

An Analysis of the Concept of Talent Cultivation in Higher Education in the Era of Artificial Intelligence

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Abstract : With the continuous development of social economy and science and technology, the world has entered the era of artificial intelligence. my country is also working hard on the cultivation of talents in the field of artificial intelligence, and paying more and more attention to technology research and development. This puts forward higher requirements for cultivating higher education talents. It is not only necessary to work hard on the cultivation of “people”, implement the concept of mass entrepreneurship and innovation, adapt to the development of the times, update educational concepts, and improve students’ thinking ability and logic ability. We must also work hard on “talent”, innovate teaching methods, integrate education with science and technology, and provide talent guarantee and intellectual support for social development.

Keywords : Artificial Intelligence; Higher Education; Talent Training

Higher education emphasizes the pursuit of knowledge as its purpose. In the context of the continuous development of social science and technology, higher education is no longer limited to broadening the research field of knowledge and creating new science and technology, but also begins to actively answer social questions. The advent of the era of artificial intelligence marks the transformation of knowledge and technology from abstract to concrete, and the development of information dissemination to networking and digitization. However, due to the lack of ethical arguments and discussions on artificial intelligence research and development, and the lack of high-quality research teams in schools, this also poses a greater challenge to the cultivation of higher education talents.

1. The significance of cultivating higher education talents in the era of artificial intelligence

1.1 In-depth research on social issues

As a new technology in this era, artificial intelligence has greatly changed the research and development direction of science and technology. Before the era of artificial intelligence, the concept of “human” was different from “things” because humans had thinking, and it was different from “animals” because people had consciousness. However, the emergence of artificial intelligence has challenged the concept of “humans”. “Is artificial intelligence counted as humans?” “Should artificial intelligence be independent?” To impart scientific and technological knowledge, we must continue to explore and answer social questions. People always feel fear and resistance to unknown food, and cultivating higher education talents is conducive to in-depth interpretation of the principles behind technology to society, better publicizing the latest technology and research results to society, and enhancing society’s understanding of artificial intelligence technology. In order to better discuss social and ethical issues, and re-examine the definition of artificial intelligence.

1.2 Expand the field of scientific research

Artificial intelligence technology integrates the latest technologies such as big data, algorithms, brain science, supercomputers, etc. Based on such a technological starting point, humans will have a deeper understanding of the world and continue to explore

unknown areas. On the one hand, talents' own professionalism and extremely high innovation ability will promote the research and development of artificial intelligence technology and expand this technology to a broader field. From basic industries such as medical care, education, production, and services, it expands to unknown areas such as aerospace, marine, and disease. On the other hand, talents' own thinking ability and imagination are conducive to breaking through technical difficulties, innovating technological means, and injecting innovative momentum into the development of artificial intelligence technology and social progress.

1.3 Alleviate the shortage of talents

At present, my country's enterprises have changed from a manufacturing industry that mainly relies on labor to a high-tech industry that relies on science and technology. At the same time, the continuous popularization of artificial intelligence technology has replaced labor for simple mechanical work. This has led to the reduction of jobs, high technical requirements, labor standards incompatible with job demand, and the unemployment rate continues to rise. Cultivating higher education talents can not only improve the technical level of the labor force, but also adapt to social and economic development. It can also promote mass entrepreneurship and innovation, create more jobs, gradually promote the construction of talent teams, and strengthen the development of human resources. It is conducive to promoting the challenges of modern industrial structure, providing high-quality technical support, cultivating new economic momentum, and achieving high-quality economic development.

2. Problems in cultivating higher education talents in the era of artificial intelligence

2.1 Lack of innovation in teaching methods

Under the background of the era of artificial intelligence, new requirements have also been put forward for the goals and concepts of education. However, the current higher education lacks clear educational goals, and the teaching concept is single. It only focuses on the learning of technology and neglects the cultivation of humanistic literacy. At the same time, due to the lack of specific analysis of artificial intelligence technology in teaching, students' technical learning lacks pertinence. At present, education methods are still at the traditional stage, and course learning stays in textbooks and classrooms, network teaching and practical teaching are not used well, and a comprehensive integrated education system is lacking.

