

“Comprehensively Improving the Quality of Independent Cultivation of Talents”: Theoretical Basis, Scientific Connotation and Its Value Implication

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Abstract: Nationally improving the quality of independent cultivation of talents is the way to build a strong educational, scientific and technological, and human resources country. The report of the 20th Party Congress proposes to comprehensively improve the quality of independent training of talents, taking the Marxist theory of free and comprehensive development of human beings and the Communist Party of China (CPC)’s idea of independent and high-quality development as the theoretical basis, implementing the fundamental task of establishing morality and training human beings, being oriented to high-quality development, and focusing on the improvement of independent training capacity, which will help to promote the strategy of promoting the development of the country through science and education and accelerating the drive for innovation and development.

Keywords: Talent Cultivation; Science and Education; High-Quality Development

Introduction

Chinese-style modernization is a grand and arduous historical achievement, standing at the historical juncture, there is an urgent need to be based on the reality of the talent team, strengthen the construction of the talent team and the innovation platform, and constantly promote the high level and quality of the development of talent in the new era, and continue to solidify the foundation of the forward development.

1. Theoretical foundation

The proposal of comprehensively improving the quality of independent cultivation of talents is no accident, but is based on the invaluable experience of the Party Central Committee with General Secretary Xi as the core based on the inheritance and innovation of the Marxist theory on the free and comprehensive development of human beings, the historical experience of the construction of the Communist Party of China, and the valuable experience of the Party Central Committee drawn from the great practice of the construction of education, science and technology, and talents since the new era, and the strategic deployment of which is mainly derived from the following three dimensions:

1.1 Marxist theory of free and comprehensive human development

The free and comprehensive development of human beings is the highest value goal pursued by Marxism, and is also the essential characteristic of communist society, which has been embodied many times in the discourses of Marx and Engels, reflecting the importance for the free and comprehensive development of human beings to realize the goal of communism. An in-depth understanding of the goal of communism, the essence and superiority of socialism, not only from the historical perspective of the contradictory movement of the productive forces and relations of production, but also from the perspective of values, that is, the commitment to the value of people-centeredness, in an attempt to build a harmonious society of fairness, justice and common prosperity.^[1] This concept is centrally embodied in socialism with Chinese characteristics, whose concept of development has evolved from a focus on economic and material development to a people-centred scientific concept of development, reflecting the shift from focusing on the growth of “things” to focusing on the comprehensive development of “people”. The concept of development of socialism with Chinese characteristics focuses on the comprehensive development of different groups in society, and promotes the common prosperity of all people through in-depth poverty eradication.

1.2 The communist party of China's idea of independent, high-quality development

Development is the first priority of the Party in ruling and developing the country, and development in the new era and new stage must be high-quality development. Since the 18th Party Congress, General Secretary Xi has repeatedly emphasized the key role of human resources and competition for talents in the competition for comprehensive national power. The concept of high-quality development requires a higher level of economic, social, scientific and technological development in all fields, while talent, as the main engine of innovation and development, plays a decisive role in high-quality development. First, the concept of high-quality development emphasizes the optimization and upgrading of economic structure, focusing on technological innovation and industrial upgrading. Talent cultivation should closely match the needs of high-quality development of the national economy, and cultivate talents with advanced science and technology and management skills to provide support for the sustainable development of the national economy. Secondly, the concept of high-quality development emphasizes comprehensive human development and social equity, and the talents cultivated should have a good sense of social responsibility and civic literacy. This helps build a harmonious society and promote high-quality social development. Third, the concept of high-quality development advocates green and sustainable development, and the talents cultivated need to have environmental awareness and the concept of sustainable development. Through the training of talents, the construction of an ecological civilization will be promoted, and the coordinated development of the economy and the environment will be achieved.

2. Scientific connotation

Comprehensively improving the quality of independent cultivation of talents contains profound scientific connotation, and it is necessary to firmly implement the fundamental task of establishing moral education, firmly adhere to the key direction oriented to high-quality development, actively improve the key contents of independent cultivation capacity, and broaden the scope of development from key construction to comprehensive coverage.

