

Research on the Talent Cultivation Direction in the Construction of "Double First-Class" in Henan Universities

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Abstract

With the rapid development of science and technology today, all walks of life need a large number of scientific and technological talents and skilled talents. Education, especially higher education, is an important joint point of science and technology (regarded as the first productivity) and talents (regarded as the first resource). Henan Province is with a large population and with more than 100 colleges and universities, but there is no 985 university, meanwhile, no university directly under the Ministry of Education. There is only one 211 university - Zhengzhou University. In the double-first-class universities list, only Zhengzhou University (first-class universities) and Henan University (first-class discipline construction colleges) are included. The internationalization level of Henan colleges and universities is relatively low. Thinking and studying is required for the first-class university cultivation with first-class students in the wave of double-first-class construction. This paper puts forward the direction of "double first-class" talent cultivation through the four-in-one of colleges and universities, enterprises, governments and overseas resources, and proposes suggestions for the construction of "double first-class" colleges and universities in Henan Province.

Keywords

Double first-class, talent cultivation, four-in-one.

1. DEVELOPMENT STATUS OF "DOUBLE FIRST-CLASS" UNIVERSITIES IN HENAN PROVINCE

1.1. Development Status of "double first-class" Universities in Henan Province

(1) Teaching quality needs to be improved

Henan colleges and universities should start from their own characteristics without competing with well-known colleges and universities for financial resources and material resources. We should pay attention to the cultivation of first-class students. Although there are many colleges and universities in Henan Province, most of them have no self-characteristics, there are repeated construction of disciplines. Which is uncompetitiveness. It results to international vision lackness and innovative thinking lackness of students. The lack of high-level universities in Henan Province has seriously affected the development process of internationalization of university education in Henan Province, which has become a short board for Henan Province to leap from a large economic province to a strong major province of education. The development of ordinary colleges and universities into first-class colleges and universities with characteristics to cultivate first-class students in the double-first-class construction requires us to think and study.

(2) Low internationalization level

To develop into a world-class university, it is necessary to improve the internationalization and teaching quality to attract talents from all over the world to apply for the examination. Only

in this way can talents with outstanding contributions be cultivated. The number of foreign students in world-class universities is more than 20% of the total number of students with top quality. However, because the teaching quality of Henan Province is not very high, limited educational resources and other reasons have become the key factors restricting the expansion of the scale of overseas student. From the "Henan Undergraduate Teaching Quality Report", it can be seen that the proportion of overseas student is low, there are still many universities have no overseas student. The maximum number of overseas student in Zhengzhou University is 1800 with the proportion of 2%, which is very different from that in the world's first-class universities. The double-first-class construction of Henan Province has a long way to go.

Henan is a large population province but not an major province of education. The cultivation of international talents is most urgently needed in the construction of double first-class, as well as the expansion of the scale of overseas students. Henan is located in inland China, the level of economic development is slower than that of developed areas, the degree of openness is not wide enough, and there is a lack of international thinking. The number of overseas student is very small, and many schools have low popularity to recruit overseas student. The concept of talent is backward and limited by many resources and funds. The state does not tilt enough funds for Henan. Incomplete infrastructure exists for laboratory and scientific research equipment.

(3) Weak quality competitiveness of students

According to the list of the top 500 enterprises in the world published each year by Fortune magazine, 129 Chinese enterprises were shortlisted in 2019, the internationalization level of Chinese enterprises is higher and higher. The number of branches of the top 500 enterprises in China is large, thus the requirements for foreign languages are very high [8]. It is preferred to obtain overseas study background and overseas work experience. Today, in the background of globalization, to develop internationalization, enterprises need more talents with an international vision to help enterprises open up the international market. Besides, enterprises have to go out to accept international competition in the same industry. Considering the above reasons, the demand for international compound talents is increasing. While some colleges and universities can not cultivate such talents to meet the demand. Introspection is required on the waste of educational resources requires. Accelerating the research on higher education reform direction is a very urgent problem to be solved.

(4) Low utilization of overseas resources

The scale of overseas student in China is huge. The number of self-paid accounts for 90% shown in Figure 2. In 2018, the scale of overseas student in China was 66.21 million, of which, 3,02 were publicly assigned by the government and 5963 were self-funded. The unit was publicly dispatched with 356,000 people, and the size of various returnees was 51,400 in 2018, an increase of 8% from last year. Among them, there were 2.65 million people assigned by the unit, 2.53 million people assigned by the state, and 46.76 million people studying abroad at their own expense. Government funded overseas study refers to that the government provide funds to send excellent students to study advanced knowledge overseas after strict selection. Only a small part of them are qualified. Most of them are self-paid. The scale of going abroad is increasing year by year. On the other hand, the scale of returning personnel has been increasing year by year in recent years. According to statistics, during the 20 years from 1978 to 2018, the scale of various overseas students reached 585.71 million. Many students choose to return home for development after completing their studies and dedicate affect to the development of the motherland [9].

