

# An Analysis on the Cultivation Strategy of Innovative Talents in Colleges and Universities based on the Academy System

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## Abstract

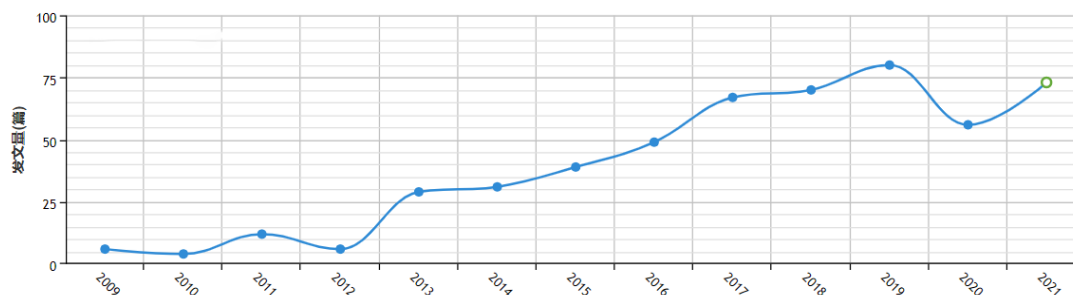
Under the background of Education reform, the development of China's education is full of strong impetus, and the number and scale of university construction are also expanding, which has trained abundant excellent talents for the development of our country and society. The academy system model is the inevitable trend of the development of colleges and universities, which is widely welcomed by the educational circles and points out a new direction and path for talent cultivation. The demand for innovative talents in all fields of society is increasing, which requires not only mastering rich scientific and cultural knowledge, but also enhancing practical operation ability to meet the work requirements of each post. Therefore, the academy system should be adopted as an opportunity to reform the current training program of innovative talents. This paper analyzes the necessity of the academy system and explores the innovative talent cultivation strategy based on the academy system.

**Keywords:** university; Academy system model; Innovative talents; Training strategy

## 1. Introduction

As the number of China's scientific and technological innovation achievements continue to increase, colleges and universities should take the initiative to shoulder the responsibility of cultivating innovative talents, enhance the innovation consciousness of college students, promote their professional level and innovation ability, and enhance the competitiveness of China's education. Colleges and universities should deepen educational reform, eliminate the limitation of traditional educational ideas and methods, and gradually improve the quality of talent training. Although many colleges and universities have realized the practical significance of cultivating innovative talents, the work promotion in specific practice is unsatisfactory. Although from the statistical data, the number of papers about "academy system" has increased rapidly, but the total number is limited and theoretical depth can be further improved.

