



Xi'an Jiaotong-Liverpool University

西交利物浦大学

从能力结构变化想像未来的人才需求

Image the demand of future talents from the change of the enterprise skills

A 2015 report by the Foundation for Young Australians. This data was drawn from an analysis of 4.2 million online job postings from 6,000 different sources in the period 2012-2015.

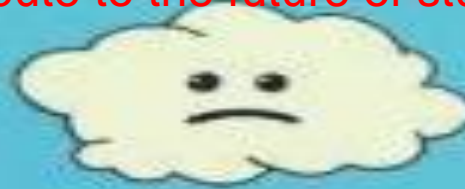
2012-2015 增长率



想像未来的生活、能力需求和教育

Image future life, demand of the competence and education

- ❑ 未来20-30年我们怎么活？
What is the life we would have 20 to 30 years later?
- ❑ 更好的生活需要什么样的素养和能力？
What kind of competences are necessary for future life?
- ❑ 今天的教育能为学生做些什么？
What can we contribute to the future of students by education?



未来发展趋势和社会需要

The trends and demands of the future society

■ 未来世界的趋势和需求

The trends & demands of future society

- 知识获取不断方便、技术和智能机器人将逐步取代大量职位、职业日益碎片化或短期化、休闲时间增多和生活新需求多样化及高端化

Easy to get knowledge, robot revolution, career fragmentization or termism, more leisure time and more diversity of life

- 知识融合、创新、综合能力、智慧、变革管理、国际视野、跨文化领导力等日益重要

Integration of knowledge, innovation, comprehensive capability, wisdom, change management, international perspective, cross-culture leadership, etc. become more and more important

- 未来社会（老龄化+互联网+机器人+全球化）会催生很多型行业：精准化服务、健康和养老、娱乐、新型供应链、新教育……

Future society(aging, internet, robot, globalization) will create many new industries, such as accurate service, health and aged care, entertainment, supply chain, and new education ...



中国国家的战略

The national strategy of China

- 中国国家战略

The national strategy of China

反思教育、重塑教学、在定义大学
Rethink education, reshape L&T, redefine
University

急需探索高端应用精英培养之道
It is urgent to explore the educational
model for high-end applied elites.

、于教，建设现代大学制度。

It is crucial for universities to explore and experiment in innovative talent training, education, management systems, etc.

注：2010年7月，中共中央、国务院发布《国家中长期教育改革和发展规划纲要（2010-2020）》
“The national medium and long-term plan for education reform and development(210-2020)”

