The Practice of Training Mode of Financial Innovative Talents —Taking Hubei University of Economics’ International Financial Experimental Class as an Example

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**Keywords:** Talent training mode; Finance professionals; International Finance Experimental Class; Three-properties; Three-systems.

**Abstract.** The innovation of talent training mode is related to the improvement of the quality of talent training. In reality, there are two typical talent training modes, one is the talent training mode centered on imparting knowledge, and the other is the student-centered talent training mode. This paper takes the "International Finance Experimental Class" of Hubei University of Economics as a sample, and carries out the reform of the "three-properties" and "three-systems" talent training mode of the international financial experiment class around "student-centered", and has achieved remarkable results, which has made useful exploration and practice for promoting the cultivation of financial innovation talent.

**The Background**

Finance is the core of modern economy. The training mode of financial professionals in colleges and universities in China is constantly developing and innovating with the development of globalization and openness. It is gradually transformed from focusing on knowledge transfer and single talent training to capacity training and compound type. Talent cultivation, and emphasize the cultivation of innovative talents. In 2002, Hubei Economics College established the “International Finance Experimental Class” reform leading group. The team researched, drafted and demonstrated the reform plan of the experimental class, and formulated a complete teaching plan and talent training plan. In 2003, the first “International Finance Experimental Class” began to formally enroll students. The original intention of the class was to select and train the talents recruited by the colleges and universities, and to adopt an innovative training mode of teaching students in accordance with their aptitude to deliver outward and extroverted financial talents with solid foundation, broad knowledge, strong ability, high quality, and a combination of re-learning and re-creating ability for society.

**Three-properties and Three-systems of Financial Innovation Personnel Training**

**Three Properties of Financial Innovation Personnel Training**

With the advent of a new era, all social strata are constantly developing and progressing, China’s economic system is also improving. Contemporary college students’ values and thinking patterns are being affected. And the requirements of the society for college students are also gradually improving. In this environment, we need to constantly seek new and more perfect mechanism to adapt to the college students’ training under the new stage.

It is not difficult to find that there is still much room for contemporary college students to improve their thinking and ability. This paper points out the direction of development by "three-properties". The first is extroversion, which is necessary and integrant for the cultivation of College Students’ personality and thinking mode, this kind of talents will focus on self-development and promotion, which has far-reaching significance for their own cultivation. In colleges and universities around the country, activities like the Quality Training and Knowledge Competition are often held to provide students with a platform and space to meet their extraversion development.
Secondly, professionalism, that is to say, in the fields involved with a higher level of skills and professional knowledge, to be able to skillfully use their own ability to achieve certain results, this type of talents will generally come from those students who regularly participate in school skills and knowledge competitions and have rich professional knowledge reserves.

Finally, the mathematical rationality, which emphasizes the dialectical nature of thinking, aims to train students to constantly improve themselves in thinking with their own flexible thinking under rigorous exploration, ultimately achieve a new height. So it also requires students to find ways to think in every bit of life. This is a valuable state of mind.

Three Systems of Financial Innovation Personnel Training

The important part of the talent training program is "three systems". The so-called "three systems" refers to the elimination system, the optimization system and the curriculum expansion system.

The specific mechanism of the elimination system is that at the end of the first academic year, the students are sorted according to the total scores of Mathematics and English in this academic year, and the rejected candidates are determined according to the proportion of last 10%. And at the end of the second academic year, the students were ranked according to the total scores of the compulsory courses in Mathematics, English and specialty, the rejected candidates were the last 5%. Meanwhile, those who fail more than 2 compulsory courses (including 2 courses) will be eliminated directly in the first and second school years. Although the elimination system will bring more pressure to the students of the international finance experimental class, it is a positive incentive effect to them according to the survey. Under the elimination system, students will be more active in learning, but also can gather a group of students who are willing to study together and become an example to each other. At the same time, because the courses of International Financial Experimental are relatively difficult and demanding, so the students transferred through the elimination system can also be assigned to other classes more suitable for their own actual situation, which is more conducive to their long-term developments.

The specific mechanism of optimization is that, at the beginning of the second academic year, the students of the non-International Finance Experimental Class of the Finance Institute can apply to be transferred to the International Experimental Class who ranked in the top 10% of their own class according to the total scores of English, Mathematics and professional compulsory courses in the first school year. After being interviewed and assessed by the leading group of the experimental class, according to the actual number of students eliminated in the academic year, the corresponding number of students can be selected to enter the experimental class. One of major characteristics of the International Finance Experimental Class is that it lays particular stress on the study of postgraduate entrance examination. The Optimum Selection System can not only provide an opportunity for ordinary class students who want to continue their further study and have excellent grades to enter the experimental class, but also create a good learning atmosphere of the class and ensure that the experimental class students all have a certain degree of competition in the process of postgraduate entrance examination.

