

# **Innovative Training Program for College Students and Training Management of Innovative Talents**

**Yongjun Yao, Yuxuan Yang**

Yangzhou University, Yangzhou City, Jiangsu Province, China

**Keywords:** College Student, Innovative Training Program, Innovative Talents, Training Management

**Abstract:** Cultivating Innovative Talents is Not Only the Need of Economic and Social Development, But Also the Important Mission of Chinese Universities. in Recent Years, Although the National, Provincial and University Level Scientific Research and Innovation Projects Have Achieved Some Implementation Results, the Innovation Training Program for College Students Has Been Continuously Developed. However, in the Process of Implementing the Innovation Training Program for College Students, There Are Many Problems Such as the Lack of Professional Basic Knowledge, Which Leads to the Lack of Innovation Motivation for College Students. Based on This, This Paper Expounds the Concept and Function of Innovation Training Plan for College Students, and Puts Forward the Relevant Countermeasures for Training Management Innovation Talents from the Aspects of Integrating the Awareness of Training Innovation Ability into Daily Teaching, Attaching Importance to the Teaching Work of Basic Courses, and Paying Attention to the Training and Tracking of Innovation Talents. Hope to Provide Some Reference for Promoting the Development of Innovative Training Programs for College Students and Strengthening the Management of Innovative Talents.

## **1. Introduction**

### **1.1 Literature Review**

Based on the analysis of the establishment of the innovative innovation and entrepreneurship training program for local college students in China in 2015, Zhang Rui proposed to increase the funding input, optimize the construction of the teaching staff, and do a good job in implementing the “innovation and entrepreneurship training plan for college students”. Suggestions, and put forward specific measures to strengthen the ability of college students to innovate and innovate, such as the establishment of innovative entrepreneurship education curriculum system, revision of undergraduate training programs (Zhang, 2017). Shen Tianen and other scholars pointed out that there are still many deficiencies in the cultivation mode of innovative talents in the aspects of consciousness, behavior implementation and achievement embodiment, and pointed out that the cultivation of innovative talents should be strengthened from the following two aspects: first, to build a zero starting point and whole process scientific research training system for college students; second, to adjust the organizational structure, strengthen the system construction and improve the implementation mechanism. To provide guarantee measures for training innovative talents (Shen et al, 2012). Zhang Youqin and other scholars made a comparative analysis of the successful experience of developing students' innovation ability in developed countries, and pointed out that focusing on the implementation of process environmental management and the formulation of long-term operation of policy mechanisms and other ways can make college students' innovative experiment plan play a good role in cultivating innovative talents (Zhang et al, 2011). Li Rongmei and other scholars elaborated several implementation paths of the scientific research training plan for college students, and put forward the implementation countermeasures of the scientific research training plan for college students, such as establishing the incentive mechanism of scientific research training for college students and realizing the positive interaction of scientific research teaching (Li et al, 2016). Zhang Lin and other scholars pointed out that there are still a series of

problems in the innovation training of scientific research colleges and universities, such as the lack of scientific research motivation of college students, the weakness of practical teaching links and the lack of scientific research publicity, etc., and put forward relevant improvement suggestions, such as the innovation of classroom teaching mode, the strengthening of teachers' guidance on scientific research activities of college students and the full use of various publicity channels of scientific research projects (Zhang et al, 2019). Yu Xiangting and Li Xiaofeng elaborated the characteristics of innovative talents, and made a comprehensive analysis of a series of measures taken by Wuhan University to cultivate innovative talents. Wuhan University actively explored new measures to cultivate innovative talents by revising the training plan and vigorously promoting general education (Yu and Li, 2015).

## **1.2 Purpose of Research**

The full implementation of the innovative training program for college students is of great significance for promoting the reform of innovative teaching models and cultivating innovative talents. In the process of the implementation of the innovation training plan for college students, many colleges and universities generally take the scientific research innovation of college students as an after-school activity for management, which makes the positioning of the innovation project of college students vague, and lacks effective professional training and guidance in the selection of topics and scientific research process, which is not conducive to the cultivation and management of innovative talents in colleges and universities to a certain extent. In view of this, this paper attempts to discuss the concept and function of innovation training plan for college students, and then put forward a series of countermeasures to strengthen the management of innovation talents training, in order to provide a reference for colleges and universities to cultivate high-quality innovation talents.

## **2. An Overview of Innovative Training Plan for College Students**

The innovation training plan for college students is aimed at undergraduates from grade one to grade three. The innovation team or individual college students are the main body to carry out relevant science and technology projects. Under the guidance of their tutors, college students choose their own topics freely, and independently complete the preparation, design, implementation and research report writing of innovative research projects. The college students' innovation training program is mainly for the universities affiliated to the central ministries and commissions and the local colleges and universities. Among them, the universities affiliated to the central ministries and commissions can directly participate, while the local colleges and universities are recommended by the local education administrative departments. The purpose of the innovation training program for college students is to promote the transformation of educational concepts, reform the personnel training mode, further strengthen the training of innovation and entrepreneurship ability of college students, and enhance the innovation ability of college students, so as to cultivate high-level innovative talents to meet the needs of the construction of an innovative country. Major universities have the following effects through the implementation of innovative training programs for college students.

### **2.1 Help to Strengthen Publicity and Reporting Organization Work**

When applying for innovative research projects, universities combine college students' willingness with selection. In general, applicants should have strong scientific research spirit and innovation awareness, and have comprehensive quality and innovation ability to engage in scientific research. Colleges and universities organize experts to evaluate innovative research projects, select the best scientific research projects, and recommend innovative scientific research projects to their superiors. In the process of implementing the innovation training plan for college students, organizations at all levels actively guide college students to apply for projects and participate in the innovation training process, which helps to strengthen the publicity of project application, and vigorously publicize the purpose, significance, requirements and forms of the innovation training plan for college students.

