

Ministry of Education of the Republic of Belarus
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FENG QIUWEI
**Training of highly qualified personnel in accordance with
the needs of digital transformation of all spheres
of life in Belarus and the Chinese People's Environment**

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Abstract: digital economy has become an important part of today's social development. High quality digital talents are the source power and core competitiveness of the development of digital economy and the solid support for the development of digital industry. According to the needs of all fields of life in Belarus and the digital transformation of the Chinese people's environment, as well as the current situation and existing problems of high-quality talent training, this paper puts forward the training mode and Countermeasures of high-quality talents under the background of digital economy.

Key words: digital transformation, digital economy, green economy, high-quality talent training, innovative talent training mode and countermeasures.

Introduction

In recent years, the new generation of information technology represented by the Internet, cloud computing, big data, Internet of things and artificial intelligence has developed rapidly. The digital economy with information technology as the core plays an increasingly important role in global economic growth, which has attracted extensive attention all over the world. As an emerging economic form after the agricultural economy and industrial economy, in the deep integration with traditional industries, digital economy continues to promote the optimal allocation of resources, adjust industrial structure and realize transformation and upgrading of traditional industries, continuously release huge energy, and gradually become a strong driving force for innovation to lead and support the development of real economy. With the development of digital economy, high-quality talents have become the main driving force of digital economy development, the first resource to activate high-quality economic development, and the key support to promote enterprise development and industrial transformation and upgrading. However, the original talent training model can not meet the needs of the transformation and development of digital economy, so it is urgent to establish a new high-quality talent training model.

In order to realize the stable and sustainable development of digital economy, we need to strengthen the training of high-quality talents to ensure that the transformation and development of digital economy can be effectively supported. Based on this, in-depth exploration and Research on the training of high-quality talents under the background of digital economy is very key. Only by solving the limitations of talents can we speed up the development of digital economy.

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1. Theoretical foundations of the study of training highly qualified personnel for the digital economy and green economy

1.1 Background of digital transformation

1.1.1 Digital transformation theory

(1) The concept of digital transformation

Digital transformation is the use of digital technology to promote the transformation of business model, organizational structure, corporate culture and other reform measures. Digital transformation aims to use a variety of new technologies, such as mobile, web, social, big data, machine learning, artificial intelligence, Internet of things, cloud computing, blockchain and so on, to conceive and deliver new and differentiated value for enterprise organizations. Digital transformation is the deep integration of technology and business model. The final result of digital transformation is the change of business model.

(2) Current situation of digital transformation

In the world, digital economy has already become an important part of the global economy, the main line of global economic development, and is gradually promoting the digital transformation of industry and the whole society. According to the G20 digital economy development and Cooperation Initiative released by the G20 Hangzhou summit, the "digital" in the "digital economy" can be divided into three stages: information digitization, business digitization and digital transformation. Digital transformation is a new stage of digital development. Exponential transformation can not only expand new economic development space and promote sustainable economic development, but also promote the transformation and upgrading of traditional industries and the transformation and development of the whole society.

At present, digital transformation has become a trend. According to the OECD "2015 OECD digital economy outlook" report, as of 2015, 80% of OECD member countries have formulated national strategies or sectoral policies and constructed a national strategic framework for digital economy. Governments all over the world hope to comprehensively promote the healthy development of economy and society through the development of digital economy. Although the definitions of digitization and digital transformation are different in different national strategies, the core contents are basically the same, and the common points are: using the new generation of information technology to build a closed loop of data collection, transmission, storage, processing and feedback, break through the data barriers between different levels and different industries, and improve the overall operation

efficiency of the industry, Build a new digital economy system.

With the support of information technology, the integration and development of data in various industries will be realized, so as to push the digital economy characterized by digitization into a new stage of development.

In the era of digital economy, digital business department has great potential to create economic value. For example, the UK government estimates that the value of the digital sector to the UK will reach 200 billion pounds by 2025. Driven by this trend, the developed countries with advanced technology have raised the digital development strategy to the height of national strategy. Britain, Germany, the United States, Japan, South Korea and other countries pay special attention to the top-level design, and provide relevant policy support from the aspects of the clarification and improvement of laws and regulations, the establishment of functional department support, R & D budget support, the establishment of scientific research institutions to provide intellectual support, personnel training, public popularization and training, loan support, tax incentives, and the promotion of international cooperation, Accelerate the implementation of its digital national strategy.

Developed countries have a consensus on promoting digital national strategy, but the UK, Germany, the United States, Japan and South Korea have different characteristics in the direction and measures in the process of promoting digital national strategy. For example, the Japanese government said that it is not necessary to follow the concepts of "advanced manufacturing" and "industry 4.0" in the United States and Germany, but should recognize the advantages of Japanese manufacturing industry, deeply explore the most suitable strategy for Japan, and transform according to the actual needs to fully enjoy the advantages of Japan.

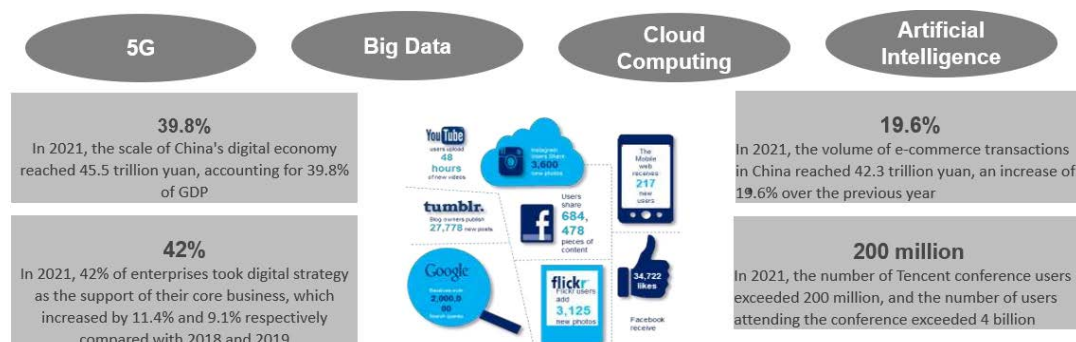
For China, we also need to base on the reality of Chinese digital development, comprehensively consider the advantages and disadvantages of "made in China", and actively promote the implementation of digital strategy in China. However, considering the industry differences and the feasibility of digital application, it is necessary to promote the digital process of different industries according to the "industry" conditions, and consider the characteristics and needs of producers and consumers in the industry, so as to help the development of industry digital economy with appropriate policy support and economic incentives. For example, a new business model of platform economy and sharing economy has emerged in the automobile industry, and mass customization is likely to become the dominant mode of automobile manufacturing; The chemical industry pursues the development of numerical control and intelligent products; The clothing industry, food industry and medical and health industry all have personalized and customized needs, but also have different emphasis. Therefore, it is necessary to adapt to the "industry" conditions when promoting the digital transformation of different industries.

1.1.2 Digital transformation and digital economy

The industrialization and digitization of digital technology give birth to digital economy and digital society. In order to realize the universality, standardization and order of digital economy and digital society, it is necessary to carry out digital transformation. By changing cultural concepts, changing institutional mechanisms and building new infrastructure, the economy, society and culture will be built on the basis of informatization, networking and intelligence, and a new form of digital economic society will be formed.

The sprouting, forming and developing process of digital technology produces information economy, knowledge economy and digital economy, which embodies the realization logic of digital technology value. Digital economy surpasses information economy and knowledge economy, makes use of richer and more powerful digital technology, especially the integration and application of many digital technologies, breaks through the economic form marked by information and knowledge, and the extensive use of digital technology brings fundamental changes to the whole economic environment and economic activities. If we say that in the period of information economy and knowledge economy, digital technology plays the role of tools, skills and methods in economic activities, then under the condition of digital economy, digital technology gradually transforms and upgrades to the nature of resources, elements and contents, and digital technology and its accumulated data itself become the subject and core of value. In general, digital economy is a new form of economic development based on agricultural economy, industrial economy and information economy.

To sum up, digital economy is the main economic form after agricultural economy and industrial economy. It has become the main line of global economic development and is gradually promoting the digital transformation of industry and the whole society. The world has entered the era of digital economy.



Digital transformation and digital economy

Data source: 《China Digital Economy Development Report (2022)》、《2021 China Digital Enterprise White Paper-Four Years (2018-2021) Benchmarking 》、《China E-Commerce Report (2021) 》

1.2 Theoretical foundations of the study of the categories "training of highly qualified personnel", "digital society", "green economy"

1.2.1 Concept of digital society

Due to the development of digital technology, productivity and mode of production began to change qualitatively. The social transformation that the world is experiencing is an unprecedented systematic and profound social revolution.

Digital society is a general concept to describe the new technological social form. Digital society is a social system formed on the basis of big data and artificial intelligence due to the promotion of digital technology,. Digital society can be analyzed from multiple levels, such as digital economy, digital commerce, digital life, digital social governance, etc.

1.2.2 Concept of digital economy

Digital economy refers to a series of economic activities with the use of digital knowledge and information as the key production factors, modern information network as an important carrier, and the effective use of information and communication technology as an important driving force for efficiency improvement and economic structure optimization. Internet, cloud computing, big data, Internet of things, financial technology and other new digital technologies are applied in the process of information collection, storage, analysis and sharing, which has changed the way of social interaction. Digital, networked and intelligent information and communication technology makes modern economic activities more flexible, agile and intelligent (g202016). Digital economy can be divided into two parts: Digital industrialization and digital industry. Digital industrialization is the foundation of digital economy, mainly information industry; Industrial digitization is mainly the effective integration of the three national industries and digital technology, which can improve the production efficiency of traditional industries through the application of digital technology.

1.2.3 Concept of green economy

Green economy is a new economic form, which is market-oriented, based on traditional industrial economy and aimed at the harmony between economy and environment. It is a development state of industrial economy to meet the needs of human environmental protection and health.

Green economy is a new economic structure of human society after agricultural economy, industrial economy and service economy. It is a more efficient, harmonious and sustainable growth mode. It is also the highest social form after agricultural society, industrial society and service economy. Green economy, green

new deal and green society are the global consensus and development direction of human civilization in the 21st century. There is no doubt that green economy is a new development concept, a new development goal, a new economic structure and a new way of development. The new idea of people-oriented nature replaces the old idea of people-oriented, the new goal of efficiency, harmony and sustainable development replaces the traditional single long-term goal, and the new green economic structure replaces the traditional white agriculture. The old economic structure with black industry as the main body, the new efficiency, harmony and sustainable growth mode have replaced the old growth mode with low efficiency, conflict and unsustainability, and the new green economy, green new deal and green society have also replaced the traditional society. At present, the green economy is promoting the global economic transformation with its powerful logical force. The developed countries generally turn to the green economy and realize the structural growth in the transformation from the traditional economy to the green economy. Green economy refers to the economy that can follow the five principles of "developing demand, reducing cost, increasing power, coordinating and controlling macroscopically", and can develop sustainably. "Green economy" not only refers to a specific micro unit economy, but also refers to the national economy of a country, even the global economy.

1.2.4 Coordinated development of digital economy and green economy

Digital development represents a new round of technological innovation in the world. Green development represents that human society seeks the sustainable development economic model of harmonious coexistence with nature. At the same time, green economy and digital economy can promote each other in a sense. If the green economy and digital economy included in the stimulus policy can play a synergistic role, it will be able to maximize its role in promoting economic recovery after the epidemic.

Similarities and differences between green economy and digital economy.

