

Developing on the Cultivation Approach and Evaluation System of Innovative Talents in Non-Governmental Universities: A Case Study of Shanghai Lida College in China

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Abstract

The objective of this research was 1) to solve the practical problems of innovative talents in private universities 2) to promote the overall improvement of the quality of personnel training in private universities 3) to provide a certain reference for the cultivation of innovative talents in similar private universities. This research designed an evaluation model which is suitable for evaluating the talent training system by studying the five factors that influence the cultivation of innovative talents in non-governmental universities. And it used the questionnaire to conduct a survey on the example universities to analyze the development of talent training approaches of a non-governmental professional university in China. Appropriate opinions and suggestions were put forward in response to the common problems about personnel training in non-governmental universities. The results of this research found that, at present all walks of life and all levels in the country attach great importance to innovation and entrepreneurship. However, compared with countries that have entered innovation-driven ahead of time, China's innovation and entrepreneurship education is still in the stage of exploration and development, and there are still the problems such as backward Curriculum issues, problems with the employment system, management system issues, and practical innovation issues.

Keywords: Non-Governmental Universities, Innovative Talents, Cultivation Approach, Evaluation System

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Introduction

The technological revolution is developing rapidly and innovative talents are appearing in the background of knowledge economy. The knowledge economy is based on the production of knowledge and information with taking advantage of the resources about knowledges, information and any technologies. Among them, intellectual resources are the basis of knowledge, high-tech industries are the pillars of technologies, and knowledge and technological innovation are the soul of production about reality. The innate character of the competition about the knowledge economy is the competition about innovative talents.

Colleges and universities should persist in the exploration of educational reforms and take the establishment of morality as the fundamental task with the purpose to cultivate high-quality specialized talents and top-notch innovative talents who have strong abilities.

Under the current social situation, it is very necessary for private colleges and universities to cultivate innovative talents: First, it is the need for student development. In the current situation of fierce market competition, the requirements for talents are constantly increasing, and they are required to be able to complete related work more comprehensively and creatively on the basis of professional ability. In order to help students acquire this part of the ability, it is necessary for private colleges and universities to take the initiative to take responsibility, and to better promote the future development of students through the application of scientific training methods; second, the development needs of private colleges and universities. Different from ordinary colleges and universities, private colleges and universities have greater pressure to survive in society. In order to achieve better development in today's society and have greater influence in the school-running environment, it is necessary to cultivate innovative talents to form privately-run colleges and universities. The characteristics of colleges and universities, through the cultivation of more outstanding, innovative and adaptable talents, form a talent brand in the market to better meet the market demand. And then in the case of enhancing its own core competitiveness, private colleges and universities can achieve sustainable and healthy development.

As the main base for cultivating high-quality and innovative talents, colleges and universities must persist in the exploration of educational reforms, always take the establishment of morality as the fundamental task, and cultivate high-quality specialized and top-notch innovative talents with strong abilities. At the same time, non-governmental higher education occupies a very high position in the era of knowledge economy. It also plays an important role in education.

The article based on the characteristics of non-governmental universities which upgraded with the development of socialist market economy and met market demand to cultivate various innovative technical talents timely. It also summarized the training rules of innovative talents in non-governmental universities and established evaluation system for innovative talents.

Literature reviews

1. Profound analysis of obstacles to the development of innovative talents “Why can’t our schools always cultivate outstanding talents?” This is a question raised by Qian Xuesen, a generation of science masters, with his love for the country, for scientific research, and for young talents. Qian Xuesen’s question”. The outstanding talents mentioned by Qian Xuesen mainly refer to “scientific and technological innovation talents”. On November 5, 2009, “People’s Daily” published “Qian Xuesen’s Last Systematic Talk”, Lao Qian clearly stated: “What I want to talk about is not the cultivation of general talents, but the cultivation of scientific and technological innovation talents. Thinking of China’s In the long-term development, this is the most worrying point.” In terms of “Qian Xuesen’s Question”, quite a few people think that Qian Lao is only concerned with the cultivation of scientific and technological innovation talents, and is only worried about the development of education. In fact, “Qian Xuesen’s Question” has a deeper meaning, which is to call on the Chinese people to regard the development of innovative talents as a fundamental plan related to the development of the country and the destiny of the nation, and to seriously consider the outstanding problems and underlying reasons for the development of innovative talents in my country. In-depth research on the development model of innovative talents in China, vigorously strengthen

the development of innovative talents, and actively provide a strong talent guarantee for the great rejuvenation of the Chinese nation.