**Table 1:** The number of articles on "College System"



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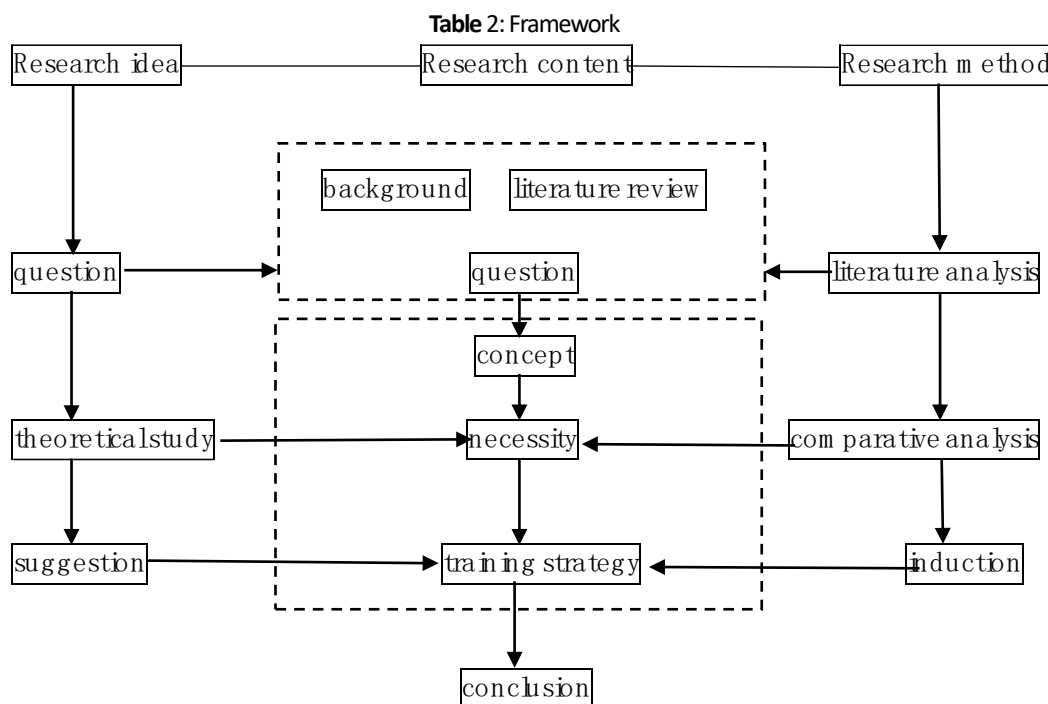
The organic integration of academy system mode and college education can meet the goal demand of talent cultivation in the new era, truly put the cultivation of college students' innovative spirit and ability in the first place, promote the development of their personality, and lay a talent foundation for the national construction. The introduction of the academy system can solve many problems in the current college education and permeate advanced educational concepts and methods. In practical application, we should combine the development plan of colleges and universities with the individual characteristics of students, and make a targeted training program.

The purpose of this study is to explore the ideological and political education strategy analysis of innovative talents in colleges and universities under the college system model. The research questions are as follows:

- (1) What is the significance of the college system?
- (2) Why is it necessary for universities to implement the college system?
- (3) What are the training strategies of the college system for innovative talents in universities?

## 2. Research methods

Focusing on exploring the educational strategies of innovative talents in colleges and universities under the college system, this study adopts the literature analysis method, comparative analysis method and system analysis method to read, and analyze the materials and documents collected from various sources, including works, periodicals and books, etc., in order to understand the educational strategies of innovative talents. In the study of inquiry, all the facts are presented in words, belongs to the qualitative research. The purpose of this study is to study and analyze the literature content to understand the college model and the environmental background and significance of the literature content of innovative talents, and to analyze the educational strategies.



In the literature analysis, the paper applies descriptive narrative and methods of comparative analysis for in-depth and detailed exploration problems in the academy mode of college talent cultivation mechanism, so as to understand the pros and cons of the model development mechanism, discuss the nature of change and promote education innovation of talent cultivation for reference in the future.

## 3. Research results and discussion

### 3.1 Concept of academy system model

The academy system model combines the general education and the specialized education, which is getting wider use in the modern education. Balanced education is the main goal and direction of China's higher education reform, which can gradually

eliminate various disadvantages in the education of ordinary colleges and departments, and promote the all-round development of students by combining with the education of academy system. On the premise of the undergraduate tutorial system, the paper reasonably constructs the curriculum system of quality-oriented education, and promotes the development of extracurricular academic and recreational activities. At the same time, students are encouraged to carry out exchanges, interactions and academic discussions, which breaks the barriers between majors and realize students' complementary advantages and common development. In the process of cultivating innovative talents in colleges and universities, it is necessary to carry out the requirements of higher education reform in China on the basis of the academy system. <sup>11</sup>In addition to changing the way of management and life of students, the academy system has also undergone major changes in the management system, educational concept, training concept and other aspects, which is conducive to cultivating talents with comprehensive quality and all-round development. With the current social development needs as the guidance, follow the basic idea of people-oriented, professional limitations have been broken. At the same time, the student autonomy management is the characteristic of the college management system, which can provide a platform for the student's self-management. The tutorial system is the main mechanism of the academy system, which attaches great importance to the two-way selection between teachers and students.