行业精英与业界领袖
Elites & leaders of new industries

企业家精神
Entrepreneurship

行业造诣
Industrial Attainments

跨文化领导力
Cross Culture Leadership

专业精英
Professional Elites

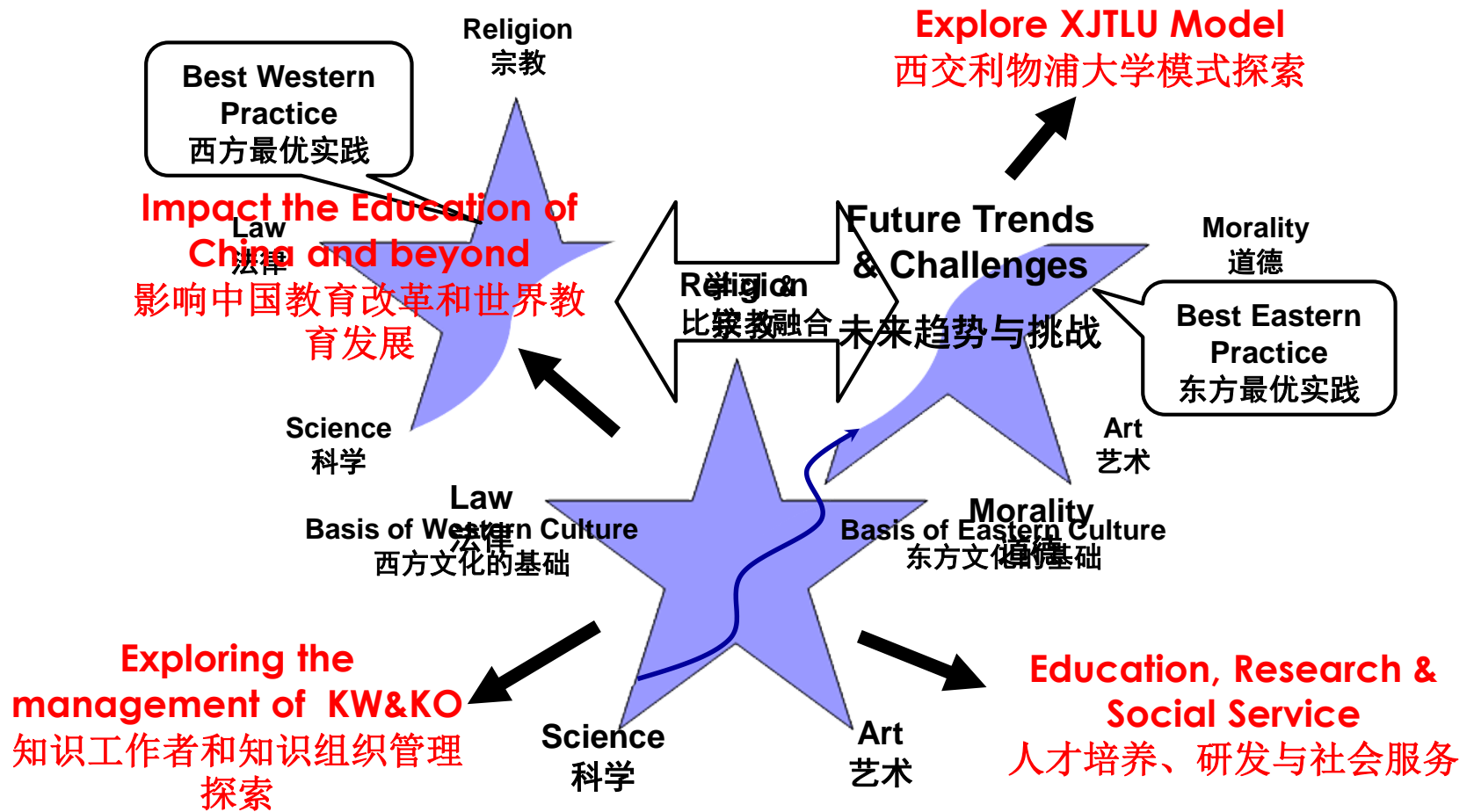
专业造诣
Professional Attainments

世界玩家
Globalization

高尚品格与文化素养
Noble personality and cultural accomplishment

西交利物浦大学教育探索与使命

XJTLU Education Exploration and Its Mission



Summary of the 1st 10 year exploration of XJTLU

西交利物浦大学第一个10年探索的小结

- Student-development oriented 学生健康成长为目标
- Interest guided 以兴趣为导向
- Learning centered 学习为中心

- Research led learning 研究型学习
- Research-led teaching 研究型教学
- Research-led working 研究型工作
- Continuous Innovation 持续创新



- From Kids to Young Adult to Global Citizen 从孩子到年轻成人到世界公民
- From passive to active to research led 从被动学习到主动学习到研究导向学习
- From aimless to interest to life plan 从盲目到兴趣导向到人生规划

- Natural-Eco 自然生态系统
- Knowledge-Eco 知识生态系统
- Social-Eco 社会生态系统

- US flexibility 美式教育的灵活性
- UK QAS 英式教育的质量体系
- China Russia Foundation 中俄基础

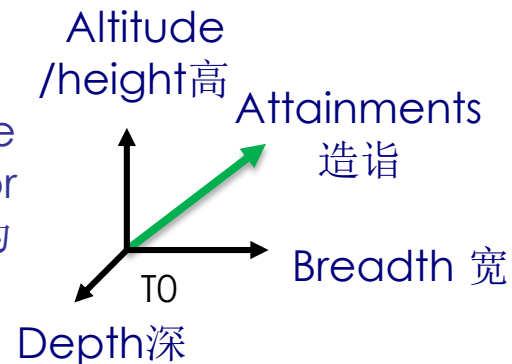
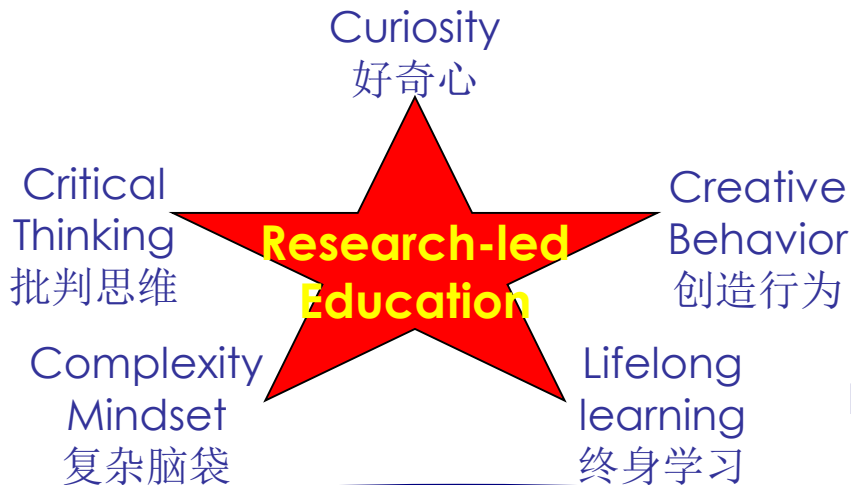