(1) Similarities between green economy and digital economy

First, green economy and digital economy have two denotations, including their own industrial development and the integration of traditional industries. In terms of green economy, one of its denotation meanings is the development of green industry itself, that is, to develop those industries that have little impact on the environment or are conducive to improving the environment. Another denotation of green economy is the "green" transformation of traditional industries, that is, in the process of production, traditional industries improve the efficiency of resource utilization, reduce pollution emissions and reduce the pressure on the environment through

energy-saving transformation or the adoption of new cleaner production technologies. At this level, green economy emphasizes the greening of economy, which requires the growth of traditional economy not at the expense of environment. Similar to green economy, digital economy also contains the meaning of digital industrialization development and industrial digital development. First of all, digital industrialization refers to the development of digital industry itself, mainly including electronic information industry, communication industry, Internet big data industry, etc. these industries can produce digital products or digital technology output, which is the basis of the development of the whole digital economy. At this level, the development of new digital industry can become a source of economic profits and bring new economic growth points. Secondly, industry digitization refers to the use of digital technology and digital products by other traditional industries in non digital fields to achieve digital and intelligent upgrading development. At this level, digital economy emphasizes the digitization of the whole economy, so as to realize the transformation and upgrading of traditional industries

Second, both green economy and digital economy involve a large number of technology intensive industries, and both help to improve the production efficiency of traditional industries. Among the eight key high-tech fields supported by the state released by the Ministry of science and technology of China, two fields directly belong to the category of green industry: new energy and energy-saving technology, including renewable clean energy technology, nuclear energy and hydrogen energy, new efficient energy conversion and storage technology, and efficient energy-saving technology; Resources and environmental technology, including water pollution control technology, air pollution control technology, solid waste treatment and comprehensive utilization technology, environmental monitoring technology, ecological environment and construction and protection technology, clean production and circular economy technology, resource efficient development and comprehensive utilization technology. In addition to these two fields, other high-tech fields also involve green economy, such as modern agricultural technology in the field of biology and new medicine technology, new inorganic nonmetallic material manufacturing technology for energy saving and environmental protection in the field of new material technology, preparation technology of environment-friendly polymer materials and recycling technology of polymer materials. It can be seen that green economy involves many high-tech fields. The digital economy is the field of high-tech innovation in the current era. Among the eight key high-tech fields supported by the state released by the Ministry of science and technology, electronic information technology ranks first, including software, microelectronics, computer and network technology, communication technology, radio and television technology, new electronic components,

information security technology, and intelligent transportation technology, Other areas such as high-tech transformation of traditional industries also involve a large number of digital economic elements, such as industrial production process control system, high-performance, intelligent instrumentation, power system information and automation technology. Every generation of technological innovation will bring about a significant increase in production efficiency, and the technological innovation in the field of green economy and digital economy is no exception. They will bring about a significant increase in the production efficiency and resource utilization efficiency of traditional industries.

(2) The difference between green economy and digital economy

The differences between green economy and digital economy are mainly reflected in their different development goals and priorities. The goal of green economy is to achieve the harmonious coexistence of economic development and ecological environment. Economic development does not sacrifice the ecological environment. At the same time, green development does not sacrifice economic growth. On the contrary, green development can bring new growth momentum for high-quality economic development. The digital economy represents a new round of scientific and technological revolution and industrial change, whose goal is to enhance the productivity of the whole society through technological innovation. Therefore, the development of green economy focuses on environmental friendliness, while the development of digital economy focuses on technological innovation. In addition, compared with digital economy, green economy has stronger externality, so it also needs more government guidance.

Coordination of green economy and digital economy.

(1) The promotion of digital economy to green economy

First of all, digital technology can be widely used to obtain ecological and environmental information, directly supporting the ecological and environmental protection work. Due to the limitation of natural and physical conditions, we can not get the most real information at the first time. Digital technology can be widely used to obtain ecological and environmental information. For example, digital monitoring can help scientists better understand how ecosystems around the world (such as forests, reefs and glaciers) change in real time, so as to help environmentalists understand how to protect and restore the environment, At the same time, ensure that the government and private companies are responsible for their public commitment to maintain natural habitats.

Secondly, digital economy can effectively promote the green transformation of the global economy. This is mainly reflected in the fact that digital technology can play an important role in improving the use efficiency of energy and resources,

promoting the development and utilization of renewable energy, improving the production, sales and consumption efficiency of products and services in the whole society, or reducing the demand for energy and raw materials through the dematerialization of human activities and exchanges. Some studies have pointed out that digital technology solutions in energy, manufacturing, agriculture and land use, construction, services, transportation and traffic management can help reduce global carbon emissions by 15% (the exponential roadmap, 2020). On the supply side, on the one hand, digital economy can improve the production efficiency of traditional fossil energy industry, so as to reduce the degree of damage to the environment; On the other hand, digital economy is of great significance to the development of renewable energy. Digital economy will help the construction of renewable energy intelligent network, which uses digital communication system to monitor and automatically respond to local power demand in real time, making it easier to integrate renewable energy and new storage system into power grid. Digital conversion of energy systems (smart meters, energy management systems, automated demand response or microgrids) can also help people around the world access reliable and affordable renewable energy, as more and more producers and consumers communicate in two ways, It means that distributed energy can be allocated to the areas where energy is most needed (including areas with supply shortage and grid stability problems, or areas where renewable resources only provide intermittent energy supply).

Finally, digital technology can also be applied to green financial business to reduce the management cost of green financial business and boost the development of green financial marketization in China. The application of digital technology in green financial business can not only help regulators improve efficiency in audit, statistics and assessment of green financial business, thus further promoting the development of Chinese green financial market, but also help financial institutions optimize green financial business and environmental and social risk management process, and reduce the management cost of green financial business, So as to enhance the development power of green financial business of financial institutions. On the other hand, digital technology can also be used in the audit, statistics and assessment of green financial business of financial institutions. On the other hand, digital technology can also help financial institutions to improve the ability of environmental risk identification, quantitative assessment of environmental risk and intelligent pricing, establish green rating database and green rating model, so as to optimize the intelligent process of environmental and social risk management of financial institutions, and improve the ability of environmental and social risk management of financial institutions.

(2) The promotion of green economy to digital economy

Green economy can help digital economy realize green, low-carbon and sustainable development. Although digital economy can effectively promote global greenhouse gas emission reduction by boosting energy transformation and improving production efficiency to change consumption patterns, its own carbon emissions can not be ignored. Cloud computing, data centers, artificial intelligence and cryptocurrency consume a lot of electricity, which usually comes from coal-fired power plants. The world's data centers consume about 3% of the global electricity supply (more than the entire UK) and generate 2% of global greenhouse gas emissions, roughly the same as global air travel.

Therefore, digital economy will give an important boost to Chinese green development, and the green development of digital economy itself is also crucial. As two important areas of future economic development, China should pay attention to the coordinated development of digital economy and green economy.

At the same time, green economy and digital economy can promote each other in a sense. Digital economy can effectively promote the development of green economy: firstly, digital technology can be widely used to obtain ecological and environmental information and directly support ecological and environmental protection work; Secondly, digital economy can effectively promote the green transformation of the global economy, which is mainly reflected in the role of digital technology in improving the use efficiency of energy and resources, promoting the development and utilization of renewable energy, and improving the production of products and services of the whole society. Sales and consumption efficiency or dematerialization of human activities and exchanges to reduce the demand for energy and raw materials can play an important role; Finally, digital technology can also be applied to green finance business to reduce the management cost of green finance business and boost the market-oriented development of Chinese green finance. Green economy can also help digital economy achieve green, low-carbon and sustainable development, because although digital economy can effectively promote global greenhouse gas emission reduction by boosting energy transformation, improving production efficiency and changing consumption patterns, the carbon emission of digital economy itself can not be ignored.

New requirements of the development of digital economy for the cultivation of high quality talents

requirements for high quality talents in digital economy

Under the background of accelerating the development of digital economy and promoting the deep integration of real economy and digital economy, the large-scale digital transformation of traditional industries has produced a lot of demands for high-quality talents who are familiar with the business process of the industry and

master the application skills of digital technology. The high-quality talents with the characteristics of information technology + management are concerned. Therefore, the development of digital economy puts forward new requirements for the cultivation of high-quality talents. Besides mastering digital technology, talents should have management and other comprehensive abilities, which can be called new composite talents. The ability of new composite talents with high quality is as follows.

(1) Master solid knowledge of economy, information, management and other disciplines.

In the digital economy era, the new type of composite talents must fully master the multi-disciplinary professional knowledge, including the knowledge of Humanities and Social Sciences, economic management knowledge and information technology, and be able to use it flexibly in practice.

(2) Sharp mind, strong information analysis ability.

The new type of compound talents should have clear thinking, good at thinking, and make objective and correct scientific judgment and decision on the economic activities and problems encountered by enterprises; Good at using the new generation of information technology to forecast and analyze the development trend of enterprises, can grasp the development strategy of enterprises and guide enterprises to make greater progress.

(3) Strong learning and innovation ability

Nowadays, information is changing rapidly, technology is updated rapidly, market competition is fierce, and new generation of information technology and application emerge endlessly, which makes the requirements of enterprises for talents increasing day by day. Therefore, the composite talents need to keep up with the development of the times, learn advanced knowledge and technology, and constantly improve their self-quality, so as to participate in the development of enterprises better. In the process of the integration of real economy and digital economy, the digital transformation of traditional industries is mostly enterprise process reengineering, which is a new process of enterprise comprehensive reform and innovation management mode. New type of composite talents must constantly stimulate their innovation consciousness, cultivate their own innovation ability, and dare to innovate and constantly develop and forge ahead in the process of reengineering enterprises.

(4) Good communication skills and team spirit

The digital transformation of industry is a process of gradual complexity, careful

planning and continuous practice and revision. Effective cooperation and good communication are very important prerequisites. The new type of composite talents are good at communicating with other personnel and developing the spirit of team cooperation, so as to ensure the smooth progress of enterprise reform (5) Have the spirit of daring to compete and good at competition

The high quality compound talents must be good at competition. In a sense, competition is the source of enterprise vitality. Social competition is everywhere, and the competition of enterprise development is everywhere, and there is a risk when there is competition. The composite talents should dare to compete and risk. On the basis of observing the objective laws, they should put forward unique opinions, solve problems and summarize experience, and be able to arrange public opinions and gain advantages. In this way, they can help the transformation and development of enterprises.

1.2.5 Training requirements for high quality talents in digital economy

The development of digital economy puts forward new requirements for the ability of digital economy talents, and at the same time, it also puts forward new requirements for the cultivation of high-quality talents in digital economy. It is of great significance to explore the countermeasures and paths of cultivating high-quality talents in order to alleviate the contradiction between supply and demand of talents and promote the smooth transformation of enterprises.

(1) Government participation, increase policy dividends, establish and improve the incentive mechanism of talent introduction.

At present, the shortage of high-quality talents is one of the bottlenecks affecting the transformation and development of enterprises. In the process of deep integration of real economy and digital economy and digital transformation of traditional industries, the leading and promoting role of the government is very critical. The government has always played an irreplaceable role in direction leading, strategic decision-making, incentive and support. Governments at all levels should seize the great opportunity of the vigorous development of digital economy, further emancipate the mind, update ideas, and keep up with the development of the new era. Through the formulation and release of talent introduction policies with competitive advantages, we can stimulate the main role of enterprise talent introduction, and support enterprises to introduce more high-end compound talents. Governments at all levels can also, according to the characteristics of local economic development and the actual demand for talents, try to establish and improve the incentive mechanism for talent introduction, so as to stimulate the enthusiasm of employing units at different levels to recruit talents. Governments at all levels should further tap

local traditional characteristic industries, give full play to regional advantages, continuously broaden channels for talent introduction, and create a new situation of opening-up and cooperation in talent work by holding various forms of activities, such as talent exchange summit, innovation forum, mass innovation competition, and vocational skills competition, so as to capture talent information by means of discussion and suggestions, Accurate talent introduction; It can also broaden its vision and face the world by means of project docking, find high-end talents at home and abroad, build a deeper and broader platform for talent recruitment and talent introduction, and create a new highland for talents gathering through opening up.