### 3.2 The necessity of implementing the mode of academy system in colleges and universities

At present, the innovation consciousness of college students is relatively weak, which will restrict the talent training, That's why academy system is being pushed for. In learning, students have a low desire and awareness of innovation, so they are unable to make comprehensive use of the knowledge they have learned. They are not interested in new things, and they are unable to analyze and solve problems with their keen insight. Especially in the Internet era, the separation of students' thoughts and behaviors is serious, which is also the main problem in the cultivation of innovation ability. <sup>12</sup>In the current talent cultivation mode of colleges and universities, there is a lack of diversified means and approaches to meet the needs of social development, and students cannot play their due role after graduation. Strengthening the construction of academy system can change the backward situation of talent training in colleges and meet the demand of society. At present, there is a serious disconnection between professional education and innovative education, especially in the curriculum setting, which focuses on theoretical teaching and ignores the cultivation of students' innovative ability. The academy system can eliminate the current disadvantages, achieving a cohesive integration of professional education and innovative education, and strengthen the emphasis on the current practical courses. Therefore, in the development of modern education, academy system is an inevitable trend.

### 3.3 Innovative talent academy system training strategy

#### 3.3.1 Change the concept of training

The idea is the general name of the thought and consciousness that guides the practice work. The innovation of the idea of talent training can lay a guarantee for the academy system mode in colleges and universities. Under the traditional educational concept, over-emphasis has been laid on the cultivation of specialized talents, which leads to the limitation of the development of college students' innovation ability and comprehensive quality. Overdetermined professional education leads to the lack of humanistic quality education and the dilemma of the overall development of college students. In the education work, the focus is only on the students' examination results and employment, which limits the improvement of innovation ability. At the same time, there is a lack of connection between various majors, the students' scope of knowledge is relatively narrow, the individual differences of college students are wiped out, and they show great inadaptability after entering the society. <sup>13</sup>However, the application of the academy system mode can eliminate these disadvantages of traditional teaching, which not only inherits the advantages of the traditional talent cultivation mode, but also pays more attention to the cultivation of all-round talents and follows the personalized development of students. In practice, it is necessary to follow the student-oriented concept, deeply analyze the current development needs of college students, break through the boundaries of majors and departments in management and education, and lay a foundation for their comprehensive development. In this mode, the choice of majors is more diverse, and the interaction among different majors can also be increased, so that students' scope of knowledge and horizon can be expanded. The academy system model is used to improve students' autonomy, guide them to form the habit of independent thinking, and tap their creative potential. <sup>14</sup>Taking the form of ancient academies in China and the system of western residential colleges as an opportunity, the pattern of academy system in universities in the new era has been formed, which is vital to the cultivation of students' comprehensive quality. In particular, the construction of student community provides convenience for the cultivation of all-round talents and meets the needs of students' self-management and self-education.

### 3.3.2 Cultivate innovative thinking

China's higher education has been influenced by the traditional exam-oriented education for a long time, which has inhibited the development of talents' innovative thinking. Relevant departments of the state are attaching more and more importance to the cultivation of innovative talents, so it is indispensable to eliminate the limitation of the traditional model and use the academy system model to help students gradually establish innovative thinking. The cultivation of innovation consciousness, the improvement of innovation ability and the development of comprehensive quality are the main objectives of the current academy system. At the same time, it integrates the essence of Tao Xingzhi's educational concept, and is meaningful to the cultivation of college students' pioneering spirit and innovative spirit. It requires college students to analyze problems more assertively and solve problems more confidently. In addition to mastering professional knowledge in textbooks, it is more important for them to make flexible use of it in practice.<sup>151</sup> We should create a good learning atmosphere for students, encourage them to think independently, stimulate their innovation consciousness and get rid of stereotyped thinking. Colleges and universities should also make a higher claim for teachers' teaching work. Under the mode of academy system, teachers should also strengthen their own cognition of innovation and use advanced teaching methods to guide practical work. Make clear the importance of discussion teaching and heuristic teaching in work, stimulate students' innovation consciousness and independent thinking ability, and promote the improvement of teaching quality. Teachers should also put high value on the organic combination of theoretical teaching and practical teaching so that students can analyze and solve problems according to the knowledge they have learned. The school should also hold a wealth of scientific and technological innovation activities to enhance students' enthusiasm for participation, so that they can cultivate their innovation competence and sense of social responsibility in practice.

