education

The ideological and political education plays an important role in the growth of college students. Communist Party of China 17th National People's Congress pointed out: Strengthen and improve ideological and political education work, pay attention to humanistic care and psychological counseling, and mobilize the social various aspects together to do a good job of youth ideological and moral education to create a good social environment for the healthy growth of teenagers.^[7] "The Belt and Road" strategy as the carrier of communication between east and west can be regard to both an opportunity and a challenge. in the face of complex domestic and international environment in the process of strategy implementation, strategic frontline of colleges and universities in western China should attach great importance to ideological and political education work, give full play to the ideological and political education "baton" leading role, the patriotism education and socialist core values education both, go hand in hand. As is known to all, today's college students' psychological problems have already been a big problem which beyond the physical needs. The universities in western China should regard practice as a starting point all the time, timely grasp the tendency of students' thought, go deep into the students' heart, build a communication bridge with students with "sincerity", timely solve various problems that students face, help students out of trouble, cultivate students' unyielding character, guide students toward the good, enhance students' ability to withstand setbacks and failures.

Teacher cultivation mode of "going out, bring in"

The talent cultivation of Chinese western colleges and universities combines "going out" and "bringing in". For a long time, western colleges and universities are facing the phenomenon of the loss of excellent teachers, which has obviously inhibited the development of colleges in the region, and even resulted in the lack of excellent students. In the face of this problem, the western colleges and universities should keep up with the pace of "The Belt and Road" strategy, make efforts to create favorable conditions, improve teachers' payment, to create a more fair environment for examination and assessment, actively carry out exchanges at home and abroad, and improve the level of teachers. Some countries along "The Belt and Road" strategy need the strong support of talents in culture exchange, related skill learning and facilities construction. So it is necessary to adjust and improve the cultivation mode of teaching and education, open open-door mode, introduce the mixed teaching mode, achieve resource sharing, complementary advantages, mutual benefit and win-win results, absorb and use the international advanced education teaching resources,

alleviate the teaching pressure of the western colleges and universities, so as to fill the vacancy of talents in time and find a talents path that is suitable for the construction needs of “The Belt and Road” strategy.

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About author

*Kai Liu(1983-)Inner Mongolia root river city person, Associate professor, postgraduate, Assistant dean of foreign foreign language vocational college of yunnan, Mainly engaged in teaching management, 649601243@qq.com.

Wen Zhou(1974-) Chongqing people, Research assistant, postgraduate, Teacher of yunnan foreign language vocational college, Mainly engaged in ideological and political education, 249773193@qq.com.

ChangweiJi(1991-) Liaoning anshan haicheng people, Intermediate class, postgraduate, Teacher of yunnan foreign language vocational college, It is mainly engaged in the research of the theory of ideological and political education and the sinicization of marxism ,695659587@qq.com.

Boru Yang(1989-) female, Hebei Tang Shan, master graduate student, lecturer title, research direction: human resources management, organizational behavior, economics of education, 945211931@qq.com.