

China's exploration and internalization of foreign experience in talent cultivation for international marine organizations

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Abstract: The 21st century is the century of the ocean. Global ocean governance has entered a new stage of structural adjustment and order change. However, in terms of education and cultivation of marine talents, the relevant cultivation model needs to be further improved. This paper deeply studies the discipline and international organization characteristics of China's marine talent cultivation model, and analyzes the current situation through case comparison. It is found that there are still difficulties such as uneven development of the cultivation model of international marine organization talents, insufficient willingness and channels for international marine organization talents to go to these organizations, and low level and influence of Chinese staff in international marine organizations. By combing through the bottom-up talent cultivation model in the United States, the top-down talent cultivation model in Japan, and the spiral flow talent cultivation model in Germany, the experience is summarized, in order to provide experience for the talent cultivation of international marine organizations in China and improve China's talent cultivation mechanism.

Key words: Ocean governance, international marine organizations, talent cultivation

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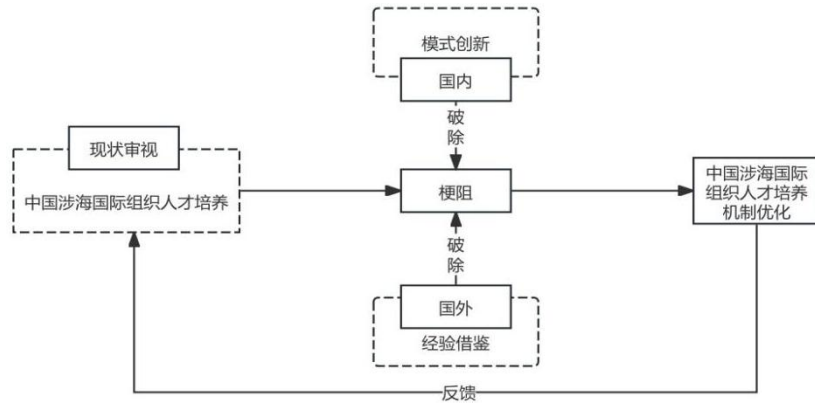


Figure 1. Analysis framework.

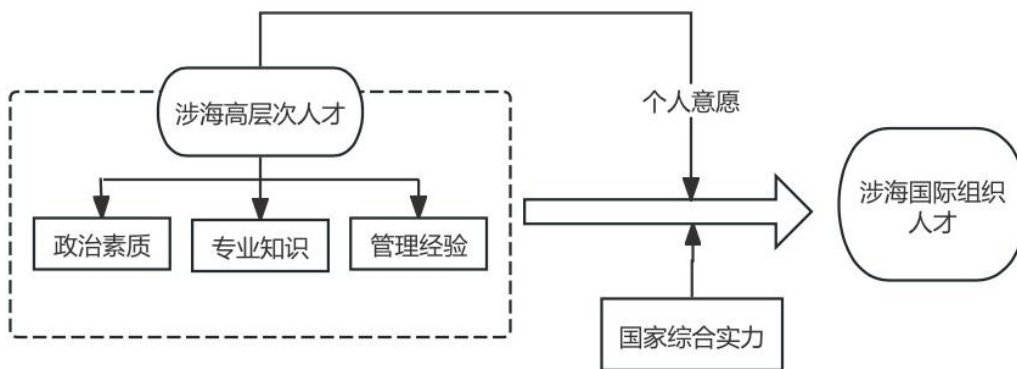


Figure 2. The path for high-level marine talents to join international marine organizations.