### 3.3.3 Pay attention to the combination of learning and thinking

The cultivation of innovative talents should avoid the phenomenon of "Being a book worm" in students' study, but guide students to combine their learning and thinking, and truly achieve the unity of execution, which is also the inevitable trend of the development of education in the new era. "Learning without thinking leads to confusion; thinking without learning ends in danger." this is from the analects of Confucius, which also illustrates the dialectical relationship between learning and thinking. In the traditional teaching mode, the method of instillation is often adopted, and students are in a state of passive acceptance of knowledge, which leads to their rigid and inflexible thinking, and they cannot really transform knowledge into ability. Therefore, teachers should break through the limitations of traditional educational concepts and attach importance to the cultivation of students' independent thinking ability. College students are in a critical period of growth and development, so teachers should make an integrated analysis of their learning ability, interests and personality characteristics, and reasonably group them in teaching, so as to enhance students' communication and discussion, stimulate their inspiration in the collision of ideas, and deepen their memory and understanding of the course contents.<sup>161</sup> Fully stimulate the potential of each student, looking for the sparkle on him, in a relaxed, harmonious atmosphere to cultivate the consciousness of innovation. In the mode of academy system, schools should also strengthen the cooperation with local enterprises to create a good platform for students' practice, so that they can make great achievements in practice. The integration of enterprise resources and school education resources creates opportunities for the cultivation of innovative talents under the joint promotion of the two.

### 3.3.4 Optimize the curriculums

In order to comply with the development requirements of the academy system, it is necessary to optimize the curriculum system of colleges and universities gradually, to embody the educational concept of cultivating people with morality, and to create a good external environment for the cultivation of innovative talents. In the construction of the academy system mode, we should realize the fusion of excellent traditional culture and the characteristics of The Times, apply it in the course setting of colleges and universities, guide students to learn the essence of excellent traditional Chinese culture, and promote their own comprehensive quality. In the traditional curriculum, the emphasis on specialized courses is high, but in the academy system, the attention should be paid to the cultivation of students' moral education and innovation ability. The proportion of theoretical courses and practical courses should be appropriately adjusted to increase the proportion of practical courses and encourage students to acquire knowledge in practice.<sup>171</sup> In the work appraisal, the assessment of students' social practice ought to be prioritized so as to urge the students to go deep into the society examines own real ability. The introduction of advanced teaching equipment and technology, combined with the current industry development frontier dynamic curriculum reform, so that it and innovative talent training direction.