The curriculum expansion system is mainly manifested in the initial establishment of the International Finance Experimental Class, which not only pays attention to the professional knowledge, but also emphasizes the learning ability of English and Mathematics, and Mathematics and English are also regarded as the main subjects in the process of selection and elimination. At the same time, the curriculum expansion system is more obvious in the setting of Mathematical Analysis, Intermediate Macroeconomics and Intermediate Microeconomics, which is also the difference in the professional curriculum between other financial classes. There are more than five expansive disciplines in the International Finance Experimental Class. It is obvious that the experimental class attaches importance to broadening students' thinking and broadening their horizons. At the same time, the class will regularly invite experts outside to hold some lectures in order to further open the vision of students, so that students in the class have more comprehensive development, without departing from the premise of textbooks and not rigidly adhere to textbooks, to expand their own space for development.
To sum up, the "three systems" have been effective in the implementation process of the International Financial Experimental Class training program, but there are still aspects needing to be improved. On the one hand, we should further establish the training objectives, optimize the training program, adjust the training for students' quality and ability according to the actual situation of the school and local regional economic development, so that students can get a better and more comprehensive development. On the other hand, we should further improve the shortcomings of the "three systems", avoid the single selection conditions of the elimination system and the optimization system, fully consider students' abilities in all aspects, improve a series of incentive and restraint systems, and form a healthy competition and a good style of study among students.

The Questionnaire Survey

According to students’ study situations of the normal financial class and the International Financial Experimental Class, the research group investigate and study respectively for two classes of student’s knowledge of the input and output state use questionnaires and interviews related to students and the teacher's approach to collect data, and carry out perspective analysis for the factor of the influence on collected financial talent training and the training effect.

The Questionnaire Design

According to relevant contents of talent training plan, team members discuss and design relevant questionnaires. The questionnaire mainly aimed at the difference of the talent training plans and the effect between the normal financial class and International Financial Experimental Class and design related problems. The main contents include roughly two classes of curriculum development degree, the degree of pressure, Average frequency of study tour activities, foreign language study activity importance, subject specialization degree, selective, pass rate of CET4 and CET6, the number of average failed courses, and the degree of teaching training mode recognition, etc. Finally, we will collect the questionnaire using Excel spreadsheet. In this way, the results of this innovative education model of International Finance Experimental Class of Hubei university of economics were available, so we can combine the results with students’ feedback, and give targeted suggestions on the current system.

The Questionnaire Results

<table>
<thead>
<tr>
<th></th>
<th>International Financial Experimental Class</th>
<th>Normal financial class</th>
<th>Less value</th>
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</thead>
<tbody>
<tr>
<td>Mathematical rationality degree</td>
<td>47.87%</td>
<td>29.28%</td>
<td>18.59%</td>
</tr>
<tr>
<td>The degree of pressure</td>
<td>73.23%</td>
<td>23.20%</td>
<td>50.03%</td>
</tr>
<tr>
<td>Average frequency of study tour activities</td>
<td>58.37%</td>
<td>8.33%</td>
<td>50.04%</td>
</tr>
<tr>
<td>The degree of English emphasis</td>
<td>82.35%</td>
<td>52.37%</td>
<td>29.98%</td>
</tr>
<tr>
<td>Degree of subject specialization</td>
<td>37.50%</td>
<td>36.50%</td>
<td>1.00%</td>
</tr>
<tr>
<td>Elimination rate</td>
<td>27.50%</td>
<td>0.00%</td>
<td>27.50%</td>
</tr>
<tr>
<td>Pass rate of CET4 and CET6</td>
<td>75.70%</td>
<td>37.70%</td>
<td>48.00%</td>
</tr>
<tr>
<td>Average number of failing grades</td>
<td>0.68</td>
<td>1.5</td>
<td>-0.82</td>
</tr>
</tbody>
</table>

It can be clearly seen from the above form that the International Financial Experimental Class and the normal financial class have significantly different talent training effects due to the differences in talent selection and talent training modes.