2. Strive to explore the development path of innovative talents with Chinese characteristics. Education is the foundation of success. In the process of the growth of innovative talents, education is the source, and higher education is the key link. Judging from the current situation, academia mostly studies the development of innovative talents from the perspective of school training. However, the development of innovative talents is a systematic project, which is not only an individual matter, nor is it a matter of improving personal innovation ability through school education. It is achieved through the joint efforts of individuals, units, society and the country. Therefore, we must not only pay attention to the role of education and training in the growth of innovative talents, but also study the methods and ways to cultivate innovative talents; we must not only focus on the independent cultivation of innovative talents, but also pay attention to the attraction and aggregation of innovative talents; Pay attention to the development of domestic innovative talent resources, but also to effectively improve the international level of innovative talent development.

3. Focus on analyzing the conditions for the formation of innovative talents. The important reason affecting the development of innovative talents is mainly due to the lack of a clear understanding of the conditions for the formation of innovative talents. The development of innovative talents requires not only the subjective efforts of individuals, but also the cultivation of the country and the edification of the social atmosphere; it not only needs to focus on spontaneous generation like the West, but also needs the planned promotion of organizations, countries or society; it needs to be generated through education. , training means providing the necessary innovation awareness, but also needs the social multi-channel popularization and dissemination of innovation recognition. It can be said that the development of innovative talents is the result of the joint action of various forces and factors. Through theoretical analysis and empirical research, we will focus on discussing what factors are needed in the development of innovative talents and what aspects to make efforts from.

4. Strengthen the research on the safety of innovative talents. The stillness of talents is relative, and the flow is absolute. We must face up to the trend of the international flow of innovative talents. Since the reform and opening up, many outstanding talents in our country have gone abroad and studied abroad, which has opened a window for us to learn advanced scientific knowledge and broaden our international vision. but. It is also an indisputable fact that a large number of international students do not return after their studies. The failure of international students to return after their studies has led to the loss of huge human capital overseas, which has seriously affected China's international competitiveness. From 1978 to the end of 2008, the total number of Chinese students studying abroad reached 1,391,500, and nearly 390,000 returned to China. By the end of 2008, China had gone abroad as a student, and more than 1 million people were still abroad. Innovative talents have a strong desire to realize their own value and serve the motherland. We must seize the great opportunity of the reform and opening up and socialist modernization drive to continuously make remarkable achievements, and actively take long-term and sustainable effective measures to break through the system of talent flow, Policy barriers, create a good atmosphere of respect for labor, knowledge, talents, and creation, retain more domestic outstanding talents, and attract more overseas students to return to China to start businesses.

Innovation can be said to be an important driving force for the development of my country's civilization, and it is also an important driving force for the sustainable development and enduring of a nation. In recent years, the development of various industries in China has fully proved that innovation is an important foundation for national development, and innovative talents are the type of talents most demanded by the society in the future. For my country's innovative talents, it mainly refers to their entrepreneurial and innovative capabilities. For these two capabilities, they are not only the highest form of their intellectual development, but also the personality and pioneering spirit of college students in private colleges and universities in my country. an important way to manifest. For my country's higher education, its important goal is to cultivate talents with practical and innovative ability, so that students can promote the positive development of my country's academic culture in a more free and comprehensive development.

At present, China is in a critical period of economic transformation and upgrading, and it is a very important and urgent stage to innovate the talent training mechanism and improve the quality of talent training. In recent years, especially since the promulgation and implementation of the Outline of Educational Planning, education departments and colleges and universities have made some explorations in innovative talent training mechanisms, launched innovative educational programs, and carried out comprehensive reforms of pilot colleges. Positive progress has been made and accumulated useful experience. However, we must also see that there are still some outstanding problems in the cultivation of innovative talents. It is concentrated in the following: the innovative ideas of colleges and universities are lagging behind; the innovative curriculum design is not practical; the innovative curriculum system lacks applicability, basicity, and scientificity; the employment system and management system lack attention to innovation ability and so on. This is extremely unfavorable for the cultivation of innovative talents. Therefore, this paper will discuss the solutions to the problems existing in the cultivation of innovative talents in colleges and universities in our country, so as to correct the misconceptions about the education of innovative talents in colleges and universities, and to provide a set of effective measures to improve the current situation of the education of innovative talents. Improve your strategy.

Methods

In order to gain a deeper understanding of the problems existing in the cultivation of innovative talents in non-governmental universities, the research made the factor analysis-based teaching evaluation model as the basic study model to construct a framework for the cultivation of innovative talents. As Figure 1 shows, the study putted to questionnaires through systematic sampling survey method to research the students of Shanghai Lida College including curriculum, faculty and teaching model, technological innovation environment, campus infrastructure and campus humane system environment.