(2) Enterprise internal training, perfect enterprise education mechanism, speed up the cultivation of compound talents

Talent is the core element of enterprise development, and it is also the key for enterprises to seize the development opportunities. However, due to the constraints of various factors, the problem of talent shortage has always existed in enterprises. Enterprises should take the independent training of talents as an important way to break through the barrier of talent shortage. First, enterprises can improve the ability and level of talents in the form of on-the-job training of internal special technology, and encourage employees to obtain relevant skill certificates or upgrade their academic qualifications through independent learning by setting up appropriate incentive mechanisms. Second, in order to adapt to the new development needs of industrial enterprises, scientific research and technological transformation for enterprise digital transformation should highlight the complex, enhance the cutting-edge and innovation, realize the cross integration with related disciplines, and highlight the use of new technologies and methods. Therefore, enterprises should pay more attention to the independent cultivation of talents familiar with the actual work in the actual R & D and technological transformation High end technical talents and all kinds of technical R & D forces. Third, around the local basic industries and characteristic traditional industries, enterprises can regularly send business leaders or business backbones to the demonstration enterprises to observe the training and exchange, learn advanced technology and accumulate advanced experience, and improve the professional ability level of the training objects by organizing business ability competition activities. Fourth, increase the targeted support for local colleges and technical colleges, and carry out apprenticeship and order type talent training mode to cultivate skilled talents for enterprises.

(3) Multi party cooperation, create and optimize talent training carrier, support talent innovation and entrepreneurship

To build a multi-party cooperation training mechanism. First, under the guidance of

the government, encourage industrial enterprises and industry associations to cooperate with research institutions, colleges and universities, science and technology enterprises to carry out high-quality talent training mode, integrate production and education, build jointly by schools and enterprises, and learn from the advanced experience of talent training in various countries, such as "dual system" in Germany, "cooperative education" in the United States and Canada, "industry university cooperation" in Japan, and "cooperation between enterprises and enterprises" Australia's "CBT" and other advanced vocational education mode, combined with Chinese national conditions and the characteristics of vocational education, take the ability standard of various industries as the coordinate, demand-oriented, according to the actual needs of enterprise development, change the teaching content, methods and forms that can not meet the needs of the industry, and formulate suitable talent training programs. Second, the government, schools, enterprises and industries should deeply participate in the cooperative training of talents, shorten the distance between learning and application, so as to build a new type of Compound Talent Training Alliance step by step and in stages, and achieve the goal of "complementary advantages, resource sharing, collaborative development and multi win". Third, enterprises can also set up named classes to educate talents together with cooperative colleges; Qualified enterprises can also explore joint education with schools, local governments and industries, set up talent cultivation colleges, and implement precise cultivation of specialized skilled talents. Fourth, colleges and universities should strengthen the construction of intelligent manufacturing, industrial digitalization and related disciplines, cultivate intelligent manufacturing senior talents who are familiar with product technology and key technologies of digital chemical plants, and expand the reserve of digital compound talents in industrial enterprises. Fifth, through the construction of entrepreneurial park, Incubation Park, science and Technology Development Park, Technology Industrial Park and other parks, the establishment of College Students' practice and training base, and through the practice of innovation and entrepreneurship projects, the purpose of training, training and upgrading talents can be achieved. Sixth, encourage enterprises to increase investment in R & D, build a service platform for project sharing, technology sharing and win-win cooperation, smooth the flow channel of talents, and share talents in characteristic industries and high-level talents.

(4) Facing the demand, strengthening the talent guarantee mechanism, creating a good ecological environment for talent development.

Talents should be "introduced" and "retained". There are many opportunities in the information age, which leads to the problem of brain drain in the process of

transformation and development. Therefore, it is particularly important for enterprises to respect the law of talent development and create a good environment for talent growth. First of all, enterprises should establish a sound incentive mechanism, such as giving subsidies to high-level talents and providing life service guarantee for talents, so as to let talents innovate and create activities with ease, concentration and no worries. However, with the development of society and the improvement of people's living standards, in order to retain talents, we need to consider the needs of talents at a higher level, such as the needs of respect and self-worth realization. Especially for high-level knowledge-based and technical talents, the pleasure of work comes from the realization of their own value. Therefore, the incentive mechanism for high-level talents should comprehensively consider the model incentive, performance incentive, goal incentive, ideal incentive and other ways, so that they can obtain the sense of achievement, honor and pride of being recognized as self-worth and role models from the heart. Secondly, when building the talent team, enterprises should not only provide them with the material basis and conditions for innovation and entrepreneurship, but also have a fault-tolerant guarantee mechanism that includes failure and risk sharing. Enterprises should adhere to the principle of giving priority to the development of talents, try to set up a special fund for talent innovation and entrepreneurship, and implement the fault-tolerant exemption policy. Thirdly, if enterprises want to retain talents, they should break the restrictions on the use of talents, get rid of the talent orientation of "only academic qualifications", stimulate the potential and creativity of talents to the maximum extent, match the ability with the position, and maximize the benefits of human resources. Finally, the society should create a good ecological environment for talent development, strengthen the propaganda of advanced models, establish a good academic atmosphere, promote the spirit of scientists, advocate truth-seeking and pragmatic, spread positive energy, build a high-quality corporate culture, and create a good atmosphere for talent development.

After analysis, the capabilities required for high-quality digital composite talents are shown in the figure below.

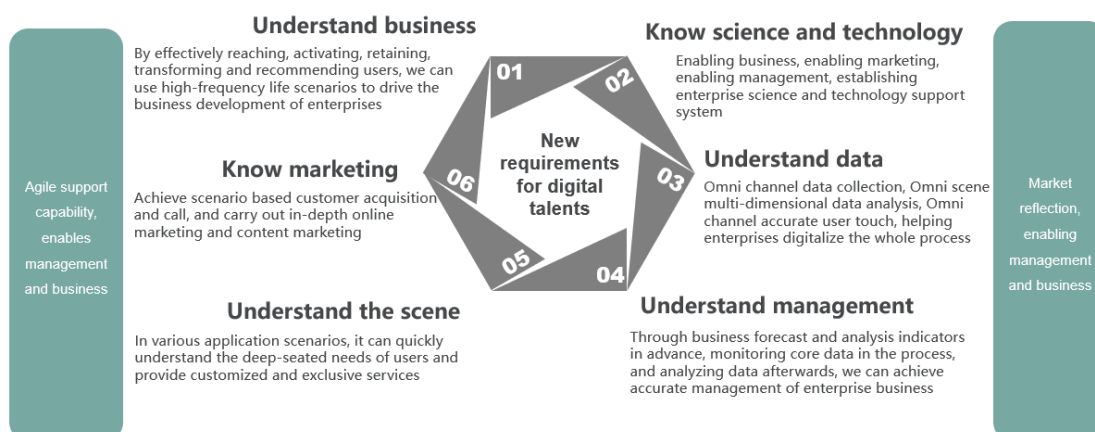


Chart 1 Compound digital talents

To sum up, the development of digital economy has put forward new requirements for personnel training. Talents are required to have high-quality comprehensive abilities, that is, multi-disciplinary and multi-functional digital transformation talents who have built a closed-loop methodology system in the process of enterprise digital transformation, applied it in planning, science and technology, data, products, management, market and other aspects, and can quickly master professional skills in a new field.

1.3 Methodological foundations of the study of training highly qualified personnel for the digital economy and green economy

To explore the talent training methods and ways to adapt to the development of digital economy, first of all, we should study the current situation of talent demand in the digital economy society through the investigation and interview of enterprises and the data collection and analysis of employment situation. Secondly, aiming at the current application of artificial intelligence, big data, Internet plus, Internet of things, cloud computing and block chain technology in digital economy, we analyze and study the knowledge and ability system of digital economy talents. Then, we should start from the government, enterprises and universities to explore the ways and means of talent training based on the development of digital economy.

(1) Research on knowledge and capability system

At present, under the background of digital economy, artificial intelligence, big data, Internet plus, cloud computing, Internet of things, and Qu Kuailian technology have helped the digital economy, and have been widely applied in all walks of life. Its basic concepts, principle, development process, related terms and application scenarios are all knowledge that digital economic talents need to master. It plays an important role in the comprehensive quality of talents in digital economy. Understanding and mastering the basic concepts, development status, related technologies and applications in the fields of learning, work and life, such as artificial intelligence, big data, Internet plus, cloud computing, Internet of things, block chains, etc., can better meet the needs of digital economy and society, enhance work efficiency and user experience, and will be indispensable knowledge components of digital economy talents.

In addition, talents who can meet the needs of the development of digital economy should have the concept of data innovation and development, understand and master the basic methods and abilities of big data analysis and management, understand the

new business model and enterprise management process based on digital economy, and be familiar with artificial intelligence, big data and other application scenarios, Only in this way can we make greater contribution to the industrial upgrading based on digital economy.

(2) Research on the training methods

In the digital economy talent training system, we should start from the government, enterprises and universities. The government should strengthen its efforts in policy, finance and basic education facilities, constantly improve the education and training system, and provide more and better training opportunities and ways. Enterprises should focus on providing sufficient support resources and sustainable development measures for digital economy talents, create a positive and relaxed atmosphere, and encourage the improvement of talents.

For colleges and universities, first of all, we can try to improve teachers' knowledge and skills of digital economy. By letting teachers participate in training, learning, lectures and seminars of digital economy and related technologies, and through school enterprise cooperation projects, we can let teachers enter relevant enterprises to practice and improve teachers' digital economy literacy. At the student level, industry experts can be allowed to enter the campus, in the form of lectures and reports, so that students can understand the new situation, new situation and future development trend of digital economy, and cultivate students' digital economy literacy; Students' associations can be set up so that students who are interested in digital economy and related technologies can "form a group" to conduct research and discussion, so that they can have interest and direction in research; At the same time, the most important thing is to integrate the relevant knowledge of digital economy into the curriculum system. We can try to explore the general curriculum mode, reform the original public basic curriculum, integrate the knowledge and skills related to technology based on digital economy, such as artificial intelligence, big data, Internet plus, Internet of things, cloud computing, block chain, etc. It will be a good and feasible measure. In addition, it is necessary to establish ties with digital economy enterprises, let enterprises enter the campus, let teachers and students enter the enterprise, establish school enterprise cooperation projects, let colleges and universities deeply understand the specific needs of enterprises' digital economy talents, let enterprises participate in the talent training program and curriculum system of colleges and universities, so that college graduates can deeply meet the needs of enterprises, It can alleviate the contradiction that college graduates are difficult to meet the requirements of employing enterprises and it is difficult for employing enterprises to recruit.

1.4 Conceptual framework for the research of cultivating high-quality talents for digital economy and green economy

As the core element of digital economy, digital talents play an important role in the development of digital economy. Big data, robotics, artificial intelligence, virtual reality, science and technology finance and other cutting-edge disciplines have led to the strong rise of digital technology. Under the background of digital economy, the cultivation of scientific and technological innovation talents should conform to the development trend of digitalization, networking and intelligence, and cultivate talents with super innovation ability and innovative spirit through three major measures of "top-level design, industry university financial innovation and international cooperation" The ability of careful data thinking and analysis can lead the high-level scientific and technological innovation talents of digital economy, so as to promote the high-quality development of digital economy and digital trade“ Top level design, industry university innovation and international cooperation are described in detail as follows.

(1) Top level design

Reconstruct the knowledge system of scientific and technological innovation talents training under the background of digital economy.

Under the background of digital economy, scientific and technological innovation talents need to master the application of modern information technology, and have digital ability and thinking, highly comprehensive innovation ability and business practice skills. Therefore, the cultivation of digital science and technology innovation talents needs to start from the following three points.

First of all, increase investment in the construction of basic disciplines. Strengthen the construction of mathematics, physics, chemistry, biology, information technology and other basic disciplines, and strengthen the cultivation of top students in basic disciplines; Focusing on the construction of digital disciplines with advantages and characteristics, strengthening the training of digital professionals; We should highlight the research ability of basic disciplines, strengthen wide caliber learning, and pay attention to the cultivation of innovation consciousness and innovation ability of scientific and technological innovation talents.