2.1 The core is the implementation of the fundamental task of cultivating morality and nurturing people

Cultivating the roots of morality, casting a pillar of talent, is the fundamental pursuit of the cause of education. In the process of talent cultivation, it is inseparable from the fundamental task of cultivating morality. The autonomy of talent cultivation lies first of all in the independence of ideals and beliefs, spiritual qualities and value orientation. Virtue is the first standard of talent, whether to guide the talent to set a great ambition, great virtue, great talent, great responsibility, is the key to the independent training of talent. "Establishing virtue" requires conforming to the value standards of the country, society and individuals, and setting up noble moral concepts; "cultivating people" takes the national situation as the premise, follows the law of talent cultivation, conforms to the requirements of education development, and cultivates socialist-minded builders and successors, focusing on cultivating people with rich knowledge of socialism, and cultivating people with rich knowledge of the world. The aim of "nurturing people" is to cultivate builders and successors with socialist consciousness in accordance with the laws of talent cultivation and the requirements of educational development, and to emphasize the cultivation of talents with a rich knowledge base and excellent professional abilities who can contribute to society.

2.2 The key is to adhere to the orientation of high-quality development

In China's national development vision, the Party clearly states that the education cause should be committed to building a high-quality education system, focusing on improving the quality of higher education, creating a more diversified higher education system, and fostering a high-quality and specialized teaching force. This move is an important step towards the high-quality development of higher education in China. First, the core of high-quality development of higher education is high-quality independent training of talents. It is important to prioritize the nurturing of human beings and to measure the quality of higher education development by the standard of the quality of autonomous training of human resources.^[2] High-quality development of higher education is the main task of colleges and universities to cultivate talents, and colleges and universities should play a good role in their own advantages, enhance the ability of independent cultivation of talents, and improve the level of high-quality development of education. Secondly, the construction of a high-quality higher education system requires the

establishment of a high-quality talent independent training system. The development level of education quality determines the development level of the whole country and affects the country's position in the international arena. For China's high-quality higher education, it is necessary to cultivate top innovative talents through comprehensive and independent training, and then build a high-level top education pattern to lead the country to become the world's major innovation plateau. Thirdly, the quality of autonomous cultivation of talents is an important criterion for the quality of higher education, and the level of operation of China's colleges and universities is directly related to the quality of China's higher education, and the in-depth promotion of the reform of the system of operation of colleges and universities is a fundamental guideline and a solid foundation for the construction of the characteristics of China's colleges and universities.

2.3 Focusing on the enhancement of independent training capacity

Colleges and universities as the main position of talent training, training students to grow and become successful is the core task of colleges and universities. At present, the international situation is turbulent, China is experiencing the fourth scientific and technological revolution, there are difficulties in high-tech research and development, the introduction of doctoral and master's degree shortage of talents is constrained, the cultivation of highly educated research and development personnel is also challenged, the need to strengthen and accelerate the independent cultivation of high-level innovative talents. The enhancement of China's scientific and technological innovation capability and the improvement of its scientific and technological status in the world can not be separated from the independent innovation development mode and the construction of high-quality education system, and it is necessary to pay more attention to the independent training of talents, grasp the leading right of talent training at the first time, and be self-reliant, in order to enhance the country's innovation capability and support the construction of a high-level talent system strongly. The scientific and technological innovation ability of the country is based on the level of professional talents, and the enhancement of the independent cultivation of talents is very crucial to the sustainable development of the country and the nation. At the same time, the cultivation of top innovative talents also needs to emphasize the shaping and improvement of dialectical thinking, systematic thinking, critical thinking and other thinking skills. Focusing on the requirements of science and technology innovation of the "Four Orientations", colleges and universities should shoulder the mission of educating people for the country and the educational responsibility of cultivating talents, and make efforts to improve the independent cultivation capacity of talents, give full play to the advantages of colleges and universities, and stimulate the potential of social development, so as to promote the national high-quality development.