西交利物浦大学的（专业精英）教育探索

XJTLU: educational exploration(professional Elites)



Integrated knowledge
系统知识



融合型学习环境

Syntegrative learning & research environment
T3 education



Xi'an Jiaotong-Liverpool University
西交利物浦大学

西浦（行业精英和领袖）融合式教育再探索

XJTLU: Syntegrative Education exploration(Elites &

- “学校、企业和行业”+ “专业、行业、管理” 的双融合
Syntegration of University, company and Industry as well as discipline, business and entrepreneurial education
- 目标：培养具有国际视野、较高素养和深厚的专业基础、系统的行业知识以及务实的管理和领导训练、在行业内具有较广适应性、能够驾驭中高端技术或管理岗位的精英人才！
Aim: to train mid-to-high end elites with international perspectives, attainments and profound knowledge of discipline, industry and management as well as the wide adaptability in industry.

XJTLU Syntegrative Education – Rationales

“西浦融合式教育”——理论基础

融合式教育

融合式教育 (Syntegrative Education)

- 1) 在教育模式上，通识、专业、行业和管理教育有机融合；
Education Model: Liberal, professional, industrial and management education
- 2) 在组织模式上，校园学习、企业实践、行业引领和社会发展深度融合；
Organization model: campus, enterprise, industry and social development
- 3) 在学位设置上，“半在职本科”学习到“在岗（职）硕士”研究融合；
Academic Degree: immersed in practice UG and on job Master programme
- 4) 在培养环节上，学习、实习、研究、实践相融合；
Educational process: learning, placement, research and practice
- 5) 在教学方式上，“以学生为中心”“研究导向型”学习和教学与实习和在岗训练相融合；
L&T methods: student-centred, research-led L&T with placement and on job training
- 6) 在就业支持上，学习和实践、就业和继续深造、人才培养、研究和企业发展融合。
Employment: learning & training with employment and further study with talent cultivation, research and business development

Collaborating with



Xi'an Jiaotong-Liverpool University

西交利物浦大学

Syntegrative Education: An Example

融合式教育：一个个案

• Physics

Youmin Xi

• Logic & rationality

我的时代，这个教育过程用了9年
In my time, the education took me 9 years

通过该项目你们可用5-6年完成这样的训练
Now you could do it in 5-6 years via
XJTLU-SE (IETE)

创
Entrepreneurship
Leading 领导
Communicating 沟通
Innovating 创新
Collaborating 合作

融
Syntegration
(Fredmund Malik)

世界公民
**global citizen with
cross culture
leadership**



Xi'an Jiaotong-Liverpool University
西交利物浦大学

(Modified from Prof. Roy Green 2014)

“融合式教育”的效果 (the potential outcomes)

- 1) 学生们具有专业基础上更融合的行业知识，可在行业内不同专业间容易转换；
Students will get more synteegrative knowledge and wide adaptability in industry
- 2) 学校、企业、行业高度融合的训练会使学生具有很强的环境适应能力和实际操控能力；
Synteegration of university, enterprise and industry will benefit students on environment adaptability and control ability in the real world
- 3) 贯穿于整个过程的管理和领导培养会造就他们较强的生存、创业和管理才能；
Management and entrepreneur training throughout will strengthen the survival, entrepreneurial and managerial capacity of students
- 4) 西浦国际化学习环境和师资团队会孕育他们的国际视野和跨文化的领导力；
The international learning environment and world class staff will nurture the global view and cross-culture leadership of students
- 5) 从大二开始的融入实践的学习、研究和训练会使他们比同辈提早3、4年进入职场；
The synteegrative learning, studying and training will make the students 3 or 4 years earlier than their peers to enter the career ladder
- 6) 他们融合的知识体系、综合的素养和能力以及国际视野和竞争力，容易成为行业精英甚或未来业界领袖。
Synteegrative knowledge, attainments, capability and global view and competitiveness will help the students to be industrial elites even future leaders



XJTLU Syntegrative Education – *Vision and mission*

“西浦融合式教育”——愿景和使命

- **愿景:** 新行业精锐和业界领袖的摇篮
Vision: cradle of elites and leaders for new industries
- **使命 Mission:**
 - 为新行业培育精锐力量和领导者
Develop elites and leaders for new industries
 - 探索国际化高端应用人才培养和办学模式
Explore educational model and supportive system for high-end applied talents
 - 探索新行业的发展模式及促进新产业的发展
Explore the development pattern of new industries and help their healthy development
 - 为人们生活的困难或挑战寻求解决方案
Seeking solutions to for human being to face living difficulties and challenges
- **目标:** 成为国际化高端应用型精英培养模式的探索者和教育样板
Goal: to be a pioneer of and educational model for developing high-end applied elites