2. DEVELOPMENT AFFAIRS ANALYSIS OF "DOUBLE FIRST-CLASS" TALENT CULTIVATION IN HENAN PROVINCE

2.1. Colleges and Universities

As a place to cultivate students' knowledge and skills, teaching mode and educational concept of college will affect students' current status and future development. Schools need to formulate corresponding talent cultivation programs and teaching methods according to the development characteristics and expertise of students, which is no longer a full input mode, and students' innovative thinking and international thinking should be inspired. This requires colleges and universities to actively provide students with active employment guidance and future planning. Measures should be performed to maximize students' achievements in studying abroad, especially in expanding students' international cultural exchange skills.

Multinational enterprises need more and more international talents, and the cultivation and formation of international talents takes a lot of time, which is not quickly achievable. College education needs to cultivate students' international vision and improve interdisciplinary learning ability. Henan university students actively improve their foreign language level, participate in foreign exchange through national public assignment, broaden their horizons to improve their ability, and use their strength to find a suitable job when participating in recruitment. Colleges and universities need to provide students with exclusive employment guidance suggestions and future planning. Double first-rate construction of first-rate students after cultivation to participate in the global position competition including United Nations positions. Colleges and universities develop and run schools according to their own characteristics, take students as the main body to cultivate international first-class students and improve their own international status. Henan colleges and universities has a long way to go in the double-first-class construction of talent cultivation strategy.

2.2. Enterprises

Fortune magazine publishes the list of the world's top 500 enterprises every year. In 2019, 129 Chinese enterprises were shortlisted. The internationalization level of Chinese enterprises is getting higher and higher, while the number of branches of the world's top 500 enterprises in China is large and the requirements for foreign languages are very high. The application announcement puts forward that people with overseas study background and overseas work experience should give priority to admission. In the background of globalization, to develop internationalization, enterprises need more talents with an international vision to help enterprises open up the international market.

Little is known about the information of foreign enterprises by domestic students. Providing teachers and students of non-key colleges and universities with a deep understanding of foreign enterprises, so that students can work in foreign headquarters and cultivate outstanding international talents. Internationalized enterprises need talents with an international vision to help enterprises open up the international market. The students with overseas experience will be treated with respect. If students have the opportunity to go overseas to participate in activities such as visiting schools and exchange programs during college, there will be many good job opportunities to choose after graduation.

2.3. Government

The government should provide opportunities for foreign exchange for more excellent university talents, and by using CSC National Scholarship Fund or other national projects, it can support more students to study overseas and participate in international organization internship work. In 2019, the Scholarship Fund Committee planned to select 30,000 students

from various countries, of which 3,000 were planned to be selected as the "International Exchange Project for Excellent Undergraduate Students" for undergraduate students [11].

The number of Chinese-foreign cooperative education projects in Henan Province is small, and there are few undergraduate exchange projects and few quotas in the list of Chinese-foreign cooperative education approved by the Ministry of Education. Because many colleges and universities in Henan Province lack Chinese-foreign cooperative exchange projects, or some schools have exchange projects but are unqualified to receive funding from the China Scholarship Fund Committee. Students in these colleges and universities need to pay themselves if they want to go abroad for exchange of studies, which increases the economic pressure of students.

2.4. Overseas Resources

The lack of Chinese-foreign cooperative exchange projects in many colleges and universities in Henan Province leads to the fact that these students need to pay their own expenses if they want to go abroad for exchange and study. Some developed countries, such as Europe and the United States, have a high consumption level and will hinder students' motivation to go abroad. It is not because the rich family of overseas student in China, but because the asymmetric information of university education. China is a large exporter of overseas student, with a large number of students, but most of the overseas student mainly study at their own expense. On the contrary, the proportion of scholarships in other developed countries is relatively higher. For example, in France, Australia, the United States, the proportion of full scholarship is as high as 100%. China wants to cultivate excellent international first-class talents, and the use of foreign scholarships is also a good channel. The use of overseas resources to cultivate dual-class talents, and the return of students or after work will contribute to the motherland.

3. TALENT CULTIVATION PLAN FOR "DOUBLE FIRST-CLASS" IN HENAN PROVINCE

Based on their own characteristics, Henan universities do not compete with well-known colleges and universities for financial resources and material resources, and attach importance to the cultivation of first-class students. Students, as the main body in double-first-class construction, should consider their needs and develop their abilities. This mainly requires schools, enterprises, the government and the use of overseas resources to cooperate to complete.

3.1. University

(1) Formulating corresponding talent cultivation plans

With the rapid development of science and technology, all walks of life need a large number of scientific and technological talents and skilled talents. Education, especially higher education, should take talents as the "first resource" and science and technology as the "first productivity" and combine them in development process. Foreign high-level universities, colleges with characteristic discipline specialties, universities with prominent comprehensive strength or world-renowned private universities, internationally influential public universities, research universities and teaching universities will all put undergraduate talent cultivation and teaching quality in an important position of school development.