2.4 Focus on cultivating complex innovative talents

Comprehensively improve the quality of independent training of talents, focusing on the cultivation of complex innovative talents, the key training base of talents is colleges and universities. The core mission of colleges and universities is to cultivate talents and cultivate innovative talents in line with national development needs. Colleges and universities should accelerate the construction of education power, the construction of key disciplines, and the rapid advancement of the construction of innovative talents to consolidate the foundation of compound innovative talents and promote the enhancement of innovation ability. Promoting the construction of composite innovative talent team is the core strategy to improve the quality of independent training of talents. Colleges and universities are the main position for building the composite innovative talent team construction, and colleges and universities have taken two aspects, namely, general education and professional cultivation, to consolidate the foundation of the cultivation of composite innovative talents and promote the enhancement of innovation ability. Composite innovative talents are the creators of new knowledge, the pioneers of new fields and the inventors of new technologies, and they are the key forces leading scientific and technological innovation and industrial development. As the most valuable and scarce resources among human resources, top innovative talents are pivotal in enhancing global competitiveness, grasping future development opportunities and strengthening the security of national development. The first and foremost condition for becoming a global leader in scientific research and a trend-setter in innovation is to ensure the long-term and stable nurturing of a large number of top-notch innovative talents.

3. "Comprehensively improve the quality of independent training of talents" value implication

From the perspective of the organic whole of the interaction between education, science and technology and talents, comprehensive-

ly improving the quality of independent training of talents is the essential requirement of promoting the strategy of developing the country through science and education, the fundamental way of promoting the strategy of strengthening the country through talents, the important guarantee of promoting the strategy of innovation-driven development, and it has a great value for the overall promotion of the “three major strategies” for the development of the country.

3.1 Essential requirements for promoting the strategy of developing the country through science and education

The world is experiencing a great change that has not been seen in a hundred years, and scientific and technological innovation has important implications and effects in the development of the times. Scientific and technological progress requires talents, and the cultivation of talents requires education, both of which work in both directions. China’s implementation of science and education strategy, and constantly promote the construction of science and education, its essence is to pay attention to human development, through a variety of visual ways to promote the realization of the comprehensive development of human beings. At the same time, in the midst of various social attributes, it is necessary to adhere to the path of cultivating human resources independently based on the national conditions of the country, the main contradiction in the development of the country, and the reality of the people’s development, in order to cultivate new people of the times who are capable of assuming the important responsibility of national rejuvenation. Therefore, to promote scientific and technological development and education from the people’s standpoint is to utilize a series of methods and initiatives to improve the quality of independent human resources development. By comprehensively improving the quality of independent training of talents, we can cultivate more high-quality technical and scientific research talents with innovative spirit and ability to blossom and advance in the field of science and technology education, thus helping to promote the innovation and development of the country’s science and technology education. The cultivation of high-quality talents not only provides the country with more high-level and high-quality human resources, but also continuously strengthens the country’s status and influence in international competition, thus enhancing China’s comprehensive national strength. At the same time, high-quality talent training can provide more talents with professional knowledge and skills for different types of industries, thus promoting the technological upgrading and iterative development of industries, and promoting the innovation of the knowledge system and theoretical level of the industrial industry to enhance the modernization level. Continuously attracting and nurturing high-level talents so as to cultivate more high-quality talents. By comprehensively improving the quality of independent training of talents, we can cultivate more complex talents with all-round development and comprehensive quality, provide strong talent support and technical support for the future development of the country, and continuously help the construction of science and education.

3.2 The fundamental way to promote the strategy of strengthening the country with talents

On the new journey in the new era, only by attaching great importance to the independent cultivation of talents, comprehensively improving the quality of the independent cultivation of talents, continuously deepening the cultivation of talents, and assisting in the construction of top-notch talents can we better promote the process of the strategy of strengthening the country with talents and realize the goal of strengthening the country with talents. In the process of promoting the talent strategy to strengthen the country, a sound talent cultivation system has been continuously established, including improving the quality of education, strengthening vocational education and training, and promoting lifelong learning, so as to meet the needs of talents at different levels and in different fields. Comprehensively improve the quality of independent training of talents, organically unify the quality and quantity of independent training of talents, train and create a large number of high-quality talents with both virtue and talent, so that more scientific and technological leaders and innovative thinking talents emerge, and provide strong talent support for promoting Chinese-style modernization; at the same time, strengthen the mechanism of talent selection and incentives, set up a fair and just system of talent selection, and incentivize talents to make outstanding achievements in various fields, and Encourage the mobility of talents across regions and departments, and promote the exchange and cooperation of talents in different regions and fields; continuously strengthen the protection and service of talents, provide a good living and working environment for talents, safeguard the rights and interests of talents, provide convenient services for talents, and create a favorable atmosphere.

