

Original Research Article

## Innovation in the Cultivation Model of Composite Talents in the Digital Economy Era

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**Abstract:** The digital economy is a new economic form with data resources as the core element. In the digital economy era, China's society is facing the transformation and development of digital industrialization and industrial digitization, which puts higher requirements on the cultivation of composite talents. The rapid development of the digital economy requires attention to the cultivation of high-quality and versatile talents, and continuous innovation of training models to maximize the advantages of talent resources and comprehensively improve the quality of talents. In this regard, the article will focus on the requirements and innovative paths of cultivating composite talents in the digital economy era, for reference.

**Keywords:** Digital economy era; Composite talents; Training mode; Innovate

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### 1. Introduction

The digital economy is a new economic form that relies on data resources as the key element, relies on modern information networks, and continuously advances with the integration and application of information technology and digital transformation. At present, the digital economy has penetrated into various fields of the social economy, giving rise to various new functions and formats, greatly promoting economic development and industrial transformation, and the demand for high-quality talents is also increasing. In the context of the digital economy era, the industrial structure is constantly changing, and various emerging industries are emerging one after another, with extremely fast development speed. In order to meet the needs of industrial digital development, it is necessary to increase the training of composite talents, continuously optimize the training mode, and better respond to the needs of the country and the changes of the times, providing assistance for achieving socialist modernization construction.

### 2. The Requirements for Cultivating Composite Talents in the Digital Economy Era

The rapid development of the digital economy has made the positioning of the goal of cultivating composite talents in society increasingly clear. Integrating professional knowledge and skills from different fields into the education system, improving the knowledge and ability structure of learners, enhancing their professional transfer ability and job competence, and gradually transforming them into versatile and versatile talents. Specifically, firstly, the cultivation of knowledge composite talents. In the era of digital economy, the prominent features of education and education are reflected in interdisciplinary integration, knowledge integration, and technological integration. With the continuous deepening of the application of Internet technology and digital technology in various industries, various high-precision and high-frequency large-scale production models have gradually replaced the manual production model, and intelligent control technology and equipment have gradually replaced human resources. Only knowledge compound talents who can comprehensively use multidisciplinary knowledge

and skills, and can analyze and solve problems from multiple dimensions can be competent for the job under the situation of industrial transformation. Secondly, the cultivation of composite talents with interdisciplinary knowledge and abilities. The development of the digital economy has had a great impact on the real economy. In the context of the integration and development of these two, the direction of education and education should focus on the digital economy industry such as cloud computing and big data, strengthen the cultivation of composite talents with innovative and sustainable development capabilities, and master core technologies, inject new functions and vitality into promoting the digital transformation of industries and the development of digital industry clusters. Finally, the cultivation of versatile talents with interdisciplinary knowledge. The requirements of the digital economy era for versatile talents are not only reflected in the knowledge and skills required for their positions, but also in the high professional ethics and correct values, in order to broaden the space for career development.

### **3. Innovative Path for Cultivating Composite Talents in the Digital Economy Era**

#### **3.1. Clarify talent development goals**

In the process of cultivating composite talents, attention should be paid to hierarchy and stages, and talent cultivation models vary depending on the level and stage. Therefore, in order to cultivate composite talents in the era of digital economy, it is necessary to focus on three aspects: knowledge transmission, ability cultivation, and quality education, determine phased talent training goals that match the cognitive development needs of students, and make clear definitions of what kind of talents students will be trained into, gradually moving towards the goal of cultivating composite talents.

#### **3.2. Fully utilize educational resources**

Firstly, to ensure that the cultivated composite talents can meet the market demand for digital industry transformation and development, digital technology can be used to establish a digital industry talent data platform. Through this platform, the demand for talents in the digital industry can be tracked in real-time, and systematic analysis can be conducted. Based on this, targeted composite talent training plans can be formulated. At the same time, through this platform, simulation training activities are organized based on the actual development needs of the digital economy industry, in order to promote the education and teaching structure to be more inclined towards digital economy industry positions. Secondly, educational institutions should rely on existing innovation and entrepreneurship centers and talent incubation centers, integrate professional teaching content with digital industry development content, and cooperate with the government and enterprises to establish industry university research platforms, allowing students to have the opportunity to participate in disciplinary research and practical training activities, in order to improve their comprehensive abilities such as actual employment ability.

