

# Analysis of Research Hotspots, Key Points, and Difficulties in Cultivating Top-notch Innovative Talents

**Weiqliang Zhang, Le Gao**

Central University of Finance and Economics, Beijing 100081, China

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## Abstract

At present, we have entered an important stage of further comprehensively deepening reform and promoting the Chinese path to modernization. It is a strategic support to build a system and mechanism to support comprehensive innovation, deepen the comprehensive reform of education, build an integrated development of educational science and technology talents, and accelerate the construction of a powerful education country. Therefore, the cultivation and discovery of top-notch innovative talents has become the central task, and the analysis of research hotspots, key points, and difficulties has been conducted to provide reference for the high-quality development of graduate education in the future.

## Keywords

Graduate education; Education powerhouse; High-quality

## 1. Introduction

Graduate education is an important platform for cultivating top-notch innovative talents and promoting academic innovation and social progress. To build a strong education country, we must take the new deployment and requirements of the Outline of the Plan for Building a Strong Education Country as the criterion, and build a strong ideological and political leadership, talent competitiveness, scientific and technological support, livelihood security, social synergy, and international influence[1]; We should vigorously build the action of cultivating the spirit of educators and strengthening teachers, and build a high-quality and professional team of educationally oriented graduate supervisors; We should take the official promulgation and implementation of the Degree Law as a strategic opportunity to promote the updating of the degree system and the standardization of degree granting activities; To build a high-quality doctoral education system with Chinese characteristics and

world-class standards, and to provide the highest level of top-notch innovative talents for the construction of an education powerhouse, has become an important topic of close attention and development in the cultivation of top-notch innovative talents and graduate education. Facing the new strategic opportunity period in 2035, postgraduate education should adhere to the four orientations, serve the construction of a powerful educational country, and provide a continuous stream of high-quality talents to promote the Chinese path to modernization.

## **2. Research hotspots in cultivating top-notch innovative talents**

The current graduate education has entered a period of comprehensive reform action. With the increasing support of education for scientific and technological talents, the cultivation of innovative talents has become more urgent than ever before. We can further summarize and understand the latest trends in graduate education through the following research hotspots.

### **2.1. The Outline for Building a Strong Education Country has been promulgated as the Action Plan for Graduate Education**

The education powerhouse we aim to build is one with Chinese characteristics, which should have strong ideological and political leadership, talent competitiveness, technological support, livelihood security, social synergy, and international influence. The Outline of the Plan for Building a Strong Education Country has emerged as the first national action plan with the theme of building a Strong Education country. This major top-level institutional design is truly clarified from the national strategic level, and puts forward more resolute, systematic, and far-reaching requirements for realizing the fundamental strategic support role of education in building a strong country. At present, the implementation of the three-year action plan for building a strong education country has begun, laying a solid foundation for the timely construction of an education country in the medium and long term.

### **2.2. The spirit of educators becomes the spiritual guide for the construction of graduate supervisor teams**

With the construction of a strong education country, there is a demand for a high-quality and specialized teacher team. A high-quality teacher team system, especially the construction of a graduate supervisor team that plays a key role in cultivating innovative talents, has put forward higher requirements. Therefore, the country has issued opinions on promoting the spirit of educators and strengthening the construction of a high-quality and specialized teacher team in the new era. In a true sense, the spirit of educators will be regarded as the spirit and action guide of the graduate supervisor team, combining China's excellent traditional culture with educational and teaching reform practices, empowering the comprehensive quality and guidance quality of the teacher team with spiritual strength, making education-

ally oriented graduate supervisors a conscious action, and discovering and cultivating a batch of top-notch innovative talents.

### **2.3. The Degree Law has been officially promulgated as the institutional basis for the legalization of graduate education**

The Degree Law of the People's Republic of China has been officially implemented on January 1, 2025. It is a student rights protection law and the most authoritative institutional guide for degree and graduate education. How the postgraduate education and degree awarding activities adapt to the comprehensive reform of education and high-quality development is in need of a more scientific, standardized, and intelligent legal basis. Among them, the classified cultivation of postgraduate education, especially the cultivation of professional postgraduates, has put forward a training mode that is more suitable for the integration of industry and education and the needs of economic and social development, and can apply for degrees based on innovative practical achievements such as cases, patents, designs, which is a breakthrough in postgraduate degree application. The thesis is a breakthrough in the single mode.

### **2.4. Opinions on high-quality development of doctoral students provide support for the reform of doctoral education**

In 2024, the government issued the "Opinions on Accelerating the High Quality Development of Doctoral Education", which systematically deployed the continuous deepening of the comprehensive reform of doctoral education. This is an important layout for the highest level innovation system. Graduate education, especially doctoral education, demonstrates the level of development and innovation in higher education. To grasp the relationship between the continuous growth of enrollment scale and the quality of connotation, we must closely follow the needs of national strategic development, continuously provide high-level academic research talents and practical applied talents, and provide stable and sufficient financial support, policy support, and forward-looking guidance for the cultivation of high-level talents.

### **2.5. Dynamic adjustment and addition of degree authorization points as a space for exploring degree granting**

The construction of degree authorization points is the foundation for deepening the adjustment of disciplines and majors, and is an important aspect of the continuous demand for talent in economic and social development. The Action Plan for Adjusting and Optimizing the Setting of Disciplines and Majors in Higher Education (2025-2027) aims to establish a discipline and major adjustment and talent cultivation model driven by innovative development and strategic needs, continuously enhancing the fundamental and strategic support of higher education for high-quality development. In particular, the rapid economic and social development, the cross

integration of artificial intelligence and emerging industries, and the super long layout of discipline and specialty optimization actions have a guiding role in closely following the essential requirements of the Chinese path to modernization for talent training, and also provide scientific and flexible adjustment space and development opportunities for degree awarding activities.