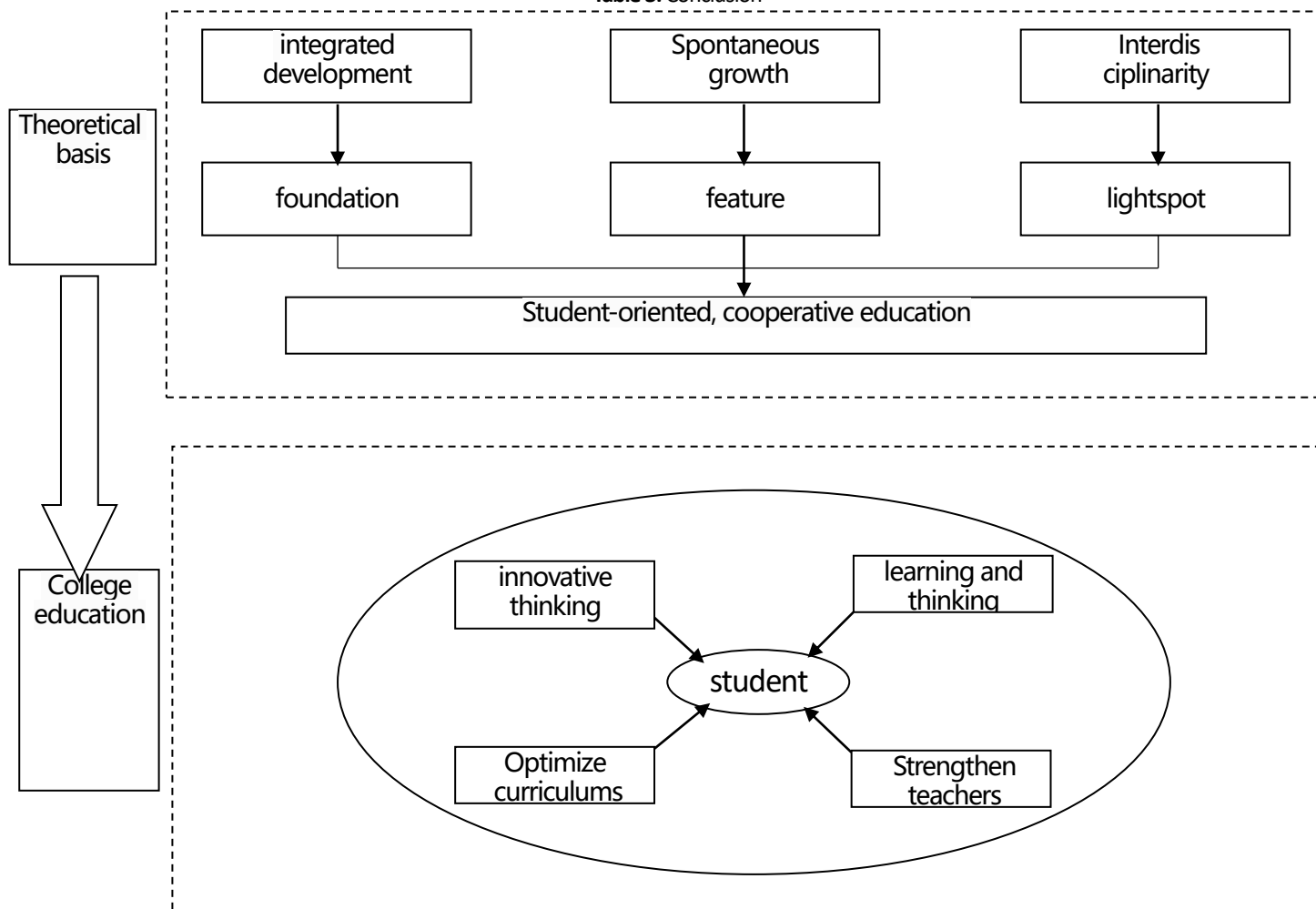
### 3.3.5 Building the teaching staff

A strong teaching staff is the key to ensure the long-term implementation of the academy system, and also the basis and prerequisite for improving the quality of innovative talents training. Under the academy system, the work of the counselors is also required to be higher. We should set a good example for the students, actively guide the independent innovation of the students and guide them in a positive way. Counselors should get rid of the heavy administrative work, focus on the implementation of the requirements of talent training, and actively build a talent training plan in line with social development. The collectivity of today's society is obvious. Any job needs the cooperation of multiple departments and members, which is also the source of innovation. Therefore, counselors should strengthen the cultivation of students' unity and cooperation ability, so that they can master the correct interpersonal communication strategies, enhance their independent innovation in cooperation, and jointly solve problems encountered in learning.

**CONCLUSIONS**

The innovation consciousness of contemporary college students is relatively weak, which restricts their own growth and development, and will ultimately block the advancement of society. Colleges and universities should take the academy system as an opportunity to accelerate the pace of the cultivation of innovative talents, meet the needs of students' personality development, and implement the goal of educational reform. In practice, a more perfect training system for innovative talents should be established by changing the cultivation concept, cultivating innovative thinking, paying attention to the combination of learning and thinking, optimizing the curriculum and strengthening the teaching staff.

