

Talents Training of Big Data Speciality

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Abstract. The implementation plan of Xijing University's Big Data Talents Training Program is to implement the goal of "vigorously developing the big data industry and cultivating a team of high-end professionals who are proficient in big data-related knowledge". The training of big data talents should not only introduce high-level talents as leading figures, but also carry out internal training and excavation, identify and cultivate more talents, form scale and level, and carry out echelon construction. Better service for non-profit private universities

1. Purpose and Significance

In accordance with the requirements of implementing the strategy of expanding the data industry and taking the base as the platform, we should further integrate the resources of the government, universities, scientific research institutes, training institutions and non-public enterprises, carry out multi-channel and multi-level training in the direction of "big data", train excellent talents for the development of the big data industry of Xijing University, and change the current situation. The current situation of the shortage of professionals and the low quality of employees in big data industry. At the same time, it also embodies the implementation of the "talent platform innovation strategy" put forward in the talent development plan of "building a leading platform for large data education, scientific research innovation and industrialization at home and abroad, promoting the commercialization and industrialization of large data scientific research achievements" and Xijing University, building a platform for talent growth and technology achievements transformation. ” Requirements.

2. Measures and Methods

The working goal is to actively connect with five universities, professional training institutions and big data enterprises in the jurisdiction. Through cooperation and co-construction, on the basis of the proposed large data application headquarters demonstration building and big data industry park, a number of large data talents training and training bases will be built to form a number of talent gathering areas and give full play to them. Talents radiation plays a leading role; through layered and sub-field formulation of the training plan for big data talents, adopting the training methods of "invite in" and "send out", theoretical** and practical training, the goal of training 10,000 big data talents per year can be realized, and the booming development of big data industry in the whole region can be promoted.

3. Main Tasks

(1) Establishing a batch of training bases for large data talents, relying on five universities, professional training institutions and large data enterprises in the region, and cooperating to establish a batch of training bases for large data talents and a batch of large data production-university-research cooperative bases, aiming at training and exporting large data professionals.

(2) Training big data talents according to three levels: senior, intermediate and primary

1. "Data Golden Collar" Training Plan mainly refers to the establishment of Xijing University's Expert Committee on the Development of Big Data Industry, which includes experts of scientific

research institutes, senior professionals of non-public enterprises, leaders of administrative organs, experts, top-notch talents of big data among experts of provincial, municipal and district management, etc. Through signing cooperation agreements with experts, service appointments are issued. Books and other ways, focus on bringing together a group of high-end leaders in the field of big data, to provide decision-making advice for the development and application of big data industry.

2. The "Data White-collar" training plan is aimed at the weak links in the existing knowledge structure of cadres and workers. It is to select and train more than 100 excellent talents with good comprehensive quality, strong learning ability and skilled knowledge of big data in the institutions of Xijing University, so as to ensure that each unit can have a skilled master of big data. Cadres and staff with data-related knowledge. Secondly, in view of the training of managerial personnel and technical experts above the middle level of large data non-public enterprises, efforts should be made to train high-level innovative and entrepreneurial personnel and business management personnel who meet the needs of the development of large data industry and can play a leading role in demonstration, so as to make them the backbone force needed for the development of large data industry.

3. The "Data Blue-collar" training plan mainly focuses on the needs of basic talents for the development of big data industry in Xijing University. It combines academic education with short-term training to train big data professionals for the service industry of people's livelihood, and to train applied large data colleges for service outsourcing and call centers related to big data. Industrial and skilled personnel shall be trained in batches of "craftsmen" type.

(iii) Training big data talents according to the needs of big data application fields

1. The "Civil Service-oriented" Data Talents Training Program aims to train large data talents for education, medical and convenience service projects. In the education system, medical system trains a number of large data professional and technical personnel. Firstly, on the basis of building Donghua Software Development Intelligence Education Platform and Tencent Diabetes Prevention and Control Big Data Center, we should strengthen cooperation with universities and training institutions, establish talent training base and training system, and train practical and service-oriented big data talents.

Establish large data talent pool of community service industry, select excellent talents with good comprehensive quality, strong learning ability and excellent service consciousness, regularly carry out special training at various training bases, and reserve a large number of large data service talents for building large data people's livelihood in the first district of the province.

Talents are encouraged to carry out research and development of big data products and projects in the field of livelihood services, to provide policy support and financial incentives, and to stimulate talent vitality.

4. The "Business Service" Data Talents Training Program aims to provide talents for the training of large data business service projects in our region. It cooperates with financial enterprises and trading platforms in the region, and with enterprises such as China's Benefit Cancer Big Data Information Cloud Platform to build a talent training platform, focusing on training large data financial talents and large health talents. First, through holding training courses in Hangzhou Internet Town, experts are invited to give special lectures, give technical and business guidance to enterprises and implement "hematopoietic engineering". Second, through building bridges for enterprises through practical training bases, we can transport urgently needed large data professionals and implement "blood transfusion engineering".