### **3. Research focuses on cultivating top-notch innovative talents**

#### **3.1. Persistently improve the fundamental task pattern of cultivating virtue and talent**

The implementation of the moral education and talent cultivation project and whether it has achieved real results have long been the fundamental guidelines for educational development. It embodies the value of building oneself with morality and cultivating people with morality, shaping moral norms that prioritize moral education, and promoting the comprehensive development of people as educational characteristics[2]. Therefore, the implementation of the "No.1 Project" of cultivating morality and talents is the direction and positioning of building a strong education country, clarifying the consensus and core prerequisites, the fundamental standard for testing the quality and effectiveness of education development, and the cornerstone for deepening education evaluation reform.

#### **3.2. Persistently deepen the comprehensive reform of high-quality education**

High-quality development is an eternal requirement for educational development and the lifeline of talent cultivation. Therefore, to build a high-quality graduate education system, the fundamental issue in deepening the comprehensive reform of education. The comprehensive reform of education faces many strategic themes such as educational structure, nurturing methods, educational models, management systems, educational evaluation, and guarantee mechanisms[3]. Among them, the important path of pilot, experimental, and pioneering comprehensive reform should adhere to bottom line thinking, systematic thinking, extreme thinking, innovative thinking, etc., boldly explore and break through reforms, promote the comprehensive coordination and consistency of experimental experience, and ultimately achieve practical results and reform experience that are both scientific and feasible, and achieve high-quality promotion and sustainable reform.

#### **3.3. Persistently creating digital intelligence education to empower development**

The digitization of education is an important breakthrough in the construction of a strong education country. Only by adhering to the digital empowerment of education can we lead the high-quality development of education. Therefore, in order to promote the integration of artificial intelligence with graduate education and the

cultivation of top-notch talents, we must first start with the improvement of curriculum design and teaching mode, and integrate artificial intelligence-related knowledge and technology into the graduate curriculum system to cultivate talents that meet future career needs. Secondly, we need to promote innovation in teaching methods, utilize the national smart education resource platform, comprehensively upgrade teaching models, and enhance the learning experience of graduate students. Finally, we must prioritize quality, promote the healthy development of smart education and traditional methods, reform the evaluation and assessment system based on high-quality development, and achieve the openness and sharing of online resources.

#### **4. Research difficulties in cultivating top-notch innovative talents**

We need to deepen the comprehensive reform of education and accelerate the construction of a high-quality education system. The National Education Conference emphasizes that the education powerhouse we aim to build should have strong ideological and political leadership, talent competitiveness, technological support, livelihood security, social synergy, and international influence. Currently, there are five major difficulties in the comprehensive reform of education and the cultivation of top-notch innovative talents.

##### **4.1. Systematic Reform of the Education Technology Talent System and Mechanism**

We must adhere to looking beyond education, beyond universities to universities, adhere to the political, strategic, and livelihood attributes of education, adhere to the people-centered approach to entrepreneurship, deepen education evaluation, develop advantageous disciplines, cultivate innovative capabilities, strengthen the four orientations and talent independent training mechanism, and systematically promote the coordinated development of education, science, technology, and talent.

##### **4.2. Continuity of integrated training for top-notch innovative talents**

We must adhere to bottom line thinking, systematic thinking, and innovative thinking, explore talent cultivation models that connect the three stages of basic education, higher education, and graduate education, implement classification reform, classification training, and classification management, achieve early selection and cultivation of top-notch innovative talents, continuous cultivation of top-notch innovative talents, and stable support for top-notch innovative talents, and provide sufficient space and conditions for talent selection and cultivation.

##### **4.3. The synergy of effective linkage between enrollment, training, graduation, and employment**

We must adhere to student satisfaction, teacher satisfaction, and social satisfaction,

break the data gap between enrollment, training, graduation, and employment, achieve resource linkage, coordinate enrollment quality, learning quality, training quality, and employment quality, and jointly promote the construction of disciplinary and professional systems, teaching quality systems, and talent training quality systems. We must also break through the information silos after enrollment and training, and realize the linkage of multiple subsystems in various aspects of education.

#### **4.4. The holistic participation of government, family, school, and society in talent co-education**

We must adhere to the principle of joint responsibility, joint resources, and joint space, ensure that the collaborative education mechanism of government coordination, departmental cooperation, school leadership, family responsibility, and social participation is more perfect, and promote a stronger atmosphere for students' comprehensive development and healthy growth. To mobilize various social resources, guide schools to play a leading role and professional guidance advantages, strengthen communication and cooperation with families and society, provide conditions for students to better participate in practical activities, sports activities, aesthetic education activities, etc., and achieve the overall promotion of the five educations and the three comprehensive education.

#### **4.5. Consistency in the effective integration of technology education and humanities education**

We must vigorously promote and practice the spirit of educators, scientists, and entrepreneurs, combine industry, academia, research, and application to cultivate distinctive talents, cross disciplinary talents, and composite talents, cultivate students' understanding of the world, transformation of the world, self-improvement, and realization of value, improve scientific and humanistic literacy, and combine the fundamental task of moral education to achieve ideological and political education, scientific research education, and practical education. We must deepen the significance of the "two combinations" and cultivate top-notch innovative talents who can aspire to serve the country and shoulder the great responsibility of national rejuvenation.

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