#### **3.3. Improve the talent training system**

Firstly, educational institutions should take existing talent cultivation goals as the basis, deepen communication and exchange with the government and enterprises through school enterprise cooperation, industry education integration, and other methods, actively explore a composite talent cultivation model that integrates knowledge, ability, and literacy cultivation, in order to further improve the quality of talent cultivation.

Secondly, based on market demand, establish a comprehensive curriculum system for cultivating composite talents, continuously strengthen professional construction, and provide favorable conditions for achieving the goals of cultivating high-level composite talents. On the one hand, existing majors can be combined with the development trend of the digital economy, establishing a talent training curriculum system, and further opening up the disciplinary pattern of cultivating top-level innovative talents. For example, in the field of intelligent manufacturing, educational entities can utilize their professional advantages to establish a cross disciplinary talent training curriculum system, reasonably establish teaching modules that integrate with relevant disciplines of the profession, continuously improve and adjust the curriculum system, and gradually master core technologies in the industry while overcoming professional difficulties. On the other hand, in the era of digital economy, education and teaching should rely on professional teaching, continuously absorb new technologies, strengthen professional construction according to the current market development needs, establish a digital composite talent training and enrollment, employment “three body linkage” digital curriculum system, in order to cultivate more composite talents with rich professional theoretical knowledge and high practical skills. Thirdly, optimize teaching methods and educational content. To cultivate composite talents that match the development needs of the digital economy era, educators need to constantly innovate educational concepts, optimize teaching methods and content. In professional teaching, combining teaching content with practical project cases, using exploratory, inspiring, and discussion methods to explain and analyze cases, in order to integrate interdisciplinary knowledge, broaden students’ knowledge, and promote the coordinated development of their knowledge, skills, and qualities. Fourthly, using personalized innovative training methods to enhance students’ innovation and practical abilities. Educators need to timely change their educational concepts, attach importance to cultivating students’ innovative abilities and comprehensive qualities, in order to better achieve the goal of cultivating versatile talents. In the process of education and teaching, educators can construct a teaching system that combines knowledge, theory, skills, and practice to broaden educational channels and provide assurance for the quality of cultivating compound talents. Fifthly, establish a scientific evaluation mechanism to promote the achievement of the goal of cultivating high-quality and versatile talents. According to the requirements of the digital economy era for talent cultivation, establish diversified evaluation content, evaluate students’ knowledge, abilities, and literacy from multiple dimensions, comprehensively examine the integration and application of knowledge and skills in various subjects, and focus on evaluating their innovation and practical abilities. In addition, to establish an evaluation mechanism that matches the goals of cultivating composite talents, it is necessary to enhance the effective links between students, society, and industries, and cultivate students into comprehensive and composite talents who can adapt to the development trend of the digital economy society. Sixth, educational institutions should fully utilize the advantages of digital technology, improve their own education and management level, establish a teaching quality monitoring mechanism with full participation and comprehensive monitoring, optimize classroom teaching mode, to ensure teaching quality and improve the effectiveness of talent cultivation.

### **3.4. Establishing an open education system**

In the cultivation of composite talents, educational institutions need to fully utilize their environmental and educational advantages, create a good environmental foundation, and maintain the smooth operation of the education model. In addition, it is necessary to deepen the integration between politics, industry, research, education, and society, combine teaching content with actual job responsibilities and the digital industry, in order

to build a multi-party collaborative talent cultivation situation, promote the improvement of students' digital literacy, and then output more high-quality innovative and composite talents to society.

#### **4. Conclusion**

In summary, in the era of digital economy, in order to better achieve social and economic development and industrial structure transformation, it is necessary to pay attention to compound talents who have coordinated development of knowledge, ability, and literacy. Educational institutions need to clarify the goals of cultivating composite talents, broaden students' knowledge through interdisciplinary integration, and enable them to continuously explore and create new knowledge while mastering existing professional knowledge, in order to deepen industrial transformation and upgrading and achieve comprehensive development of students. In addition, from the perspective of systems science and in accordance with the trend of socio-economic development, we should continuously innovate the cultivation mode of composite talents, comprehensively consider multiple dimensions such as cultivation goals, educational resources, cultivation systems, and education systems, in order to establish a comprehensive system architecture for the cultivation mode of composite talents, lay the foundation for the realization of the cultivation goals of composite talents, and promote the smooth transformation of the digital industry structure.

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