Secondly, we should optimize the professional layout and develop new cross majors related to digital economy. Pay attention to interdisciplinary and interdisciplinary training, and open up new interdisciplinary specialties such as artificial intelligence, data science, big data engineering and financial technology; We should break the barriers of traditional disciplines, strengthen the mutual connection, mutual promotion and complementarity between digital knowledge, skills and different majors, pay special attention to the cultivation of digital economic thinking and big

data analysis ability, insight into business logic and data value, digital rules, and strengthen the cultivation of digital and intelligent ability of scientific and technological innovation talents.

Finally, reshape the curriculum system and embed a new generation of digital economy technology. Promote the in-depth integration of digital economy with multi disciplines and multi majors, set up Digital Frontier courses such as introduction to big data, big data technology architecture and practice, artificial intelligence and machine learning, cloud computing and blockchain, and improve the ability of scientific and technological innovation talents to use new digital technologies; Through the emerging technologies such as "Internet plus", "Ai +", we will build a comprehensive, diversified and integrated science and technology curriculum system, providing frontiers of knowledge for the training of digital and technological innovation talents.

(2) Industry, learning and innovation

Building an open platform for the cultivation of scientific and technological innovation talents under the background of digital economy

The 2020 government work report pointed out that "we should steadily support basic research and applied basic research, guide enterprises to increase R & D investment, take the lead in implementing major science and technology projects, and promote the innovation of industry university research integration". In the era of digital economy, colleges and universities should take the initiative to run schools for regions, industries and industries, deepen personnel training and serve the development of social economy, promote the organic connection of education chain, talent chain, industry chain and innovation chain, actively promote the "integration" innovation of industry university research, and comprehensively accelerate the transformation and application of digital technology innovation achievements and the cultivation of top digital talents.

First of all, the integration of science and education, the full implementation of the digital economy of science and technology innovation talent plan. Around the needs of basic theory, key common technology and big data support platform in the field of digital economy, we will build digital bases such as large-scale digital economy laboratory, cutting-edge digital science center and big data service center, build innovation chain of scientific and technological innovation talents under the background of digital economy, and cultivate interdisciplinary research ability and strong innovation ability of scientific and technological innovation talents; It is necessary to establish an expert committee on the development of digital economy, increase the concentration of innovative scientific and technological talents in digital economy, improve the introduction and cultivation plan of leading scientific

and technological innovative talents and innovative teams in digital economy, and do a good job in the construction and cultivation of scientific and Technological Innovative Talents echelon under the background of digital economy; Universities and scientific research institutes are encouraged to become the cradle and think tank of scientific and technological innovation talents training under the background of digital economy, and constantly transform the research results of digital innovation into practical theoretical system and business practice.

Secondly, the integration of production and education is to create an open and shared platform for collaborative education of digital economy. Colleges and universities are encouraged to cooperate with leading enterprises and industry associations in the field of digital economy to build digital economy industry colleges or big data industry bases with "government guidance, University guidance and diversified participation", provide task-based and project-based digital economy study camps, and cultivate the comprehensive practical ability of scientific and technological innovation talents; The digital economy teaching staff with industry elites and University experts as the main body should be established to participate in the development of digital economy curriculum, the construction of practice base and the formulation of talent training plan, so as to realize the seamless connection between the cultivation of digital innovative talents in Colleges and universities and the innovative talents needed by the development of enterprises; We should encourage enterprises and universities to integrate high-quality resources, establish a joint training mechanism for digital talents in emerging industries, and focus on training top digital technology innovation talents to form a digital talent highland.

Finally, perfect the mechanism and build a flexible and diversified incentive mechanism for scientific and technological innovation talents. According to the innovation potential, professional background and values of scientific and technological innovation talents, they can be divided into leading type, backbone type and general scientific and technological innovation talents. Personalized incentive mechanisms are formulated respectively to give better room for improvement and development; Relying on large platforms and large projects, combined with new technologies and new formats of digital economy, we will temper and shape the scientific and technological innovation elites under the background of digital economy, and assess their innovation ability, leading role and scientific contribution; We should improve the performance appraisal index system, pay attention to the process of basic research, the popularization of applied research, and the universality of digital technology, and establish an evaluation and recognition mechanism for the internalization, socialization, and openness of scientific and technological innovation talents.

(3) International Cooperation

Form the world pattern of scientific and technological innovation talents under the background of digital economy.

In September 11th, general secretary Xi Jinping pointed out at the forum of scientists that "international cooperation in science and technology is a major trend." We should be more active in integrating into the global innovation network, and enhance our scientific and technological innovation ability in open cooperation. ". Under the background of digital economy, scientific and technological innovation talents need to strengthen international exchanges and cooperation, enhance international competitiveness, and make great efforts to cultivate high-quality scientific and technological innovation talents with digital technology, global vision and in line with the development needs of the digital economy era.

First of all, domestic and overseas dual training, the construction of digital economy talent training system for the world. Domestic training mainly starts from three aspects: teaching staff, cutting-edge courses and international exchange activities to build an international teaching staff with digital economy background; Invite overseas famous scholars and enterprise elites to offer digital technology frontier courses; Hold international cross-cultural exchange activities to create a good international atmosphere. Overseas training mainly includes in-depth cooperation in learning exchange and joint training, building overseas practice base, holding international competitions, international conferences, summer camps, exchange student projects and other activities related to digital economy, and jointly cultivating high-level digital talents with digital economy laboratories or research centers of internationally renowned universities.

Secondly, online and offline two-line interaction will promote the high-quality connotative development of online education of digital economy. Through the Internet plus, intelligent + digital teaching mode, we will build a number of high-quality online courses with Chinese characteristics and digital economy, and promote and disseminate it on the basis of the international and domestic MOOCS platform. Break through the time and space constraints, carry out in-depth bilateral and multilateral international cooperation with internationally renowned universities, establish a "cloud University" mechanism including credit transfer system, credit mutual recognition system and academic qualification framework, and enhance the internationalization degree of scientific and technological innovation personnel training; The international digital economy "cloud" forum and "cloud" seminar will be held in conjunction with well-known digital economy enterprises, universities and scientific research institutes at home and abroad to gain insight into the most cutting-edge research of digital economy.

Finally, the two-way mode of international cooperation should be carried out to

build an international cooperation network of digital economy. On the one hand, it supports internationally renowned universities, scientific research institutions, enterprises and well-known institutions to establish an international cooperation network of digital economy to attract talents and talents in various ways and channels; We should give priority to leading-edge courses of digital economy in internationally renowned universities, set up lectures for famous overseas teachers, form a benign exchange operation mechanism, build high-level and large-scale school running cooperation projects, and increase the number and quality of international students exchanged with foreign universities; One belt, one road, is to encourage students to recruit students from Chinese universities. Build "cross border e-commerce", "Digital China" and other key projects and quality projects to study in China, strengthen the brand of "study in China" and deepen international cooperation.

In summary, the training framework of high-quality digital talents is shown in the figure below.

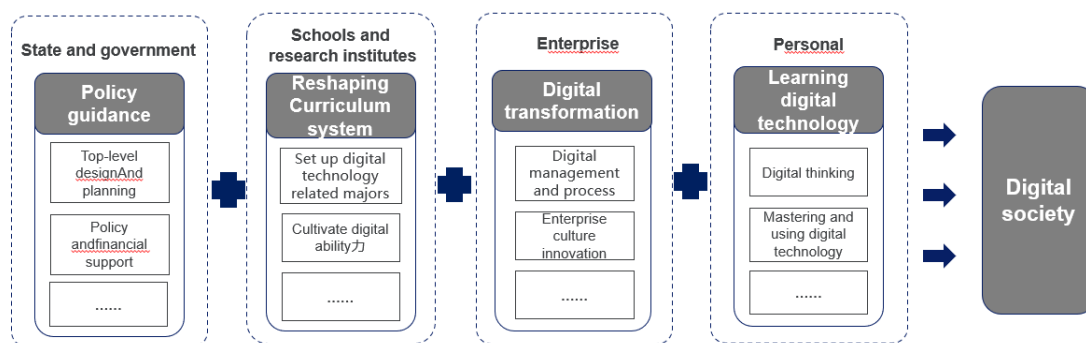


Chart2 "State + school + enterprise + individual" industry university research integration mode

The boundary of the digital era is becoming more and more blurred. Enterprises, universities and research institutes should be closely connected to form a whole to effectively promote the integration of industry, University and research. Actively promote the innovation of "integration" of industry, University and research, and comprehensively accelerate the transformation and application of digital technology innovation achievements and the cultivation of "mass entrepreneurship and innovation" talents in the digital economy.

2. Analysis of the process of training highly qualified personnel in accordance with the needs of digital transformation of all spheres of life in Belarus and the environment in China

2.1 Analysis of the process of training highly qualified personnel for the digital economy and green economy in China

(1) The current situation of digital economy talents in China

With the implementation of digital economy transformation in various industries, the application of related technologies is becoming more and more extensive, and the demand for digital talents in the labor market will increase sharply. First, the supply of top digital talents at all levels and cross-border talents with industry experience is in short supply, far from meeting the development needs of the current digital economy integration industry; Second, digital talents are mainly distributed in the traditional information and communication basic industries, and there is a shortage of digital talents in the emerging fields of big data, artificial intelligence and intelligent manufacturing; Third, the cultivation of primary skilled talents can not keep up with the demand, and the relevant education and training lags behind, which makes it difficult for primary talents to grow into senior skilled talents.

(1) An analysis of the training process of digital economic talents in China

The cultivation of high-quality talents in Chinese digital economy needs the joint efforts of the government, enterprises and universities. Combined with the current situation and trend of Chinese digital economy development, the industrial development and talent cultivation should be carried out at the same time. We should establish and improve the talent cultivation system of digital economy, strengthen the cultivation of digital talents in key areas and areas with weak technology, and solve the problem of talent shortage in digital economy in a short time.

(2) Speed up the training of digital industrialization talents

In order to optimize the personnel training structure of higher education, accelerate the construction of new engineering oriented to digital economy, actively develop emerging majors in digital field, promote the cross integration of computer science, data analysis and other professional disciplines, and expand the scale of digital personnel training such as Internet, Internet of things, big data, cloud computing and artificial intelligence. Colleges and universities are encouraged to accurately grasp the supply and demand relationship of talents in the labor market, and increase the training of talents in digital economy related fields.

By analyzing the requirements of semiconductor industry, information technology industry, communication technology industry and intelligent hardware industry

(ICT basic industry), cloud computing, artificial intelligence, mobile phone applications and services, mobile Internet, data analysis and services (ICT emerging industry), digital trading platform and digital service platform (platform digital industry) for the knowledge and ability of digital industrialization talents, We will formulate a comprehensive training plan for digital industrialization talents, and reform the current computer science and technology, intelligent science and technology, information engineering, communication engineering, electronic information engineering, automation, electrical engineering and automation, electronic science and technology, measurement and control technology and instruments, microelectronics technology, software engineering, information security, artificial intelligence, robotics engineering The teaching content and personnel training mode of Internet of things engineering, cloud computing, data science and big data engineering major adapt to the requirements of digital industrialization development. At the same time, we should deepen the integration of industry and education, school enterprise cooperation, explore a new mode of school enterprise joint training, promote the collaborative education of undergraduate colleges, vocational colleges (including technical colleges) and scientific research institutions, industry enterprises, and timely transform the advanced achievements and practical technologies in the digital field into teaching content. Support industry enterprises, especially large enterprises, to hold or participate in vocational colleges, support large backbone enterprises of digital economy to build talent training bases with scientific research institutes, and improve the ability of digital talent training.

(3) Promote the "digital upgrading" of employees in traditional industries and realize the digitalization of industries

The application of Internet, big data, artificial intelligence and other digital technologies in the production process has brought profound changes in the mode of production organization, production process and production efficiency. For example, modern information technologies such as big data, Internet of things and Internet can be used in planting, forestry, animal husbandry and fishery to achieve high yield and efficiency; Using digital information technology in manufacturing industry can significantly improve the production automation rate and reduce the production cost; The application of digital technology and information in the field of Finance and other services can meet the needs of more customers, reduce costs and risks, and improve the ability of risk identification and control.