XJTLU Syntegrative Education – operational model

“西浦融合式教育” — 运行模式

“学、研、训、创、产”融合模式

Syntegration of learning, research, training,
entrepreneur, business

大学、行业学院、研究院、基地、孵化器、产业融合支撑体系
Support system: Syntegration of university, college, R&DI,
company(base), IIH, industry

西浦融合式教育（工业企业定制式教育）

XJTLU-SE(IETE: Industry & Company Tailored Education)

西浦融合式教育（创业家学院）

XJTLU-SE(EC: Entrepreneur College)

101

101



XJTLU-SE (IETE)

西浦融合式教育（工业企业定制式教育）

- Co-designed with carefully selected company
与精心选择的企业共同设计教育内容和过程
- Year 1: induction and placement
第一年：项目和企业介绍以及进入所选企业实习
- Year 2: tailored modules and practice
第二年：课程学习和相应实践
- Year 3: tailored modules and practice
第三年：课程学习和相应实践
- Year 4: FYP with practical problem
第四年：与所在企业实践相结合毕业项目
- Decision on employability
双向就业选择
- Year 5-6: On job master studies
第五、六年：在岗硕士研究生学习



XJTLU Entrepreneur College – organizational model

“西浦创业家学院” — 组织模式

校长+院长+校园服务平台主任
President + deans of school + director of service centre



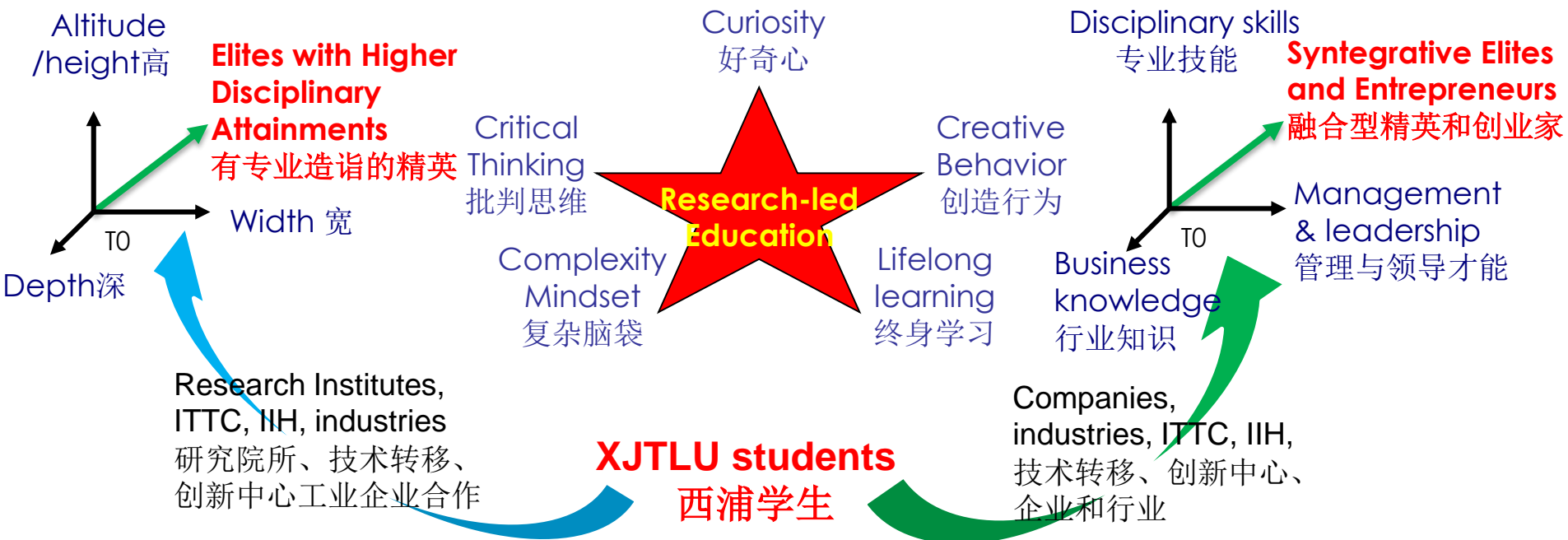
院长+研究院院长+公司CEO+学院服务平台主任
Dean + Director of R&DI + CEO + director of service



西浦教育基金会+校园综合服务平台
XJTLU-EDF + XJTLU-EC service centre

西交利物浦大学的教育探索

XJTLU: educational exploration



融合型学习环境

Syntegrative learning & research environment
 T3 education

云空间

Cloud Resources



Xi'an Jiaotong-Liverpool University
 西交利物浦大学

Thank You
谢谢!