2.2 The teaching team lacks complementarity

With the continuous development of the Internet, some teaching functions of teachers have been gradually replaced by artificial intelligence technology. For example, for problem solving, more students choose to use network search software, and for classroom explanations, students can also choose network analysis and learning. Under such circumstances, the role of teachers is smaller than that of the Internet, and new teaching qualities are not discovered in time, which leads to the weakening of teachers' functionality. However, the network and artificial intelligence can only solve the problems in the technical field, and education is to guide the development of students in all aspects. The cultivation of higher education talents pays more attention to the spiritual and cultural development of students, but today's teaching team lacks complementarity, lacks humanistic care and moral guidance for students, and is only limited to the field of knowledge.

2.3 The teaching content lacks advanced nature

From the perspective of classroom content, teachers use less network information in the teaching process, and there is no adequate explanation of the real-time update technology, which is not conducive to the update and progress of students' concepts and thinking. From the perspective of the education system, the education management system of colleges and universities is not perfect, which is not conducive to the two-way interaction between students and teachers, and lacks the integration of teaching materials and network information. Judging from the content of artificial intelligence technology, the current theoretical update time span is large, and the current technical content is critical to the development and technical requirements of the times. The quotation of information and the mining of data are not deep enough.

3. Innovative ways to cultivate higher education talents in the era of artificial intelligence

3.1 Innovate the management of universities and reform the talent training model

Colleges and universities should improve the level of management mode, strengthen the cooperation between family schools and all parties in society, and achieve the goal of cultivating higher education talents. There is a long way to go. It cannot be completely solved in a short time. This requires families, schools and society. The joint cooperation and long-term persistent guidance of all forces. The government has issued relevant support policies to provide financial support and optimal allocation of resources for the training of talents in schools, promote the construction of disciplines and courses, and strengthen practical teaching. The school starts from many aspects, uses a diversified teaching model, mobilizes all forces and resources, and promotes college

education to achieve effective results. Integrate teaching resources in teaching, improve teaching quality, and make practical teaching achieve good results.

3.2 Form school-enterprise cooperation and provide professional knowledge support

Artificial intelligence technology is an important technical guarantee and innovation power source for enterprise development. Schools should actively establish cooperation mechanisms with enterprises to ensure sufficient technical funds to provide students with a better teaching and learning environment and technical conditions. Based on the marketability of the company, it can grasp the development status of artificial intelligence technology and the employment prospects of related industries in a timely manner, contribute to talent training, and point out the direction for talent employment. Colleges and universities cultivate talents and provide talent guarantee and intellectual support for enterprises, promote technological research and development, and promote social and economic development.

3.3 Improve the teaching mechanism and improve the teaching quality of teachers

Based on the reality of school development, improve the incentive mechanism, build a team of teachers with clearly defined powers and responsibilities, and strengthen organizational leadership. Education should pay more attention to the creative cultivation of students' thinking, emphasize the student's dominant position in management. Colleges and universities can set up teaching achievement awards, excellent classroom awards, and excellent teacher awards to increase teachers' enthusiasm for classroom construction. Strengthen the assessment and evaluation system, on the one hand, strengthen the assessment and evaluation of the classroom. On the other hand, encourage teachers to conduct self-evaluation, enrich the classroom teaching content, and innovate the teaching content and classroom teaching mode. The supervision and inspection mechanism has been improved, and the effectiveness of talent training has been regarded as an important content and main indicator of school assessment. The subject barriers can be broken through mutual exchanges and discussions, and teachers' own teaching quality can be improved.

4. Conclusion

All in all, the arrival of the era of artificial intelligence is the inevitability of the development of the times. College education must continuously reform its own education system in accordance with the changes of the times in order to ensure the advancement of educational goals and concepts. To cultivate talents in colleges and universities, we must not only pay attention to the update of teaching content, innovative teaching cuts, but also based on teaching practice to promote the all-round development of talents. It is necessary to continuously integrate effective social resources, effectively use government welfare, establish school-enterprise cooperation, optimize the allocation of resources for school education, and provide guarantee for talent training.

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