In the study, the questionnaires were mainly distributed to the freshman to senior students of Shanghai Lida College, which distributes in seven colleges including art college, information technology college, economics and management college and so

on. It was randomly sampled according to majors. A total of 1,000 questionnaires were issued and 943 questionnaires were returned, with a recovery rate of 94.3%, of which 895 questionnaires were valid, with an effective rate of 94.9%.

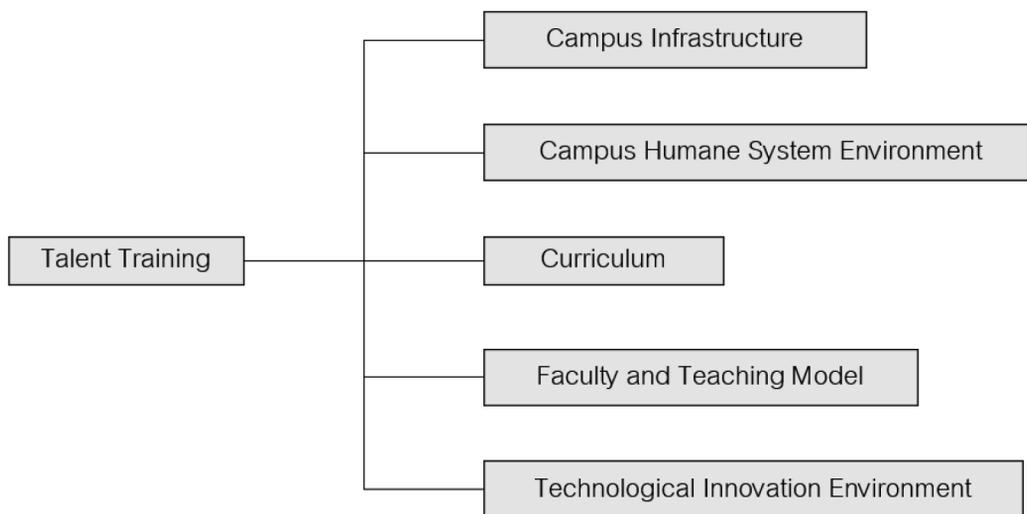


Fig.1 Research sampling of Personnel Training Ways

The author use statistical software to analyze the reliability of the questionnaire Before analyzing the data of the returned questionnaires. After testing and analysis, the Cronbach's Alpha reliability coefficient of the scale is $0.923 > 0.9$, indicating that the scale has relatively good reliability. The author collected the basic personal information including majors, grades, and so on from the collected valid questionnaires. The information is summarized shown as in Table 1. In this survey, the proportions of the surveyed number of freshmen, sophomores and juniors are similar, and the proportion of seniors is low which is in the line with the status quo of facing graduation. At the same time, it can also be found in the sample major that Shanghai Lida College is a high-level vocational university with a focus on Science and Engineering developing coordinated of multiple disciplines. It can be said that the questionnaires are evenly oriented to all grades of the university and conform to the characteristics of university with a certain degree of representativeness.

Tab. 1 Grade and Major Discipline of Survey Sample

Classification		Number of people	Percentage %
Grade	Grade 1	263	29.4%
	Grade 2	258	29.2%
	Grade 3	233	26%
	Grade 4	138	15.4%
Major Discipline	H & S	245	27.4%
	Science	217	24.4%
	Engineering	324	36.2%
	Art	109	12.2%

In the survey, it set the degree of students' influence on the overall training model about evaluation innovative talents, with a full score of 10 points, among which 0-2 points represent "very unimportant", 2-4 points represent "not very important", and 4-6 points represent "General", a score of 6-8 means "more important", and a score of 8-10 means "very important". At the same time, the Running model evaluation was conducted on the overall questionnaires.

Using KMO and Bartlett's test of sphericity to test the average value of the sample data of the 22 evaluation items recovered. The KMO value is $0.619 > 0.5$, and the P value is $0.029 < 0.05$, indicating that the variables have a strong correlation to suit for Factor Analysis. Eliminate all satisfying .

As shown in Figure 2, linear regression analysis is performed on the evaluation score and the degree of influence after calculating the final comprehensive evaluation score of each student. It can be seen that the overall evaluation of students is in the middle-high range for the innovative and entrepreneurial talent training model. Among them, the overall evaluation of Art students has not changed much, the evaluation of Engineering and Science students is seriously polarized, and the evaluation of Humanities and Social Sciences students is widely distributed.