In order to ensure the implementation of digital transformation, it is necessary to coordinate the training and training of digital operation talents (data talents, operation and maintenance talents), digital construction talents (development talents,

testing talents), digital security talents and digital management talents (strategy, organization, talents, culture and collaboration), so as to achieve the combination of training and war and continuous improvement, Form a closed-loop training mechanism of "talent training talent application talent evaluation".

(4) Enhance the "digital" literacy of the whole people

In the digital era, digital literacy has become the core literacy of citizens in the digital society and the basic ability of citizens' survival. The Declaration on digital skills issued by the European Union lists digital literacy as the primary skill of workers and consumers in the 21st century, and introduces the framework of digital literacy education. The 21st century skills framework issued by the U.S. Department of education lists digital literacy as an important skill for social informatization and economic globalization. The guiding opinions on developing digital economy, stabilizing and expanding employment issued by Chinese national development and Reform Commission in 2018 put forward that by 2025, the digital literacy of Chinese citizens will not be lower than the average level of developed countries. Therefore, it is suggested that with the strong support of the government, we should carry out digital skills training in big data analysis, software programming, industrial software and data security, develop digital lifelong education covering the whole process of career, develop a number of large-scale online open courses, and promote education and training institutions and some enterprises to build online modular network courses, It is convenient for workers to use fragmented time to learn at any time and build a good environment for active learning.

2.2 Analysis of the process of training highly qualified personnel for the digital economy and green economy in Belarus

In 2017, Belarus issued the decree on the development of digital economy, which focuses on the new ideas of the IT sector in Belarus and draws on the development experience of other countries in the world, including creating convenient conditions for the development of blockchain technology. The decree will help to create good conditions for the development of high-tech and the whole IT industry in Belarus. Belarus will vigorously develop the digital economy to promote economic growth, and the digital transformation of the economy is one of the priority directions of the development of Belarus. Therefore, Belarus must inject new impetus into the development of its IT industry, attract talents, well-known enterprises and large multinational companies, and make Belarus at least a regional leader in the development of artificial intelligence, big data and blockchain technology.

In terms of cultivating high-quality talents, it is described from two aspects of cultivating ability and cultivating object.

cultivate power.

(1) Basic skills

Basic skills are a prerequisite for the development and application of more advanced skills.

① Master the basic knowledge of relevant laws and regulations, professional quality and professional skills.

② Learn your own digital skills. Digital ability skills mainly learn two aspects of knowledge and skills, namely digital tool operation and digital media related knowledge and skills. The operational knowledge of digital tools involves consciously using digital tools in specific work, study and life, and learning to use digital equipment, related software, file storage and other operations; Digital media related knowledge and skills are related to the understanding of the use of network resources and safe use.

(2) Advanced knowledge and skills.

① Communication and communication skills. Deep communication and cooperation through social media platform can effectively communicate and understand the views of people from different cultural backgrounds, which is very important for the cooperation of digital environment. This kind of digital environment expands the virtual social network outside the real environment where people live, and can understand and communicate with each other from different angles, so as to achieve the success of communication.

② Information identification and analysis skills. In the big data environment, various kinds of information have huge quantity and uneven quality, which requires information identification and analysis skills. Through accurate positioning, effective filtering, organization, analysis and evaluation of information content, in order to obtain useful information, these need to be integrated into personal digital information analysis ability.

③ Innovative thinking skills. Effectively discover and evaluate innovative thinking ability in professional and personal fields. All individuals should be able to use the digital tools and media in their study and work, and use innovative thinking skills to solve problems effectively.

④ "Technology + management" composite skills. Digital economy should pay attention to the cultivation of "technology + management" talents with experience, understanding the industry, understanding the market and overall vision. How will the digital market react, how long time it takes and the advanced nature of technology, and what the staff needs to do is to break the original boundaries, not only with professional and technical capabilities, but also understand the needs of

the market, and understand the management of projects, product operations and so on.

(2) Professional quality of training objects

In vocational education, we should also pay attention to stimulating students' autonomous, independent and responsible attitude to promote the learning and improvement of digital ability.

(a) Independent and independent attitude. Be able to find the right digital tools and media to obtain information independently from their own goals.

(b) A strong sense of responsibility. When using other people's data and information in the digital environment, we should consider the problems of moral quality, recognize the responsibility, establish a strong sense of social responsibility, and have the courage to take our own responsibility.

2.3 Comparative analysis in both countries and ways of transformation of the labor market

(1) Comparative analysis of digital transformation between China and Belarus

By comparing and analyzing the current situation of digital transformation in China and Belarus, it is found that there are some common challenges and difficulties in promoting digital transformation in the two countries.

First, the system is not perfect "Data element" has become an important factor of production in the current digital transformation process. However, for data development and utilization, data transaction, data protection, data ethics and other aspects, there are no systematic and authoritative laws and regulations or institutional documents in China, and the institutional systems of the European Union and the United States are not applicable in China, "No rules to follow" has become an important issue restricting the innovation vitality of relevant subjects in the process of digital transformation.

Second, the transformation path is not clear. For different industries, different fields and different subjects, digital transformation has different paths and high degree of personalization. At present, there are some problems, such as large investment and low output benefit. Generally speaking, it is because of the lack of thorough research on the underlying logic and basic theory of digital transformation, which leads to the "trial and error" path of most digital transformation work, The success rate and efficiency are low.

Third, there is a great lack of compound talents. With the rapid development of digital technology, there are many branches and the update is very fast. At the same time, the vertical domain knowledge system which is carrying out digital transformation is very deep, and there is a great lack of compound talents with ICT

ability and of quality. Moreover, there is a big gap between the discipline system of scientific research institutes and the business system of enterprises in Colleges and universities and the current requirements of cultivating digital compound talents.

In view of the difficulties and challenges of the above-mentioned urban digital transformation, Zheng Maokuan puts forward some suggestions: first, strengthen the system supply to meet the needs of the digital era, accelerate the promotion of data legislation, form a number of digital rules, and strengthen data security and personal privacy protection. Second, adhere to the government guidance and market-oriented, encourage enterprises to explore the path of digital transformation in combination with their own reality, and avoid digitization for the sake of digitization. The third is to strengthen the docking of industry, University, research and application, and cultivate a group of digital talents who understand both technology and industry in the practice of industrial digital transformation.

(2) Ways of labor force transformation in China and Belarus

According to the development needs of digital economy, combined with Chinese current labor market, the transformation of labor market can be carried out in the following ways.

(a) Improve the flexible and personalized new employment service system.

The employment service system is the basic work of standardizing the labor market, realizing full employment, optimizing the allocation of resources and scientific management of human resources. At present, the construction of Chinese public employment service system is not perfect, and the service scope, content, process, equipment for employment service, personnel allocation, funding guarantee, new vocational skills training, labor relations management are difficult to adapt to the current flexible new employment form, which affects the quality of employment service in the labor market. In the new era of rapid development of digital economy, it is urgent to improve the flexible and personalized new employment service system. First, we should build a diversified employment service body, which is mainly composed of five levels of public employment services, including Province, city, District, township and village, and is composed of various social employment service institutions, enterprises, universities, NGOs and NPOs. Enrich the content of employment services, improve the service process, and expand the scope of services. Second, the government and non-profit organizations work together to effectively use Internet technology, build a digital platform for information-based employment and entrepreneurship services, make use of big data resources, deeply excavate the dynamic information of employment and entrepreneurship in the labor market, improve the traditional employment services, and provide timely and personalized employment services for the labor market. Third, we should make full use of the

flexible characteristics of the Internet to develop online employment services of human resource services, improve the professional level of employment services, and improve the quality of employment services. Fourth, we should establish a labor market employment and entrepreneurship service standard system to adapt to flexible employment, form a unified service procedures, management methods and business processes, and improve the quality of employment services.

(b) Improve the supporting policy for new employment

The report of the 19th National Congress of the Communist Party of China pointed out that "we should strengthen the construction of the social security system, and comprehensively build a multi-level social security system covering the whole people's urban and rural planning, with clear rights and responsibilities, moderate security, and sustainability in accordance with the requirements of supporting the bottom line, organizing dense networks, and building mechanisms. The digital economy promotes the new employment form, and utilizes digital technology to create employment and entrepreneurship support platform, social security, registered residence system and so on.

First, it is necessary to guarantee a wide range of backing and strive to achieve "full coverage". Improve the employment and entrepreneurship policy to adapt to the new employment form, focus on the employment policy formulation of special groups such as college students and the disabled, do a good job in providing for the aged, education and housing, rental housing and other aspects of the labor market, while solving the employment, do a good job in all aspects, and solve the difficulties in the process of employment or re employment due to the lack of digital economy skills. Second, do a good job in the minimum guarantee of labor force squeezed out by economic transformation. In this process, the relevant government departments should play a leading role, unite with social organizations to pay attention to the basic security of workers who are squeezed out of the labor market due to the digital economy, pay attention to the needs of vocational training, medical and health care and other aspects of new employment practitioners, and increase unemployment relief and job transfer training subsidies through policy guidance to help re employment.

Third, eliminate registered residence barriers and achieve a free boundary in the labor market. The development of digital economy has promoted the development of labor force to digital development and has a good regional mobility. Only by eliminating registered residence barriers and flexibly arranging housing and renting systems for workers can we better attract digital talents and promote the sustainable development of digital economy.

(c) Strengthen the training of digital vocational skills

The vocational skills promotion action plan (2019-2021) puts forward that vocational skills training should be taken as a key measure to maintain employment stability and alleviate structural employment contradiction, and as an important support for economic transformation and upgrading and high-quality development. Therefore, first, improve the government support system, help school enterprise cooperation, strengthen the construction of digital, information, intelligent related disciplines and digital talent training. The newly added majors of data science and big data technology, robotics engineering, cyberspace security, information security and digital management by the Ministry of education are of great significance. Colleges and universities should do a good job in education supply side reform, optimize the construction of discipline structure, improve the supply of digital skilled talents to meet the needs of digital economy, introduce the construction of digital and information practice base, and improve the supply quality of digital skilled talents. Second, strengthen the training of social vocational skills. Government departments play a leading role in supporting enterprises to build professional vocational skills training departments, and vigorously carry out enterprise digital skills promotion and job transfer professional training; We will outsource the vocational skills training for the unemployed, the disabled and other special employment groups to professional institutions to improve the supply of vocational skills training. Third, increase subsidies for vocational training. On the one hand, it can effectively stimulate the training initiative of vocational training providers through subsidies; On the other hand, through training free or corresponding subsidies to attract rural surplus labor, re employment groups, vocational skills personnel to actively participate in vocational skills or job transfer training, improve the quality of vocational skills training supply.

(d) Increase support for digital innovation and Entrepreneurship

The progress of Internet technology has activated the market innovation and entrepreneurship. Only by effectively marketizing digital innovation projects can the quality of entrepreneurship projects be improved. Therefore, we must increase the support for innovation and entrepreneurship in digital economy.

First, we should actively introduce entrepreneurship support policies to encourage independent entrepreneurship. The new employment pattern promotes the labor employment market to be better, which is based on the effective support of entrepreneurship. Relevant government departments should support digital entrepreneurship, support the construction of digital entrepreneurship base and incubation base, expand multi-channel financing of digital platform entrepreneurship, solve the source problem of public entrepreneurship, and provide

housing security policies for entrepreneurship of special groups to encourage active entrepreneurship.

Second, increase innovation and entrepreneurship training, improve the service quality of innovation and entrepreneurship. In the new era, the development of market economy lies in stimulating individual creativity. Colleges and universities should strengthen the popularization of innovation and entrepreneurship courses, guide college students' innovation and entrepreneurship projects, and cultivate college students' innovative thinking and entrepreneurial ability. At the same time, the government should organize social organizations to carry out professional entrepreneurial skills training for the groups who intend to start their own businesses, solve the unemployment problem while improving their entrepreneurial ability, and increase the employment absorption ability of the labor market. Third, build a digital entrepreneurship service platform to provide continuous entrepreneurship support services. All provinces, autonomous regions and municipalities set up entrepreneurship counseling service centers to provide timely entrepreneurship services for entrepreneurs and help workers in the entrepreneurial stage to solve problems. On the one hand, we can set up venture funds with the financial support of successful people; On the other hand, we can accumulate social capital, solve the entrepreneurial problems of new or quasi entrepreneurs through the sharing of practical experience, and encourage young people to start their own businesses.