3.3 Important guarantee for promoting innovation-driven development strategy

Innovation is the first power to lead development, China's implementation of innovation-driven development strategy, the key is to realize scientific and technological self-reliance and self-improvement. Its essence is to rely on talent to lead the development, relying on talent-driven. In short, innovation-driven is talent-driven.^[3] At present, the world is experiencing a great change that has not been seen in a hundred years, the international situation is complex and volatile, in order to realize the national science and technology "self-reliance and self-reliance", we must continue to improve the independent capacity of scientific and technological innovation and the level of control, and constantly enhance the ability to withstand the external risks, and human resources is the most valuable and endogenous resources for social development, is a strong endogenous force for innovation-driven development. powerful endogenous force. Under the construction of high-level platforms, high-level and high-level talents can rely on independent innovation to lead the innovative changes in the industry field and drive the high-level development of the industry level. Therefore, comprehensively grasping the quality of independent training of talents and insisting on the policy of the strategy of strengthening the country with talents can better follow the pace of the times and grasp the initiative of the development of the times, so as to realize high-level scientific and technological self-reliance and self-improvement. In the new journey of the new era, it is necessary to deeply realize the importance of increasing the quality of independent cultivation of comprehensive talents, attach great importance to the quality of independent cultivation of comprehensive talents, improve the quality of the development of high-quality talents, cultivate high-level and high-quality talents who are innovative in thinking and discernment, good at thinking, and dare to practice, so as to provide strong human resources and talent support for the construction of the strategy of innovation-driven development, and to provide a platform for innovative education and practice platforms to realize sustainable development assistance. For example, in the process of promoting the innovation-driven development strategy, by strengthening basic and applied research, strongly supporting innovative research, encouraging the combination of applied research and industry, and promoting the transformation of scientific and technological achievements, it is necessary to increase the construction of innovative talents, improve the quality talent quality, and cultivate high-level talents with innovative consciousness and innovative ability to lead the innovation process and promote development: continuously strengthening the cooperation of scientific and technological innovation, and Cultivate composite talents, promote cooperation among industries, universities and research institutes, and promote the sharing and transfer of scientific and technological achievements, so as to provide inexhaustible power for innovation and development; improve the system and mechanism of talent cultivation, continue to unbundle and reduce the burden of technical talents, stimulate the endogenous impetus for innovation, and help high-quality talent cultivation and high-level scientific and technological innovation linkage development, and strive to go in the same direction, and adopt multi-faceted cultivation of different types of talents in different fields, and cultivate high-level composite talents.

History and reality have fully proved that the ability to recognize and make good use of talents is related to the success or failure of the cause. In particular, since the 18th CPC National Congress, the CPC Central Committee has made major deployments and insisted on utilizing the world's talents, and China's talent supply capacity has been significantly strengthened.^[4] Talent occupies a core position in science and technology innovation, and is an important driving force for innovation-driven development. Only by firmly grasping the initiative of talent cultivation and scientific and technological innovation, focusing on creating high-level top-notch talents, continuously constructing talent expansion platforms and innovation heights, and digging deep into scientific research and technological achievements, can we effectively stockpile human resources, accumulate talent power, and provide inexhaustible impetus for China's comprehensive national strength. Standing at the important moment of the second hundred years of struggle, we need high-quality talents and thirst for high-level talents more than any other period. Therefore, it is necessary to stand at a new strategic height, comprehensively improve the quality of independent training of talents, build a new concept of comprehensively enhancing the high-quality development of talents, and create a new pattern of promoting the independent training of high-quality talents, in order to effectively boost the development of Chinese-style modernization. This is a historical choice to take an overview of the development of the international community and the comprehensive situation of the country from a new historical starting point, to take the initiative to grasp the direction of development, to enhance the comprehensive national strength, to lead the future development, and to co-create the kinetic advantage of the future development. Embarking on a new journey, strengthening

the construction of a modernized talent team is a heavy historical responsibility. High-quality and high-level talents in various industries and fields are the key variables and important factors for social progress and national development. Chinese-style modernization is a grand and arduous historical achievement, standing at the historical juncture, there is an urgent need to be based on the reality of the talent team, strengthen the construction of the talent team and the innovation platform, and constantly promote the new era of high-level, high-quality development of talent, and constantly consolidate the foundation of the forward development.

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