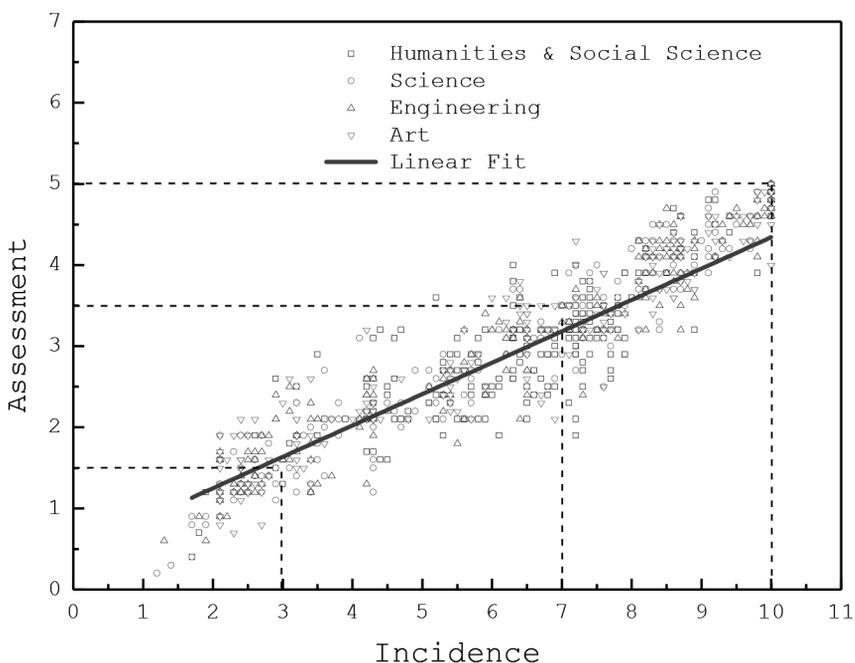


Fig. 2 Linear analysis of students’ comprehensive evaluation score and influence degree

According to questionnaires and data analysis, most students agree with the philosophy and goals of Shanghai Lida College for talent training. At the same time, the strength of teachers, teaching methods and scientific research platforms also play important roles in the cultivation of students’ innovative ability. According to the five aspects which set in the questionnaire, the five factors that influence the teaching evaluation model are set as the curriculum setting as , the faculty and teaching model as, the technological innovation environment as, the campus humane system environment as, and campus infrastructure as.

Tab. 2 Initial Eigenvalues of Factors

Factors	Initial Eigenvalues		
	total	Variance %	Accumulation %
1	2.421	40.348	40.348
2	2.08	34.585	74.933
3	0.579	9.644	84.577
4	0.319	5.309	90.691
5	0.246	4.099	94.790

Tab. 3 Extraction Sums of Squared Loadings of Factors

Factors	Extraction Sums of Squared Loadings		
	total	Variance %	Accumulation %
1	2.421	40.348	40.348
2	2.08	34.585	74.933
3	0.579	9.644	84.577
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5	0.246	4.099	94.790

Tab. 4 Rotation Sums of Squared Loadings of Factors

Factors	Rotation Sums of Squared Loadings		
	total	Variance %	Accumulation %
1	1.682	28.039	28.039
2	1.368	22.803	50.843
3	1.105	18.409	69.252
4	1.088	18.141	87.393
5	0.665	11.080	98.473

According to the influencing variables from the five factors, it would calculate the factor loading matrix of rotation, and use the Orthogonal Maximum Variance Rotation Method to rotate the factors to obtain the rotation factor loading matrix.

Results

After cross-analysis, students of different disciplines have shown different opinions on the five major factors of Campus Infrastructure, Campus Humane System Environment, Curriculum, Faculty and Teaching Model, and Technological Innovation Environment. Students' evaluations of the Campus Humane System Environment and Campus Infrastructure are shown in Figure 3 and Table 5 from the analysis of different disciplines.

In addition to the evaluation of cultural heritage in different disciplines, the Humanities and Social Sciences major and Art major have relatively lower evaluations in all items of the human landscape layout and teaching management system, which are related to the nature of major and the training model. Students majoring in Humanities and Social Sciences major and Art major pay more attention to the institutional aspects of teaching management and the cultural aspects of the campus landscape layout, while students majoring in Science major and Engineering major have lower requirements for art appreciation than other disciplines and pay more attention to the management of their own students. It shows that Shanghai Lida College is more inclined to modern and high-tech in the Campus Humane System Environment. On the one hand, it meets to the development status of Shanghai Lida College with the advantages of Science and Engineering majors. On the other hand, it also sounds the alarm for Shanghai Lida College, which aims at cultivating modern high-quality comprehensive talents. It is necessary to comprehensively strengthen construction of college and promote students with developing overall quality. As for the Campus Infrastructure, Shanghai Lida College was established at the beginning of the new century. The campus design was participated by well-known architectural design institutes. The overall campus environment has a certain sense of art, which conforms to the contemporary public aesthetics. The evaluation of Campus Infrastructure is high. At the same time, the college is equipped with a campus gymnasium to promote students' fitness. And all teaching facilities adopt modern teaching standards. From the evaluation, it can be seen that the overall evaluation of Science and Engineering majors is relatively higher in terms of experimental equipment and teaching facilities, while the evaluation of Humanities and Social Sciences and Art majors are relatively

lower, which is also related to the professional training model. The college also provides a wealth of online and offline library resources for students to enrich a strong guarantee for students to broaden their vision.