## **2.2 Help to Improve Supporting Management Policies**

On the one hand, by improving the awareness of the innovation training program for college students, colleges and universities are conducive to providing support for the smooth development of the innovation training program for college students in terms of policies. On the other hand, colleges and universities can choose to set up innovative research projects as elective courses, and college students who participate in innovative projects can get certain credits. For the projects identified in the innovation training plan for college students, some credits for practical courses similar to the professional teaching can be provided. Colleges and universities can also encourage and guide college students to produce more innovative results through the formulation of preferential policies such as award-winning evaluation and exemption of postgraduates. In the process of implementing the innovation training plan for college students, the combination of the innovation training plan for college students with the teaching plan and the talent training plan plays an important role in improving the supporting policies and management methods.

## **2.3 Help to Strengthen Project Tracking Management**

By organizing experts to strengthen the mid-term inspection of innovation projects of college students and listening to the mid-term report of innovation projects, colleges and universities can track the follow-up work results in a timely manner. In the process of mid-term inspection, the school can find and solve problems. Colleges and universities can timely understand and guide students to solve various problems such as changing problems or guiding teachers that may occur in the process of project progress. The implementation of approved innovation projects in colleges and universities will help to strengthen project tracking and management, and bring the mid-term inspection and final defense of innovation projects into the work plan of teaching supervision in colleges and universities.

## **3. Analysis on the Management Path of Innovative Talents Training Based on Innovation Training Plan**

As an important measure to cultivate innovative talents, the innovation training plan of college students has practical significance to promote the training mode of innovative talents in colleges and universities. However, the cultivation of innovative talents can not only rely on the innovative training plan of college students, but also need to train and cultivate college students systematically and comprehensively. Therefore, colleges and universities should further explore the countermeasures and suggestions to cultivate innovative talents based on the development of innovative training programs for college students.

### **3.1 Integrating Innovation Consciousness into Daily Teaching**

On the one hand, college teachers should set up the concept of innovative personnel training, build a suitable teaching mode, and integrate the innovative consciousness into the teaching of professional courses. Teachers should actively guide college students to be good at observing and studying things, cultivate students with independent and critical thinking, and improve their awareness of inquiry. On the other hand, university teachers should combine teaching with scientific research, bring the theoretical knowledge of the frontier of the subject into the teaching content of the professional courses, and inject the research methods and scientific spirit into the classroom teaching.

### **3.2 Attach Importance to the Teaching of Basic Courses**

The cultivation and management of innovative talents are inseparable from the basic education in colleges and universities. Colleges and universities should pay more attention to the teaching of English, mathematics, computer and other basic courses. Because college students can participate in the innovation training program of college students in their freshmen, this also causes some college students to devote all their time and energy to the innovation projects, which makes college students neglect the basic education. If colleges and universities do not guide the students in time, it will

easily promote the bad atmosphere of quick success and instant profit, which will not only hinder the cultivation of innovative talents, but also lead to the premature death and loss of innovative talents.

### **3.3 Pay Attention to the Continuous Training of Innovative Talents**

Colleges and universities should find out the outstanding students who stand out from the innovative projects and competitions in time, and do a good job in the tracking and continuous training of outstanding talents. In view of these excellent college students, universities can adopt the elite training mode to focus on their training and provide them with a continuous follow-up training program. Colleges and universities can further strengthen the cultivation of innovative talents by providing professional tutors, guiding college students to follow their tutors to do projects, and learning related courses in the master's stage in advance.

### **3.4 Construct and Improve the Innovative Education Curriculum System**

All colleges and universities should further strengthen the curriculum system reform with innovation education as the main content, and pay attention to the education and guidance of innovation spirit. From the macro level, colleges and universities should provide innovative education courses such as innovative thinking training for college students. From the micro level, all kinds of specialties in colleges and universities should be combined with the actual situation to further integrate the course content, integrate the innovative education concept and the frontier new technology in the professional field into the course teaching content, pay attention to the cultivation of college students' innovative consciousness and ability, and then realize the continuous integration of professional courses and innovative education courses. On this basis, colleges and universities should also encourage teachers to show the formation process of laws and concepts to college students more vividly and intuitively through case teaching, so as to continuously stimulate the innovative thinking of college students and cultivate their innovative consciousness.

## **References**

- [1] Zhang R. (2016). Implementation Strategy of "Innovation and Entrepreneurship Training Program for College Students" in Local Universities. *Innovation and Entrepreneurship Education*, 10(1), 86-89.
- [2] Shen T.E., Deng C.H., Sang T.C. (2012). An Analysis of the Scientific Research and Training Mode of College Students Based on the Cultivation of Innovative Talents. *Education and Teaching Research*, 26(8), 65-66.
- [3] Zhang Y.Q., Wang P., Zhu C.P., et al. (2011). Cultivating Innovative Talents with the Opportunity of Innovative Experiment Plan for College Students. *Experiment Technology and Management*, 49(07), 167-170.
- [4] Li R.M., Liang H., Zhao Y.D., et al. (2016). Thinking and Practice of Scientific Research Training Plan and Innovative Personnel Training for College Students. *China Continuing Medical Education*, 11(35), 28-30.
- [5] Zhang L., Miao L.T., Li Q.Q., et al. (2019). Innovative Personnel Training Strategies Based on Scientific Research and Innovation Training. *Journal of Ningbo University: Education Science Edition*, 41(2), 42-46.
- [6] Yu X.T., Li X.F. (2015). Characteristics and Cultivation of Innovative Talents. *Road to Success*, 21(36), 1-2.