3. According to the needs of digital transformation in various fields of life in Belarus and the environment of Chinese people, the author provides theoretical and methodological tools for training high-quality talents

At present, the development of Chinese digital economy is undergoing two transformations. One is the transformation of the digital economy from a typical industry to industrial integration. The deep integration of digital technology and traditional industries is releasing huge energy. Networked, intelligent and digital development has become a strong driving force leading economic development. Second, the transformation of digital products from the demand side to the supply side. On the one hand, industrial upgrading needs the digital economy to empower enterprises. On the other hand, the development of new technologies also provides a stronger ability for the digital economy to empower enterprises. The transformation and development of digital economy has promoted significant changes in the demand structure of digital talents, and put forward higher requirements for digital talents. As the current digital economy includes many emerging technologies and industries, the cross integration of knowledge and skills is deepening, and the high-end development trend of digital product design makes the talent driven development of digital economy more important. It not only emphasizes their

mastery of information and communication technology, but also pays more attention to the integration of their professional and management skills, In particular, those top digital talents who can make strategic leadership and technological breakthroughs and comprehensive digital talents with professional skills and multi-disciplinary integration of information and communication technology are more favored.

3.1 Chinese digital transformation process

3.1.1 Development of Chinese digital industry

Chinese enterprises are undergoing an unprecedented digitization process in history.

(1) Rapid growth of digital economy

In 2017, Chinese total digital economy reached 27.2 trillion yuan, and in 2018, Chinese digital economy reached 31.3 trillion yuan, accounting for 34.8% of GDP. Employment reached 171 million. The digital economy is significantly higher than the GDP growth of that year, and has become the core driving force driving economic growth in recent years, close to or even beyond the level of some developed countries.

(2) Accelerated growth of digital industrialization

By 2020, Chinese digital technology expenditure will exceed 5 trillion yuan. 80% of companies are trying to make enterprises operate more efficiently through digitization, and 10% of companies are actually carrying out "digital" transformation. With the birth of the "second half of the Internet" and new technologies of 5g and the Internet of things, there is a huge space for the growth of industrial Internet and digitization.

(3) Cross border digital technology industry

Taking cloud computing as the core technology engine, data as the key production factor, ecology as the main business carrier, and openness and win-win as the mainstream cooperation mode - digital economy should have the above four characteristics. It is a new socio-economic development form after agricultural economy and industrial economy, and it is also the mainstream mode of innovative development of the world economy.

3.1.2 Industrial digitization wave

(1) Popularization of digital production

Digital production began to spread from high-value fields such as military and aviation to all walks of life. Wechat uses data to provide accurate advertising, hospitals use data to judge when a person may suffer from a certain disease, and the government uses data to operate a smart city... Digital production will become more and more common, and all enterprises will use digital production in the future.

(2) Digital enabled enterprise

Online connection, big data and intelligence are the three characteristics of enterprise digitization. Digital manufacturing can help manufacturing enterprises improve the productivity of manufacturing planning and production process.

How can enterprises turn data into their core competitiveness?

The first is asset digitization, the second is data fluidization, and the most important is product modeling.

(3) Digital wave

With the promotion of the digital wave, some enterprises have successfully stood at the forefront of the tide, some enterprises are moving upstream, and some enterprises can only move forward passively in the embrace of the wave.

Huawei has launched a digital platform - Huawei digital platform, leading the digital transformation. The project involves - enterprise network, cloud data center, server intelligent computing, enterprise wireless, intelligent security, enterprise collaboration, industry enabling, management system, enterprise Internet of things, etc.

3.1.3 Shortage of high-quality talents in digital industry

Chinese digital economy still faces many challenges, mainly the severe shortage of talents. Mainly in the following aspects.

High level digital technology talents are in short supply; There is a serious shortage of cross-border talents with digital technology and industrial experience; The cultivation of primary digital skilled talents can not keep up with the growth of demand.

Digital economy needs talents who understand both technology and management. The development of digital economy has gradually shifted from consumer orientation to producer orientation. This is because, on the one hand, industrial upgrading requires digital economy to empower enterprises; On the other hand, the development of new technology also provides a stronger ability for the digital economy to empower enterprises. Such a change puts forward higher requirements for talents. We need talents who understand both technology and enterprise management.

According to data released by IDC, by 2022, 65% of global GDP will be driven by digital technology. The demand for digital talents in 5g, big data, artificial intelligence, industrial Internet of things and other fields will be more urgent. Of course, a large number of traditional enterprises are also in urgent need of talents in the process of digital transformation.

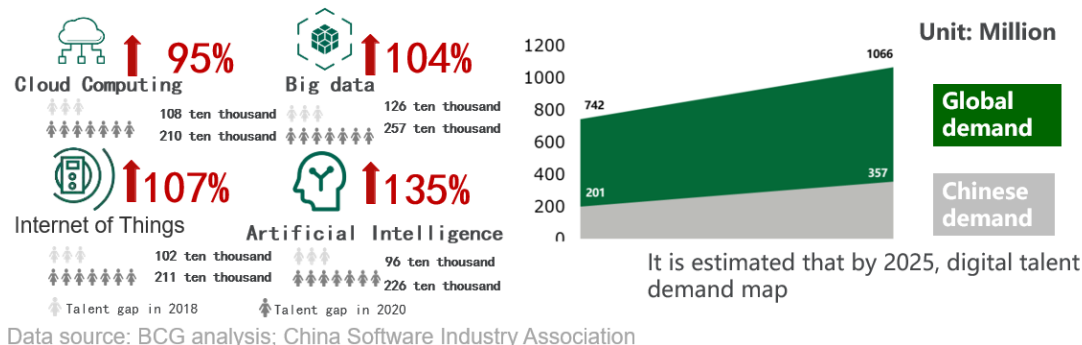


Chart 3 Digital talent gap

Talent training system and core talent advantage are the source power and core competitiveness of digital enterprises and the solid support for the development of digital industry.

3.2 Theoretical basis of innovative talent training under the background of digital economy

With the development of digital economy, the demand for high-quality innovative talents has increased greatly. Studying and analyzing the theoretical basis of innovative talent training will help to comprehensively, deeply and accurately understand and grasp the essential characteristics and development law of innovative talent training, and then provide theoretical guidance for the training of innovative talents.

(1) Fundamentals of Economics

Cultivating innovative talents reflects the requirements of the digital economy era.

Innovation is closely related to economic development, and the concept of innovation itself is transplanted from economics. The goal or purpose of all innovation is to promote economic development and social progress. All innovative behaviors must enter the socio-economic field in order to become new productive forces. The cultivation of innovative talents must meet the requirements of economic development and innovation. Innovation has become the basic ability of human survival and development. Innovation advantages can make up for the disadvantages of resources and capital. Accelerating innovation can take the initiative in market competition.

In order to improve the contribution rate of science and technology to economic growth and truly realize the strategic task of rejuvenating the country through science and education, Chinese top priority is knowledge innovation, technological innovation, management innovation, industry and product innovation. These innovations need a large number of innovative talents.

The cultivation of innovative talents needs the support and guarantee of the government, schools, society and enterprises. To comprehensively improve the innovative spirit and practical ability of talents, we should first start with system innovation, vigorously promote and implement innovative education, and truly cultivate high-quality technical and management talents with innovative consciousness and innovative ability suitable for the era of digital knowledge economy, So as to improve the innovation level of the whole nation.

(2) Fundamentals of Pedagogy

Cultivating innovative talents is the essence of education.

Schools should become one of the main pillars of the national innovation system and play an important role in the national innovation system, which is a new topic put forward by the times. With the development of digital economy, in addition to the traditional mission of spreading knowledge, the school will become a production base of new knowledge, new ideas and new technologies.

Countries with developed science and technology in the world are guided by the cultivation of high-quality and intelligent talents, which ushered in the economic development and rise. In the era of knowledge economy and digital economy, schools should pay attention to the cultivation of innovative special talents. These innovative special talents not only have profound basic knowledge and skills, but also have the consciousness and ability to create new methods, stimulate new ideas and put forward new ideas. They are the fundamental force of scientific and technological innovation and national development. Only countries with high intelligent talents, compound talents and innovative top talents can be invincible in the future competition.

(3) Psychological basis

Cultivating innovative talents is in line with students' psychological development and the law of brain development.

A basic principle of cultivating innovative talents in schools is to follow the psychological development law of college students, cultivate students' innovative quality, and make each student's personality and creativity develop comprehensively and fully. According to the research of creative psychology, creativity is the concentrated embodiment of people's intellectual development and innovative

psychology, and everyone has creativity.

On the other hand, the development of brain science also provides a basis for the cultivation of innovative talents. The brain is not only the material basis of human psychology, but also the material basis for the improvement and development of students' innovation ability and quality. The development of modern science and technology provides a powerful means to explore the structure and function of brain body, and promotes the development of brain science. Especially in recent years, the research on "whole brain model" and other new achievements provide a scientific basis for the cultivation of students' innovative spirit and innovative ability, which is conducive to promoting the development of students' individual creativity.

3.3 Research on the training mode and Countermeasures of high-quality talents under the background of digital economy

In order to better realize the stable and sustainable development of the digital economy of Belarus and China, it is necessary to strengthen the cultivation of high-quality talents, and form the theory, methods and tools of high-quality talents in the process of practice, We should improve and improve the theory and method tools to guide and support the cultivation of high-quality talents and improve the effect of talent cultivation. Therefore, the construction of theories, methods and tools for the cultivation of high-quality talents, especially innovative talents, is very important.

In Belarus and China, the next few decades will be not only a strategic opportunity to promote the development and prosperity of digital economy, but also a key period for the development of digital transformation.

At present, the basic part of the digital economy is showing a stable growth situation, with structural optimization. The speed of digital transformation of traditional industries is getting faster and faster, and the integration part has become the main engine of growth. However, China still faces many problems and bottlenecks in developing the digital economy. There are still many obstacles in the digital transformation. The core technology and equipment are controlled by others. Digital talents can not meet the needs of the development of the digital economy. There is a shortage of digital talents. The original talent training mode has been challenged, and there is an urgent need to establish a new innovative talent training mode.

Under the digital economy, there are at least three types of talent demand: skilled talents, innovative talents and management talents.

3.3.1 Training mode of high-quality skilled talents under the background of digital economy

In the digital economy, with the integration of new technologies such as big data and cloud computing, Chinese economy is in a new stage of transformation from the demand side to the supply side. The focus of economic development brought by the reform has also shifted from the consumption field to the production field. The importance of talents in the field of artificial intelligence that cannot be replaced by technology is becoming more and more prominent. It will be difficult to find "technology + management" talents. The structural shortage of high-quality talents in the labor market has become the core bottleneck restricting the development of many Chinese enterprises. China is also facing a structural talent imbalance - the "overcapacity" of middle and low-end talents, while the "insufficient supply" of professional skilled talents, innovative technical talents and middle and high-end talents highlights the strong demand for high-level and scarce digital talents and cross-border professional talents. The connection between traditional occupations and the Internet must be the foundation of the digital economy, especially the manufacturing industry is the main battlefield of the digital economy in the future. To adapt to the development of digital economy, we need not only technical research talents, but also high-quality skilled talents who apply technology to practice.

Having high digital literacy has become an important factor in winning the job market. The research on the training mode of high-quality skilled talents is imperative. The government, schools and enterprises need to make the following responses in the training of high-quality skilled talents.

(1) Training objectives

The stimulation of digital economy to the digital transformation of various industry organizations may lead to the replacement of repetitive work by machines, equipment and automation systems. Similar to the work on the assembly line will be reduced, so we need talents to manage factories or maintain machines. Such talents emphasize that in addition to basic skills, they should also have advanced knowledge and skills such as communication and communication skills, information discrimination, analysis skills and innovative thinking skills.