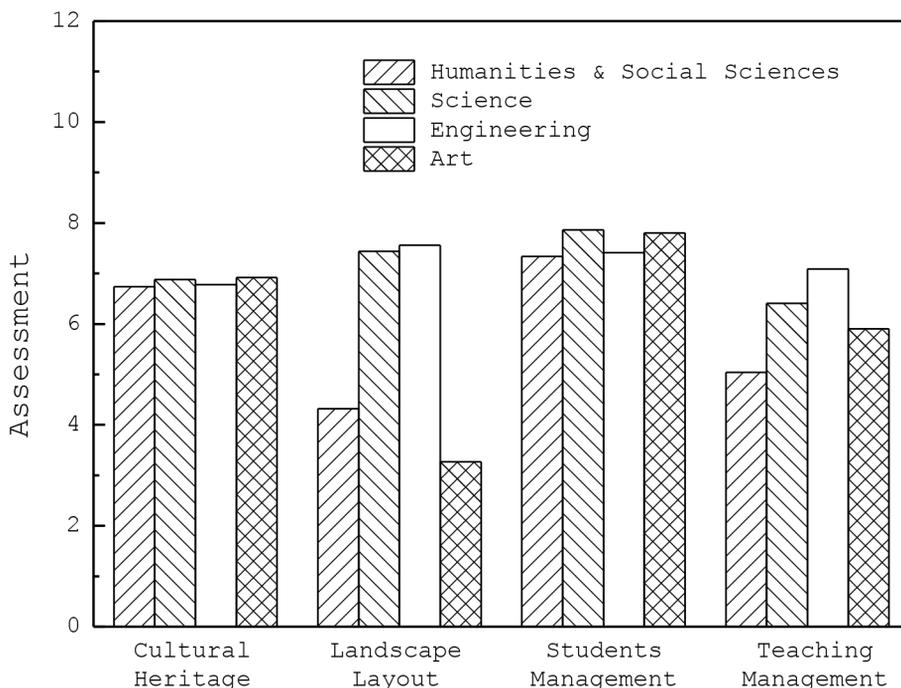


Fig. 3 Assessment about Campus Humanities Institutional Environment of Different Disciplines

The Curriculum, Faculty and Teaching Model and Technological Innovation Environment are of great significance to students of different disciplines.

As far as the Curriculum is concerned, the four aspects of course coverage, course intersection, combination of theory and practice and cultivation of innovation ability are particularly critical for all students. The evaluation levels of different disciplines are shown in Figure 4. Among them, the Humanities and Social Sciences major have considerable evaluation on these four aspects. It is also related to the wide range of professional knowledge and higher requirements for comprehensive ability for Humanities and Social Sciences. Science major pays attention to the intersection of courses and cultivation innovative ability.

Tab. 5 Assessment about Campus Infrastructure of Different Disciplines

	H & S	Science	Engineering	Arts
Environment	7.36	7.19	6.24	8.43
Physical Fitness	6.68	7.76	5.35	4.49
Teaching Facilities	6.13	7.03	7.04	5.62
Experiment Apparatus	5.08	7.54	7.02	5.73
ducation Resources	8.34	8.32	8.63	7.44

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Curriculum is evaluated from four aspects: course coverage, course intersection, combination of theory and practice, and cultivation of innovation ability. Science major is more satisfied with the Curriculum from the perspective of different disciplines.

Starting from different aspects, students of different disciplines pay different attention to different points. Humanities and Social Sciences major has a greater demand for course coverage which is inseparable from the nature of their profession. The evaluations of Science and Engineering majors on all four aspects are equal, indicating that the students are basically satisfied with curriculum. Art major pays special attention to the cultivation of innovation ability, which shows that the major has a greater demand for new things and new knowledge. It should be supported strongly from college.