**Table 3: Conclusion**



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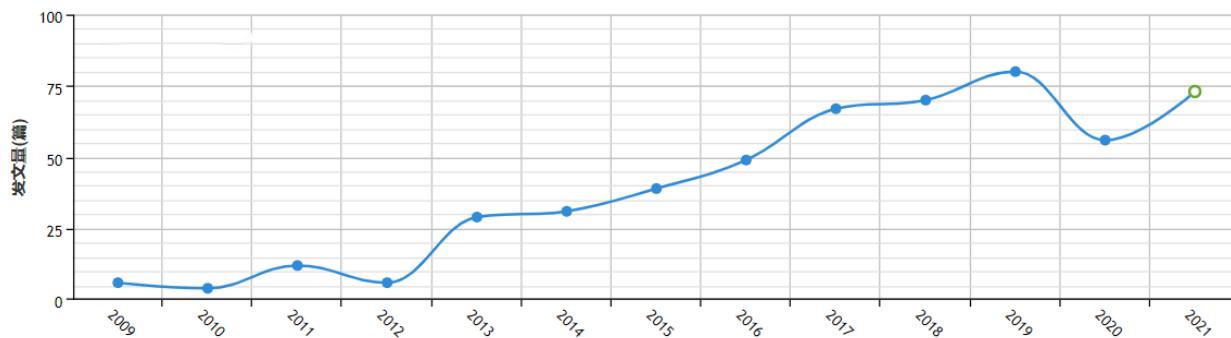
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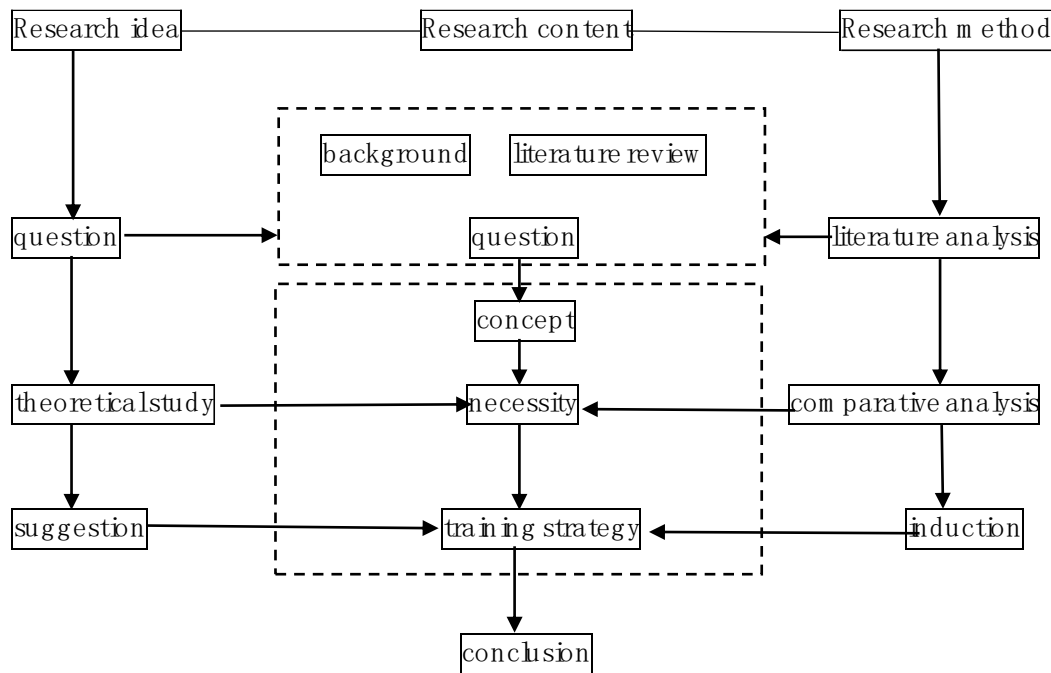
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**Table 1:** The number of articles on "College System"



**Table 2:** Framework



**Table 3:** Conclusion