(2) Cultivate ability

(a) Basic skills. Basic skills are a prerequisite for the development and application of higher skills.

① Master the basic knowledge of relevant laws and regulations, professional quality and professional skills.

②Learn digital skills related to yourself.

Digital ability skills mainly learn two aspects of knowledge and skills, namely, digital tool operation and digital media related knowledge and skills. The operational knowledge of digital tools involves consciously using digital tools in specific work, study and life, and learning to use digital equipment, related software, file storage and other operations; Digital media related knowledge and skills are related to the understanding of the use of network resources and the safe use.

(b) Advanced knowledge and skills.

①Communication and communication skills.

Through in-depth communication and cooperation on the social media platform, effectively communicate and understand the views of people from different cultural backgrounds, which is very important for the cooperation in the digital environment. This digital environment expands the virtual social network outside people's real environment, and can understand and communicate with each other from different angles, so as to achieve the success of communication.

②Information identification and analysis skills.

In the big data environment, the quantity and quality of all kinds of information are huge, which requires information identification and analysis skills. Through accurate positioning and effective filtering, organize, analyze and evaluate information content to obtain useful information, which need to be integrated into personal digital information analysis ability.

③Innovative thinking skills. Effectively discover and evaluate innovative thinking skills in professional and personal fields. All individuals should be able to use innovative thinking skills to effectively solve problems through digital tools and media used in learning and work.

④ "Technology + management" compound skills.

Digital economy should attach importance to the cultivation of "technology + management" compound skilled talents with experience, understanding of industry, understanding of market and overall vision. How will the digital market react, how long time it takes and the advanced nature of technology, and what the staff needs to do is to break the original boundaries, not only with professional and technical capabilities, but also understand the needs of the market, and understand the management of projects, product operations and so on.

(3) Cultivate the professional quality of the object

In vocational education, we should also pay attention to promoting the learning and improvement of digital ability by stimulating students' independent, independent and responsible attitude.

(a) Independent and independent attitude. Be able to independently find appropriate digital tools and media to obtain information from their own goals.

(b) Strong sense of responsibility. When using the data and information of others in the digital environment, we should consider the problems of moral quality, recognize the responsibility, establish a strong sense of social responsibility and have the courage to bear our own responsibility.

Five steps of enterprise digital talent team construction as following.

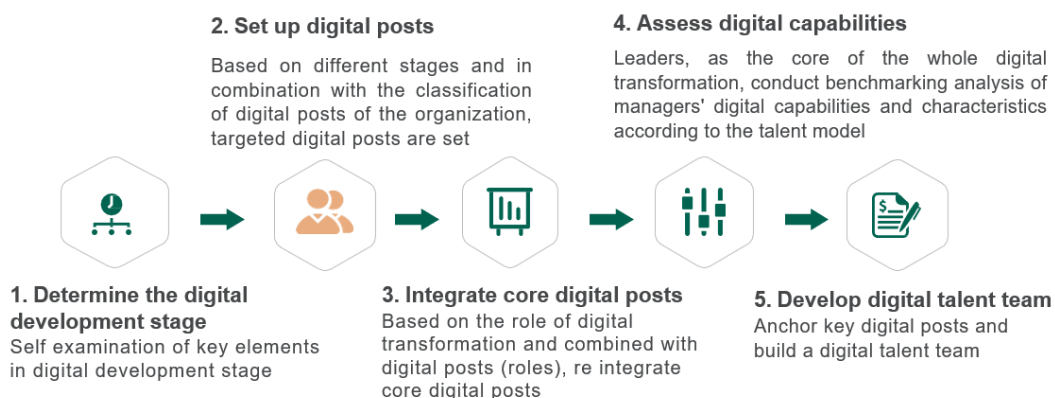


Chart 4Five steps of enterprise digital talent

3.3.2 Innovative talent training mode under the background of digital economy

3.2.2.1 Current situation of innovative talent training mode under the background of digital economy

(1) Government led model

In the context of the development of digital economy, the demand for innovative talents is increasing. In order to better form the ideal training effect, the government should play a strong positive guiding role and clarify the training objectives and direction of relevant talents in the future. Based on this, the government needs to provide strong support for the training of innovative talents in digital economy, and pay attention to the training modes of talents at different levels. For example, for secondary vocational schools, junior colleges and universities, it needs to formulate a more reasonable and feasible training direction of innovative talents, so as to ensure that the future development of digital economy can get a more ideal talent support effect, It avoids the constraints caused by the lack of talents.

In addition, the cultivation of innovative talents in digital economy led by the government also needs to focus on the actual development of different regions. First, clarify the demand for innovative talents in digital economy in corresponding regions, and then give clear guidance to avoid a serious lack of innovative talents. Especially in some areas where the development of digital economy is relatively

lagging behind, the local government needs to increase the guidance and investment in this field to create ideal conditions for the follow-up training work.

(2) Collaborative training mode of government, enterprises and schools

In the context of the development of digital economy, the cultivation of innovative talents is facing higher requirements, which requires multi-party participation. Especially for the government, enterprises and schools, they need to base themselves on themselves and strive to make their greatest contribution to the cultivation of innovative talents in digital economy. For example, for the government, it needs to actively guide and create an ideal training environment for innovative talents, play an important leading and leading role, and ensure that the training of innovative talents in digital economy can have strong feasibility. For enterprises, as an important audience of innovative talents in digital economy, they have a clear understanding of the needs of such talents, so they need relevant enterprises to actively invest in them and put forward clear requirements for the training of relevant talents; On this basis, enterprises also need to play an important role in practical teaching as an important place for the cultivation of innovative talents in digital economy. For schools, as the main body of cultivating innovative talents in digital economy, they need to carry out continuous innovative research from the front-line education and teaching, ensure that the teaching mode is more novel and feasible, help to cultivate talents needed for the development of digital economy, and avoid limiting the growth of innovative talents because of using the traditional teaching mode.

(3) Industry university research collaborative training model

In the current training of innovative talents in digital economy, in order to make the trained talents more practical and make greater contributions to the development of digital economy, it is necessary to innovate from the basic teaching mode and means. The rational use of the collaborative training mode of industry, University and research is a more effective means. In the training of innovative talents in the future digital economy, enterprises, universities and scientific research institutes should form an ideal coordinated operation relationship, make joint efforts and coordinate in many ways in the training of innovative talents, and promote the effect of talent training on the basis of accelerating the transformation of digital economy achievements. Based on this, the cultivation of innovative talents in digital economy needs to increase the integration of enterprises, universities and scientific research institutes, avoid serious separation problems, strive to build a more coordinated operation mode, form an efficient mechanism for the exchange of knowledge, theory and achievements, and form an ideal operation platform for innovative talents. For

example, the digital economy innovative talents cultivated by colleges and universities should serve enterprises, and scientific research institutes also need technical support from college talents, and finally realize the transformation of innovative achievements with the help of enterprises.

3.3.3.2 A new model of innovative talent training under the background of digital economy

Under the background of digital economy, in order to further promote the growth and development of innovative talents in China, on the one hand, the original training mode should be continuously improved, on the other hand, a "three-dimensional and diversified" innovative talent training mode should be constructed.

(1) The government implements the training mode of "endogenous + external introduction"

(a) Strengthen the top-level design and planning of the education system in economically underdeveloped areas.

At the policy level, the state should strengthen education and vocational training in underdeveloped areas, give financial subsidies to local governments and schools, increase investment in education, expand the construction of basic education facilities, improve school teaching quality, improve the coverage and availability of high-quality educational resources, vigorously develop all kinds of Vocational and technical education, and gradually promote free vocational and technical education, We will provide special training for Internet plus, constantly improve the education and training system, and provide them with more and better educational opportunities and channels. Through school and vocational and technical education, master the skills of digital resource development and utilization, quickly convert their knowledge into productivity, jointly participate in the development of innovation and entrepreneurship projects, improve professional quality and innovation and entrepreneurship ability, and cultivate practical and innovative talents in line with the era of digital economy.

(b) Strengthen domestic regional and international cooperation in the cultivation of innovative talents.

At present, the distribution of innovative talents in China is unreasonable, showing a situation of strong in the East and weak in the West. Most provinces in Western China are extremely short of innovative talents, and lack of innovative resources and innovation power. Therefore, we should increase policy support for the western region, actively explore a new mode of cooperation in the western development to cultivate innovative talents, drive local economic development through innovation project cooperation and talent exchange, provide more

innovation resources and development platform for innovative talents in the western region, and attract more excellent innovative talents.

Under the background of digital economy, innovative talent training mode should pay attention not only to domestic regional cooperation, but also to international cooperation. The Internet connects the world as a whole and eliminates the distance in time and space. The emergence of big data technology, cloud computing and Internet of things technology further shortens the distance between China and other countries and provides a broader opportunity and vision for the cultivation of innovative talents in China. At present, local governments should rely on these platforms such as jointly developed scientific and technological innovation parks and industrial innovation bases, make full use of the exchanges and cooperation of various countries in financial capital and advanced technology, promote the cultivation and international transfer of innovative talents in China, and cultivate and introduce digital technology with broad international vision high quality innovative talents in line with the development needs of the digital economy era.

(2) Enterprises implement the "1 + 1 + n" innovative talent training mode

In this model, the first 1 is called "external 1", which is an expert representing the advanced level in the field of digital economy.

The second one is called "inner one", which represents the internal managers of the enterprise; N represents the team. Through this model, enterprises can let an external outstanding expert in the field of digital economy cultivate an internal excellent digital manager, and then cultivate an excellent team in the field of digital economy.

This mode of cultivating innovative talents in digital economy is not simply to introduce "airborne soldiers" from the outside, but to adopt a mode similar to "external mentors", because this mode does not allow external digital experts to replace internal personnel, but allows the two to cooperate, give full play to their respective advantages and promote the integration of internal and external talents. External digital experts can bring new digital technology guidance and information to the enterprise, while insiders are familiar with the enterprise culture and operation mechanism, which can make the new talent training mode well integrated into the enterprise.

(a) Establish sustainable development strategy and fault tolerance mechanism.

If enterprises want to cultivate innovative talents, they can't be keen on short-term interests, because cultivating innovative talents requires continuous investment. If enterprises focus on short-term interests, they will not allow risk-taking behavior, let alone tolerate failure, so they can not ensure the sustainable

development of enterprises. At the same time, in enterprises that pay attention to short-term interests, employees will not be encouraged to innovate. Employees' innovation may affect their time investment in their current work, and the work efficiency will inevitably be reduced, which will have a bad impact on the current interests of the enterprise. Moreover, cultivating innovative talents is not necessarily successful, and there will be risks. If they are not successful, they will cause losses in current interests, and the result is also not conducive to obtaining short-term interests. Therefore, enterprises must establish a sustainable development strategy, give sufficient resources to the innovative talent training team and support the innovative talent training activities.

In the process of cultivating innovative talents, enterprises should encourage digital economy experts and employees to dare to take risks and establish a fault-tolerant mechanism. No matter whether the innovation is successful or not, their behavior of daring to innovate and taking risks should be rewarded to a certain extent, and the reward is not only for the innovative achievements. Only in such an environment that encourages innovation can we stimulate employees' practical creativity to the greatest extent. We should correctly look at the mistakes and failures in the training of innovative talents. They may cause economic losses, but if we can learn from the failures, we can avoid the recurrence of similar mistakes and ensure success next time.

(b) Catfish mechanism and mutual selection mechanism of officers and soldiers.

In the process of cultivating innovative talents, enterprises should not only provide innovative resources and establish fault-tolerant mechanism, but also give them some pressure, because everyone has inertia, especially when people lack external supervision, inertia will grow madly. Therefore, enterprises should combine the "catfish mechanism" with the "mutual selection of officers and soldiers", and put some competitive individuals into the innovative talent training team to accelerate the competition of team members and stimulate the morale of the team, so as to improve the overall innovation vitality of the team, whether external digital economy experts or internal employees, As long as you feel that your ability is not enough, you can replace it at any time and choose your own suitable leader and team. By creating a fair competition and positive atmosphere and combining external supervision with self-supervision, we can maintain the passion and innovation vitality of the whole innovative talent training team and improve the probability of successful innovative talent training.