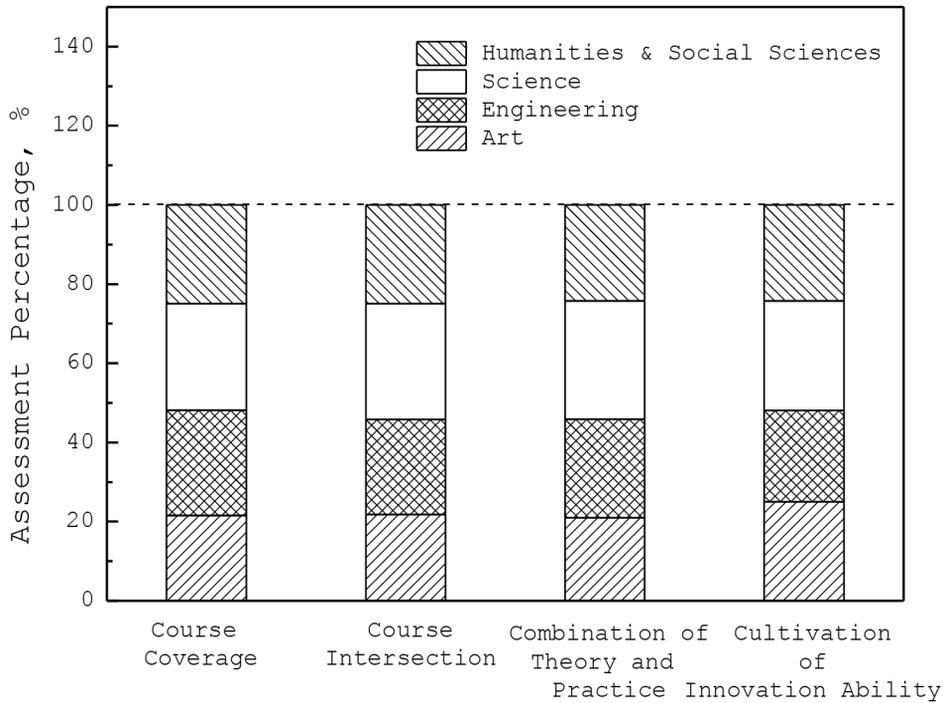


Fig. 4 Assessment about Curriculum of Different Disciplines of Different Disciplines

The evaluations of students of different disciplines on the Technological Innovation Environment are shown in Figure 5. The creation of a technological innovation environment is an important step taken by college developing in innovative talents, including various innovation competitions, scientific researches participated in, practical internship opportunities to practice and various industries lectures by scholars to expert in, etc. The Technological Innovation Environment affects all students in college and provides students with an excellent platform for innovation.

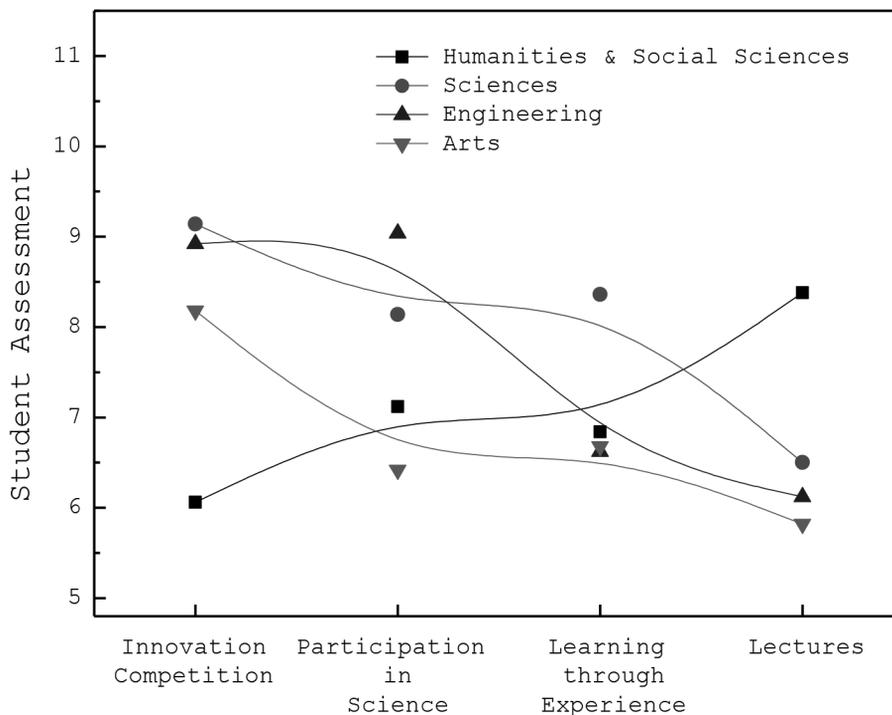


Fig. 5 Assessment about Technological Innovation Environment of Different Disciplines

According to the survey, there are fewer innovation competitions for Humanities and Social Sciences major but more lectures by experts and scholars. In the future, it should pay more attention to practical opportunities while paying attention to theoretical knowledge. Science and Engineering majors have different evaluations on the conditions of practical internship opportunities, which is related to the training model of the two types of disciplines. Science major pays more attention to scientific research and theoretical research, while Engineering major pays more attention to practical training and hands-on ability. In the future, the training of Science and Engineering major should be balanced, combining theory with practice, so as to cultivate talents that the country really needs. The evaluation of Art major is on the lower region in the conditions of scientific research, practical internship opportunities and scholar lectures. It precisely illustrates the needs of Art major for participation in scientific research, practical training and guidance. The college should pay more attention to the aspect.