Firstly, from the International Financial Experimental Class teaching arrangement, we can clearly see the experimental class compared with normal classes pay more attention in the mathematical and the cultivation of foreign language, the International Financial Experimental Class of students think their courses of mathematical rationality is 47.87% compared with 29.28% of the normal financial class was 18.59% higher, think of the degree of English emphasis is 82.35% compared with 52.37% of the normal financial class high of 29.98%. This aspect can be reflected in the
different requirements of talent selection; Compared with the normal financial classes, the International Finance Experimental Class has more restrictions that require more than 110 scores in mathematics and English. On the other hand, after the selection of talents, the education pays more attention to the intensive learning in English and mathematics, which further reflects the "extraversion" and "mathematical rationally" training in this class. In addition we can also find from the graph, the international financial talents cultivation of experimental class also put special emphasis on in the field of professional training, not only from the above subject specialization degree, we can see the class compared with normal financial classes pays more attention to the study of specialized courses, it can also be seen from the activities of the “Gold Test Cup” that the class pays great attention to the study and consolidation of the professional knowledge acquired under the class.

Secondly, from the frequency on study tour of the International Financial Experiment Class, we can see that the training of this class is more focused on internationalization. This fits well with the training of compound talents and foreign talents in the class training program. The teaching materials used in this class in actual teaching are also more international than the ordinary financial classes. After class, academic masters, professional elites and government officials are often invited to give lectures for the class in order to broaden the students' horizons. Through a series of academic report activities, the school will introduce the progress of the frontiers of the discipline and the latest developments in the industry, share individual academic experience, guide students to carry out scientific research or social practice, and enhance students' ability to innovate and start a business.

Thirdly, from the stress levels and elimination rate in the above form, the international financial experimental class is much higher than normal financial classes, it also show the class of system innovation, the knockout, selection of experimental class is to be fixed in the first - and second-year bottom out, respectively, 10% and 5% of the students, at the same time at the end of the first study to other same grade professional students in the top five offers opportunities for the application of selection into the experimental class. On the one hand, the establishment of this system hopes to take a scientific and reasonable system as the driving force and guarantee of teaching reform; on the other hand, it hopes to form a class atmosphere of benign competition, positive guidance and all-round development. At the same time, the preferred elimination system will inevitably bring more pressure to the students of this class to be eliminated. However, after nearly 14 years of implementation of the system, this class has also gained good results, with more rational talent flow and more obvious talent cultivation effect.

Fourthly, it can be seen from the comparison of the two indicators of 75.70% passing rate of CET4 and CET6 in the above table, and 37.70% passing rate of common finance courses, and 0.68 failure courses and 1.5 failure courses in common finance courses that the innovation training mode of this class has a relatively obvious positive effect. In addition, the rate of the examination and study abroad of this class is higher than that of ordinary finance class, and a considerable number of students from this class are highly rated by the corresponding units after they are employed in the financial sector.

Conclusion
The Training Mode of International Finance Pilot Class has Achieved Initial Results
The International Finance Experimental Class has already established its talent training plan, which is very consistent with the needs of regional economic development and reflects the "top-notch" and "innovative" talent training mode. In the construction of class atmosphere, is continuously improved, and the existing discipline and professional construction platform is fully utilized to provide comprehensive support for the cultivation of top-notch innovative talents in finance. At the same time, the school actively creates various school conditions for students in this class and enhances their international exchange experience.
Suggestions and Improvements

It is not difficult to find that above "three-properties" and "three-systems" have different effects under different systems and implementation conditions. It is obvious that colleges and universities should adopt properties and systems suitable for their own condition, especially the measures of optimization and elimination. On the one hand, the management and education leaders need to give full consideration, let the system play a more positive incentives, to avoid the unnecessary negative effect, and make it plays a positive role for students to explore and develop themselves under the existing mechanism of personal training in colleges and universities. On the other hand, at the very beginning education managers must enable students to fully understand and comprehend the operation mode of this mechanism and the essence of its active promotion, so as to make the mechanism operate effectively. In addition, the team in charge should pay more return visits to the students and the influencing personnel of the mechanism, and listen to their opinions and Suggestions, so as to make timely and effective adjustments and improvements to the model and system adopted and improve the operation mechanism.

Speaking of this, on the current education platform of universities, the optimization and elimination system is still only an experimental stage, and many universities are only in the exploratory stage, and the positive and negative evaluations on the society should be objectively accepted. These systems themselves are also an urgent need for high-level education and new talent cultivation. The author believes that the "property" and "system" mentioned in the paper, especially the optimization and elimination system, will be beneficial to the long-term development of universities when used properly.

Acknowledgement

This research was financially supported by the project of Hubei University Student Quality Work (serial number: 2017XGJPB3004)

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