(3) Colleges and universities implement the "integration" of industry, university and research to cultivate innovative talents

In the Internet era, the boundary is becoming more and more blurred.

Enterprises, universities and scientific research institutes should be closely connected to form a whole to effectively promote the integration of industry, University and research. In the government report of the two sessions in March 2018, Premier Li Keqiang proposed that in the digital economy era, "enterprises are encouraged to take the lead in implementing major science and technology projects, support scientific research institutes, universities and enterprises to integrate innovation, and accelerate the transformation and application of innovation achievements." in the executive meeting of the State Council in April 2018, Premier Li Keqiang further pointed out "It is decided to implement individual income tax preference for cash rewards obtained from the transformation of job-related scientific and technological achievements, so as to make innovative achievements better serve development and people's livelihood". Cultivating various innovative talents is always the first scientific research achievement of colleges and universities. We should actively promote the "integration" innovation of industry, University and research, comprehensively accelerate the transformation and application of digital technological innovation achievements and the cultivation of "mass entrepreneurship and innovation" talents in digital economy.

The first is "integration", that is, integration, which eliminates the "separation" phenomenon among enterprises, universities and scientific research institutes, so that they can integrate and develop. "Integration" is the concept of "collaboration", which is usually reflected in how enterprises, universities and scientific research institutes achieve collaboration in some specific digital projects or digital industries. The second is "communication", that is, "unimpeded". In reality, the complete integration of different institutions is feasible because they have different missions, goals and tasks. For example, enterprises do industrialization, universities do basic research, and scientific research institutes basically do application research or technical research. Therefore, the key to realizing the process from digital technology to digital industrialization is to "connect".

In the past, "integrated innovation" and "collaborative innovation" often refer to taking technological innovation as the main body to realize the industrialization of technology from laboratory. Now, with the development of society to a new era, relying solely on technology itself to solve the obstacles has entered the "bottleneck". The integration innovation in the digital economy era is different from the integration innovation and collaborative innovation in the past. It requires to promote and realize the combination of things and people. Therefore, colleges and universities urgently need to cooperate with multiple institutions (such as enterprises, governments, scientific research institutes, etc.) to jointly build a variety of new models to support the "integration innovation" training of talents, and run schools in a network thinking and open platform way, So as to establish an open digital

economy innovation talent training ecosystem.

(a) Build a platform and operation mechanism for financing innovative talents

To realize the accommodation of the cultivation of innovative talents in the digital economy, first of all, colleges and universities should cultivate excellent digital talents as much as possible and integrate with the outside. At the same time, professional digital industry management teams or excellent digital technology managers should be introduced from the outside (they are not completely recruited into the school, but run the school together with them, such as MBA special tutors) To integrate with colleges and universities. Secondly, digital scientific research and digital teaching should be able to integrate, build colleges and universities into human resources platforms for digital economy enterprises, and give preferential policies to enterprises that establish their own innovative talent training centers in the college. For example, the professional degree and scientific degree education implemented by many colleges and universities now better promotes the combination of theory and practice. Finally, the integration of innovative talents in scientific research encourages enterprises and universities to jointly participate in the cultivation of innovative talents in digital economy. In this way, the digital technology innovative talents cultivated by universities are more in line with the needs of the development of digital economy and society, and cultivate the innovative talents needed in the new era.

(b) Integration of knowledge and thought

The innovation of knowledge reflects the integration of knowledge. It requires teachers to always pay attention to and teach in combination with the actual social situation. When doing research, they should take root in Chinese latest practice, write high-level papers and write them on the land of the motherland, so that the knowledge we create can "stand on the top of the sky" and realize the integration and achievement transformation. For example, in recent years, the school of management of Zhejiang University has continuously promoted cooperation and dialogue with enterprises that can lead the development trend of digital industry in the future, and established a series of digital joint research centers. The purpose is to take root in Chinese latest practice for research, and explore Chinese own digital economy innovative talent training mode through integration and innovation with leading enterprises in the field of digital economy. Colleges and universities are not only the cradle of cultivating innovative talents in the digital economy, but also the think tank and think tank leading social development. In order to meet the needs of the development of digital economy, we should build the digital technology research platform of colleges and universities into a think tank platform, and constantly transform the digital innovation research results into practical ideas and methods. At the same time, we should also regularly hold a series of branded digital economy

high-end forums and high-end international conferences. Through these forums or international conferences, we can better communicate and cooperate, so as to obtain more new innovative ideas and inject more fresh blood into the cultivation of innovative talents in digital economy.

3.2.3 Countermeasures for cultivating innovative talents under the background of digital economy

(1) Improve the guarantee mechanism

Under the background of the development of digital economy, the cultivation of innovative talents often needs to first have an ideal guarantee mechanism, strive to create more ideal conditions for the cultivation of innovative talents, and ensure the orderly implementation of all work. For example, the training needs of innovative talents in the digital economy need to be clarified in advance. With the help of the digital economy development expert committee, the demand for innovative talents faced by the current and future digital economy development needs to be analyzed in detail, so as to provide reference for the corresponding training modes and objectives of innovative talents, Avoid serious hidden dangers in the cultivation of innovative talents. In addition, in the training of innovative talents in digital economy, it is often necessary to build an ideal development mechanism for corresponding talents. For example, the evaluation criteria for corresponding professional titles need to be clarified, which can promote relevant innovative talents to have a clearer direction in the development. Of course, in order to better maintain the orderly operation of innovative talent training mode under the background of digital economy, it is often necessary to focus on the vigorous investment of funds to ensure that relevant work can have sufficient financial support and avoid affecting the follow-up work due to limitations in this regard.

(2) Strengthen regional integration

In the context of the future development of digital economy, in order to promote the training of innovative talents with stronger effectiveness, we often need to pay attention to the development level of different regions at the present stage, strive to strengthen the integration between various regions, and finally realize the effective training of innovative talents in digital economy with the help of mutual cooperation and complementarity. In the future, the cultivation of innovative talents in digital economy should be committed to promoting the balanced development of various regions, so as to achieve the effective satisfaction of the number of innovative talents in digital economy to the greatest extent. At present, there are obvious regional differences and urban-rural differences in the development of Chinese digital economy. This difference is also obvious in the aspect of innovative

talents, which should become an important focus of talent training in the future. For example, the Yangtze River Delta and other regions with relatively developed digital economy and a large number of innovative talents must be relatively mature in the training mechanism of innovative talents and have richer experience. In this way, the advanced experience and advanced training mode of these regions can be used as a template to promote in other regions of the country and strengthen mutual integration, Finally, realize the common development of innovative talents in digital economy in all regions of the country.

(3) Continuously improve the training level

With the continuous development of Chinese digital economy, its requirements for innovative talents are not only expressed in quantity, but also put forward higher requirements in the quality and quality of innovative talents. Therefore, it is necessary to continuously improve the training level of innovative talents in digital economy, which is in line with the current development trend of digital economy. From the perspective of colleges and universities, we should strive to build high-level professional schools in the future, pay attention to the reasonable setting of professional disciplines of digital economy, promote them to be based on the digital economy, realize the effective training of innovative talents, and avoid the lack and lag of colleges and universities in education, which will affect the development level of corresponding talents. In addition, for various scientific research institutes, they need to improve their own level. They not only need to have high scientific research ability, but also need to use the old to bring the new and collaborative research to finally improve the comprehensive ability of innovative talents in digital economy.

(4) Create a high-level platform for cultivating innovative talents in digital economy

In order to enable the talents trained by schools and scientific research institutes to integrate into social development in time, on the one hand, we should build a high-level school, which can further adjust and optimize the structure of some disciplines and majors in Colleges and universities, especially digital disciplines, focus on the construction of digital disciplines with advantages and characteristics, and enhance the training of digital professionals. Support the construction of a national "double first-class" University, create a domestic high-level university of digital disciplines, publicly recruit heads of digital disciplines and departments around the world, speed up the construction of a university leadership operation mechanism in line with international standards, and enhance the strength of university leadership team.

On the other hand, we should establish high-quality scientific research

institutes, encourage and support the establishment of a digital economy innovative talent research institute integrating military and civilian, actively promote the transformation of scientific and technological achievements of military innovative talents, deepen the construction of a digital economy innovative talent management pilot area, accelerate the formation of an internationally competitive digital economy "mass entrepreneurship and innovation" Talent Gathering and talent incentive mechanism, and accelerate the development of innovative developers Construction of talent teams such as makers. At the same time, the purpose of building high-level scientific research institutes in central cities, such as the West Lake Higher Research Institute (now renamed West Lake University) and Zhijiang laboratory in Hangzhou, is to create a world-class research university and scientific research institutes, strive to create a national laboratory, strive to become an innovation base with a world-leading level, and strive to create innovative talents, innovative elements Innovation ability and other aspects are at the leading level in China, and jointly promote the construction and operation of digital economy innovation talent platform.

(5) Strengthen the construction of innovative talent team of entrepreneurs in digital economy

Organize leading entrepreneurs of digital economy industry to study and investigate abroad, conduct docking cooperation with foreign enterprises with rich experience in digital economy, establish digital economy entrepreneur strategy consultation meeting, carry out digital economy entrepreneur inheritance action, and use their experience to cultivate more excellent digital economy innovation talents. Encourage and support leading digital economy enterprises to integrate digital technology, digital market and digital innovation talents, optimize the overall layout of digital economy innovation talents, establish more digital economy innovation talent incubators, and improve the ability of entrepreneurs in operation, management and training innovative talents in the digital economy era by means of learning by doing and interactive learning, Create a good atmosphere for enterprises to cultivate innovative talents and encourage employees to innovate.

In order to develop and expand the innovative talent team of entrepreneurs in the digital economy, we should comprehensively use tools such as digital industry fund and government procurement to provide corresponding support services in the application of innovative talent training projects in the digital economy, the construction of innovative talent team and the docking of digital economy industries, and establish an effective evaluation mechanism for innovative talents of entrepreneurs, Encourage and recommend those excellent digital entrepreneurs to work part-time in Colleges and universities and scientific research institutes.

4、 Conclusion

In summary, according to the needs of all fields of life in Belarus and the digital transformation of the Chinese people's environment, as well as the current situation and existing problems of high-quality talent training, this paper puts forward a new model and Countermeasures for cultivating high-quality talents under the background of digital economy and green economy, and puts forward a new model for innovative talent training from the perspective of the government, enterprises and colleges and universities. A good model needs corresponding countermeasures. By comprehensively promoting the priority guarantee mechanism for the investment of innovative talents in the digital economy, promoting the collaborative training of innovative talents in different regions, strengthening the construction of entrepreneur talent team, creating a high-standard training platform and other measures, it provides a good hardware foundation and software environment for the training of innovative talents in the digital economy. In order to better cultivate professional innovative talents in digital economy, it is necessary to cooperate with many parties, strive to create ideal conditions for the cultivation of innovative talents in digital economy, and promote the rapid development of digital economy.

Under the condition of digital economy, the demand for talents is changing, and the demand for high-quality talents is higher and higher, which also puts forward new requirements for the talent training of government, enterprises and schools. Digital economy is the general trend, so we should follow the trend and make a difference in cultivating talents. By building a talent supply system that can meet the needs of digital economy talents, including artificial intelligence, big data, blockchain, cloud computing, Internet of things and other digital economy supporting technologies, we can better cultivate digital economy talents facing the needs of digital transformation and make positive contributions to the development of digital economy.

The development of digital economy requires the government and enterprises to carry out digital transformation. At present, the main difficulties of digital transformation are concentrated in four aspects: digital strategy, digital talents, digital methods and digital assets. According to the needs of the development of digital economy and the current situation of digital talents training, this paper studies the training mode and Countermeasures of digital talents.

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