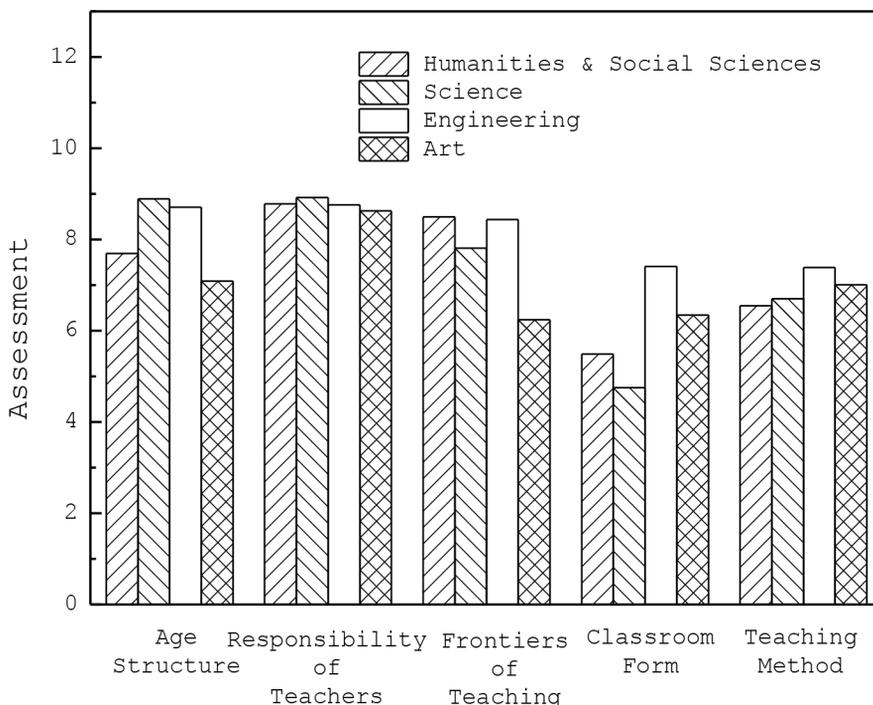


Fig. 6 Assessment about Faculty and Teaching Model of Different Disciplines

The Faculty and Teaching Model are particularly important for students. The teacher’s age structure, responsibility, frontiers of teaching, classroom form and teaching methods affect the evaluation of students. As shown in Figure 6, the overall evaluation of the classroom form is lower than others in the evaluation of the Faculty and Teaching Model, which reminds teachers to pay attention to the classroom form and improv the classroom content and teaching methods.

Conclusion

Private universities are directly managed by the local government, and fiscal expenditure is also under the responsibility of the local administration. Compared with subordinate universities, there are certain gaps in student source quality, capital investment, and teaching and scientific research levels. However, there are a large number of private universities. The large number of people, accounting for about 90% of the nation’s universities, is the main force in the development of China ’s higher education and an

important strategic base for the cultivation of talents needed for local economic development and social progress. Cultivating innovative talents is a requirement of local economic and social development for private universities, and it is also a strategic task for private universities to develop themselves. Through the fourth chapter of the questionnaire survey and analysis of Shanghai Lida College and the previous literature review, the author found that due to the long-term influence of the planned economic system, the current private universities generally have backward training concepts, imperfect basic conditions for running schools, and weak teachers. 2. The quality of the teaching staff is asymmetric, the professional setting is unreasonable, the school mode is single, the target positioning is not clear, the homogenization is serious, and the school characteristics are lost. The existence of these problems seriously affects the quality of the school's personnel training, especially not conducive to the cultivation of innovative talents. Based on the case study and analysis of Shanghai Lida College, this study believes that private colleges and universities must change their ideas ideologically, thoroughly reform the school's system that is not conducive to the cultivation of innovative talents, and build multiple campuses suitable for the growth of innovative talents. surroundings.

As a new educational concept, innovation and entrepreneurship education is not a simple superposition of innovation education and entrepreneurship education, but a transcendence of innovation or entrepreneurship education in concept and content. Its core connotation "is to cultivate the innovative spirit, entrepreneurial awareness and entrepreneurial ability of college students, guide colleges and universities to continuously update their educational concepts, reform talent training models, educational content and teaching methods, and closely integrate talent training, scientific research, and social services to achieve Focusing on the transfer of knowledge to more emphasis on ability and quality training, improve the quality of personnel training."