As a place to cultivate students' knowledge and skills, the teaching mode and educational concept of schools will affect the current situation and future development of students. Schools need to formulate corresponding talent cultivation plans and teaching methods according to the development characteristics and expertise of students, which is no longer a full input mode. Whether university teachers can carry out bilingual teaching on the rostrum, whether teachers

have an international vision, update the latest knowledge, keep pace with the times, and the quality of teachers also affects the cultivation of first-class college students. We should inspire students' innovative thinking and international thinking. And colleges and universities pay great attention to the employment rate of graduates, there have been many falsification events. This requires colleges and universities to actively provide employment guidance and future planning for students.

(2) Construction of international universities

The degree of internationalization of teachers in world-class universities is generally very high. Colleges and universities pay great attention to the world ranking of disciplines, so a large number of funds are used to introduce well-known overseas teams and build ultra-sophisticated laboratories. Hardware facilities are necessary for creating first-class discipline construction. High introduction team costs only play a role in the effect of transfer, and do not fundamentally change the student education mechanism and students' own quality. Colleges and universities select some excellent students or students with the intention of study abroad for overseas studies at their own expense. These students are familiar with the time and formalities of foreign scholarship application with advantages. If the students successfully apply for scholarships in their country, on the one hand, they can save a lot of study funds. On the other hand, the talents returning to their countries after finishing courses with overseas advanced knowledge can also serve the motherland and domestic alma mater. This strategy is an important means of talent cultivation in the double-first-class construction of colleges and universities.

It is believed that Henan colleges and universities can qualitatively improve their talent cultivation through these methods, and obtain a good reputation for running schools through characteristic schools that can be recognized by the international community.

3.2. Enterprise

Today, in the background of globalization, enterprises can not be self-proclaimed to go out to accept international competition, so the social demand for international compound talents is increasing. Some colleges and universities can not meet such requirements, the waste of educational resources requires us to reflect. Enterprises need excellent talents to open up the international market. Enterprises need talents with an international vision, hoping to select the most appropriate talents from many graduates. In the recruitment, enterprises will consider good universities first and seek talent with eagerness. For non-national key colleges and universities, they can also cultivate first-class students with international vision. For heroes, the background is unimportant. Enterprises seek talent with eagerness and should give all graduates who meet the recruitment conditions an interview opportunity and the corresponding work benefits and platforms. They should get rid of the discrimination for all the graduates of colleges and universities equally. The talents with real skills will certainly make good achievements.

3.3. Government

The state should increase the number of public dispatched countries and projects, support more excellent students to study and study overseas, and participate in international organization internship work. If students have the opportunity to participate in overseas visits, exchange projects and other activities in schools, their competitiveness will be very high, and there will be many good employment opportunities after graduation.

The lower internationalization level of colleges and universities can result to a narrow internationalization vision and thinking mode of students. They will have less understanding of international organizations, such as the United Nations internship work. Besides, limited attention paid to the work opportunities of World Bank, AIIB and other companies can result

to the under-evaluation of their ability, finally, they will find a common work. The government should provide opportunities for foreign exchange for more excellent university talents.

3.4. Overseas Resources

Under the premise of making full use of domestic resources, international funds shall be used to cultivate international first-class talents. On the one hand, for students with the intention to study abroad, they apply for government scholarships from the China Scholarship Council; On the other hand, colleges and universities select some excellent students for overseas studies and receiving training in advance, and smoothly apply for scholarships from their countries. This can save a lot of study funds, after students successfully obtain degrees and complete their studies, these talents can return to the motherland and domestic alma mater to bring them with advanced scientific and technological knowledge. The selected students are familiar with the time and formalities of foreign scholarship application with advantages. If they successfully applied scholarships in their own country, on the one hand, they save a lot of study funds. On the other hand, the talents returning to their countries after finishing courses with overseas advanced knowledge can also serve the motherland and domestic alma mater. This strategy is an important means of talent cultivation in the double-first-class construction of colleges and universities.

4. CONCLUSION

Based on their own characteristics, Henan universities do not compete with well-known colleges and universities for financial resources and material resources, and attach importance to the cultivation of first-class students. Students, as the main body in double-first-class construction, should consider their needs and develop their abilities. Multinational enterprises demand more and more international talents, the cultivation and formation of international talents takes a lot of time, university education needs to cultivate students' international vision and adaptability. Henan university students actively improve their foreign language level, participate in foreign exchange through the way of national public assignment, broaden their horizons to improve their ability, and use their strength to find a suitable job for themselves when participating in recruitment. Colleges and universities need to provide students with exclusive employment guidance suggestions and future planning. Double first-rate construction of first-rate students after cultivation to participate in the global position competition including United Nations positions. Colleges and universities develop schools according to their own characteristics, take students as the main body to cultivate international first-class students, and improve their own international status. Henan colleges and universities in the double-first-class construction of talent cultivation strategy has a long way to go.

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