5. The "Government Service" Data Talents Training Plan establishes the database of "One Choice One" for the training of large data talents in enterprises and institutions affiliated to the district, invites well-known experts in the field of big data to give special lectures and symposiums in our region, and sends them out in batches. According to the way taken out to Beijing University of Technology, Zhejiang University, Wuhan "Aliyun Chuangke+" and other advanced theories and successful experience, for the "digital intelligence dolomite" service platform, Xijing University large data social governance platform to train data collection, data monitoring, data analysis, data

management and data application and other aspects of excellence. Talents. Fourthly, according to the actual situation of the region, the implementation plan is divided into six steps to implement the big data talent training plan.

Six batches of implementation of the "data blue-collar" training program. Relying on the listed talent training base, implementing the preferential policy of professional training institutions and enterprises to train reserve talents, and adopting the combination of academic education and short-term education, more than 10,000 service outsourcing and call center professionals and skilled personnel will be trained.

Organize and implement six "data white-collar" training programs. Phases I, II, III and IV adopt the "invite in" approach, inviting well-known experts in the field of big data to come to our region to give lectures and talk about the development of knowledge related to big data (the first phase has been completed at present); Phases V and VI will adopt the "send out" approach to select government-owned enterprises, institutions and non-public enterprises. Big Data Talents go to Zhejiang University and Shenzhen Institute of Big Data Research, National Information Center for theoretical and operational training of more than 7 days respectively.

8. Gradually implement the "Data Golden Collar" training program. Preparing for the establishment of Xijing University's Expert Committee on the Development of Big Data Industry, through flexible introduction, project introduction, knowledge introduction and other forms to introduce a number of experts.

9 Summarize experience in time and intensify propaganda. Summarize the training of big data talents in time, form experience materials, increase propaganda efforts, form a good public opinion atmosphere and talent development environment in the whole region, train and gather a large number of big data craftsmen, backbone talents and high-end leaders as soon as possible in the whole region, and serve the big data industry in people's livelihood, business and government affairs. The vigorous development of such areas provides intellectual support and talent protection.

4. Summary

(1) Clear responsibilities. Under the leadership of the district committee, the district government and the leading group of the district personnel work, Xijing University's Big Data Talents Training Plan is implemented under the leadership of the Organizational Department of the district committee, the Bureau of Industry and Information Technology, the Bureau of Science and Technology, the Bureau of People's and Social Affairs and the Bureau of Education. All departments in the region coordinate and coordinate, integrate resources and focus on the training of ** data talents with high quality and high level. All departments in the region should make the training of big data talents a strategic and basic work, conscientiously formulate their own training plans and training programs, recommend talents with good comprehensive quality, strong learning ability and proficiency for training, and ensure that each unit has an outstanding person who can master the relevant knowledge of big data.

(2) Detailed measures. Include the big data talent training plan into the important content of the annual target assessment of the organization and talent work of the whole region. According to the division of responsibilities, the Organizational Department of the district committee, the Bureau of Industry and Information Technology, the Bureau of Science and Technology, the Bureau of Education, the Bureau of People's and Social Affairs and the Bureau of Finance, study and formulate specific implementation measures of their respective leadership plans, so as to achieve a planned beginning of the year and a summary at the end of the year. Each training plan involves specific support measures for the work responsibilities of various departments. Relevant units should take the initiative to dock and actively cooperate with the implementation to ensure the smooth progress and successful completion of the work.

(3) Implementing funds. The mode of combining government investment, University investment and social investment is adopted to implement the financial guarantee, in which government funds play a leading role. Fully integrate the special funds for the development of large data industry in the whole region, the project funds for the regional science and technology plan, the funds for

vocational education and employment in the region, the funds for the development of human resources in the region and the funds for the education and training of cadres in the region, and implement the special funds for the training plan of large data talents in Xijing University.

(4) Policy incentives. Encouraging talents of big data industry to start businesses in our region and large data core business enterprises can be rent-free in the headquarters building and large data industry base of Xijing University. They can also enjoy preferential policies such as office space, guarantee, finance, rent, taxation and incentives at district level. Subsidizing large data talents for scientific research projects and innovative entrepreneurship projects according to relevant standards. In the selection of provincial, municipal and district management experts, priority should be given to recommendation under the same conditions. High-level personnel, senior executives, core technical personnel and district management experts in the field of big data can enjoy the policy treatment of housing, settlement, medical treatment, social security, children's enrollment, spouse employment and so on.

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