Combining with today's social background, we should explore a new model for the cultivation of innovative talents in higher vocational colleges. Cultivating innovative talents is to help the survival and development of enterprises. The so-called innovative talents are essentially talents with a certain sense of innovation, innovative thinking and innovative quality, and on the basis of existing knowledge and professional skills, they can

identify problems or deficiencies through observation, thinking and analysis, and improve, transform and innovate talents. Innovative talents have different levels and also exist in different fields, such as innovative talents at high, sophisticated and cutting-edge levels, innovative talents at the technological leadership level, and skilled innovative talents based on technology and in skilled positions. Skilled innovative talents are an important part of national innovative talents. In the era of globalization, knowledge and informatization, skilled innovative talents are an inevitable requirement for the development of knowledge economy.

Compared with the education level of developed countries abroad, the starting level of innovation and entrepreneurship education in my country is relatively backward, and a relatively complete corresponding educational structure system has not been formed. However, with the rise of policies and slogans, colleges and universities in my country have gradually begun to respond to such calls. Through a series of measures and actions, they have played a certain role in promoting the development of innovative and entrepreneurial education, and have played a role in cultivating applied talents and promoting the all-round development of students. It played an important role. Not only that, with the development of policies and the deepening of social and economic development needs, as well as the development and progress of international education theory, more and more colleges and universities have gradually begun to cultivate talents through a series of new methods. The way to establish entrepreneurship colleges is to One of the typical representatives, by strengthening the construction of teachers and students, provides strong support for students' entrepreneurship, continuously improves the standard in daily practice teaching, and constantly promotes the cultivation and construction of applied talents in an all-round way. In May 2015, the Ministry of Education of my country held the first "Internet +" College Students Innovation and Entrepreneurship Competition with the main purpose of guiding and calling. After that, major high-efficiency companies have followed suit and held various entrepreneurship competitions to actively respond to the call of the Ministry of Education. Such activities have become an effective means for national colleges and universities to carry out innovation and entrepreneurship education and guide students to innovate and start businesses. In addition, some colleges and universities have begun

to reform the basic courses of innovation and entrepreneurship, and began to change the long-standing traditional “one-word classroom” education model, gradually forming a new education model with students as the main and teachers as the auxiliary. In addition, higher education also optimizes and improves the management and operation mechanism of innovation and entrepreneurship education through the establishment of innovation and entrepreneurship parks by introducing the management thinking mode of innovation and entrepreneurship parks. For students in colleges and universities, a series of measures are adopted to increase students’ attention to the market, and to improve students’ awareness and ability of innovation and entrepreneurship through competition. The development of innovation and entrepreneurship provides various convenient services.

In this paper, the Factor Analysis-Based Teaching Evaluation Model is obtained in the form of questionnaires by studying the cultivation of innovative talents in non-governmental universities in Shanghai, China and using statistical analysis models.

The author analyzed 22 items on the condition of main factors with focusing on the evaluation of students in different disciplines. And it issued on needs of college which should pay attention to the talent training process by the innovative talent training model:

First, it is necessary to set appropriate training goals and specifications, which means to teach students in accordance with their aptitude. Universities should designate a personalized training program, that is, implement multi-disciplinary cross-training for students of different disciplines and set up a scientific training model.

Second, it necessary to improve and strengthen the education process of innovative talents. The whole education process is not to copy the experience of other universities, but to work out an education process that suits the needs of the university and the needs of students.

Third, it is necessary to formulate a complete set of management and evaluation systems. Management and evaluation are very important in the talent teaching system. Many talent evaluation systems are too single, leading to unfair evaluation of talents. Innovative talents should be managed and evaluated in multiple dimensions. Evaluation should also evaluate the education process of teachers, strengthen both ways to each other.

Therefore, the cultivation of innovative talents in non-governmental universities is a huge and complex system. It should be combined with the actual situation of the university to create a complete and effective education process, strengthen the talent management and evaluation system, and make progress together.

This study focuses on the undergraduates 'understanding of the cultivation of innovative talents in colleges and universities. Although the design of the questionnaire is as detailed as possible in terms of talent training pathways, the survey sample involves different disciplines and different grades as much as possible, but because the students themselves The limitations of the research cannot fully represent the evaluation of the talent training methods of private colleges and universities; there is no in-depth research and interviews with the relevant full-time teachers and managers of the school, which is also a major problem in this study, and I hope to strengthen and improve in future research. The cultivation of innovative talents itself is a complex and huge dynamic system. Every training link is worthy of in-depth exploration and research. I believe that with the continuous deepening of research on innovative talents, the corresponding talent training methods will have more Scholars not only conduct theoretical research, but also carry out empirical analysis, China's innovative talent training system will also be more perfect.

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