Research on the Training Mode of Intellectual Property Applied Talents*

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Abstract On the background of vigorously implementing of intellectual property strategy and strengthening the talent construction of intellectual property in China, this paper deeply analyses the job market of intellectual property talents and training needs, based on the universities' existing resources and constraints, taking advantage of other external resources, such as resources of administrative law execution departments and enterprises, it proposed "officer-production-study combination "1 +2 +1" training model of intellectual property applied talents, which aims to solve "three disjunction" issues, such as the disjunction between current talents training and talents demand, the junction between theoretical study and practice, the junction among classroom teaching and intellectual property law and practice, so as to enhance the employment ability and employment rate of students. This paper mainly discusses the background and significance, purposes and guiding ideology and specific ideas and practices of "1 +2 +1" training model of intellectual property applied talents.
Key words Intellectual property; Applied talents; Training model

1 Introduction

Entering the 21st century, as economic globalization and technology deeply developed, international competition is becoming fierce. Intellectual property system has become as a strategic weapon which can enhance the independent innovation capability and international competitiveness of the nation and enterprises. So the training and use of intellectual property talents is becoming the top priority.

From the government point of view, intellectual property administrative system of China firmly seizes the important strategic opportunities, actively implements talent strategy, insists on talent servicing for development of intellectual property, and continuously reforms and innovates to strengthen the team building of intellectual property professional talents. In 2006, the "Intellectual Property Talent in the" Eleventh Five-Year "Plan" clearly states that during the "Eleventh Five-Year", the main tasks and measures of intellectual property talent work include: implementing intellectual property talent training project, strengthening the team building of intellectual property administration and law enforcement talents, strengthening the team building of patent examination talents, training intellectual property professionals of enterprises and institutions, strengthening the team building of intellectual property intermediary service system and talents, strengthening the team building of high-level intellectual property talents and deeply developing the education and training of intellectual property and so on. In June 2008, " Intellectual Property Strategy Outline of China " promulgated by the State Council decided to build an innovative nation by implementing intellectual property strategies, in which “strengthening the intellectual property talents construction” is an important strategic measure. By building training bases of intellectual property talents in several countries, China will accelerate the construction of a high level intellectual property teaching staff, establish two disciplines of intellectual property, support for some universities to establish doctorate and master’ degree awarding units of intellectual property, massively train intellectual property professional talents of various levels and types, focus on training intellectual property management and intermediary service talents which are the most needed in enterprises.

In view of the social actual demand of Intellectual property talents, in recent years, some enterprises which have suffered the pain of intellectual property have begun to pay attention to intellectual property, and have begun to introduce a substantial number of Intellectual property talents; the other enterprises which have already tasted the sweetness intellectual property have paid more attention to the use of the intellectual property system and corporate intellectual property management, and intellectual property applied talents has a sharp increase in demand. According to international practice, intellectual property professional talents should be accounting for 4% of the total number of science and technology, while less than 1.0% of China’s present; relative to some "highly-competitive intellectual

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property nations" abroad, such as Siemens, IBM, Intel, Microsoft, In which their intellectual property departments often have about one hundred staff, and the number of Sony's intellectual property talents is up to more than 400, so we can see that Chinese enterprises are still of great need for intellectual property talents. Meanwhile, the existing intellectual property intermediary agencies of China are far from meeting the need of the society, and intellectual property intermediary agencies have a tremendous development space, which will further extend the need of intellectual property applied talents.

As Chinese promotion of Intellectual property talents training policy and the pull of social demand, Peking University, Renmin University of China, Shanghai University and other institutions of higher learning have researched and explored the training mode of intellectual property, and have got some achievements. However, there is a wide gap between the actual implementation results and expectations of these training modes. Therefore, from the status of the intellectual property talent training and constraint conditions, with career orientated, and in perspective from the government, this paper systematically studies the training mode of intellectual property applied talents, which has very important practical significance and theoretical value.

2 The Purposes and Guiding Ideology of "1 +2 +1" Training Model of Intellectual Property Applied Talents

The main purposes of "1 +2 +1" training model of Intellectual property applied talents include the following aspects: (1) in response to "Intellectual Property Talent in the" Eleventh Five-Year" Plan" and " Intellectual Property Strategy Outline of China" ,in which they put forward some contents on strengthening the team building of intellectual property professional talent, giving full play to the strategic role of the main base for university talents training and gathering human resources, actively promoting the development of university intellectual property education, promoting the strategic measures of opening intellectual property curriculum for the undergraduates and establish grade-2 subject of intellectual property, which aims at the exploration and practice for an effective training model of Intellectual Property applied talents that is fit for China. (2) from the perspective of employment, based on the analysis of job market and training needs of intellectual property talents, focusing on improving the employment ability and employment rate of university students, and specifically designing and practicing the training mode of intellectual property applied talents. (3) starting from the existing resources and constraints conditions of universities (the "study" for short), making full use of administrative law execution departments (the "officer" for short) and enterprises(the "production" for short, including intellectual property intermediary agency and all the other enterprises) and other external resources, proposing "officer-production-study combination "1 +2 +1" training model of intellectual property applied talents, which aims to solve "three disjunction" issues, such as the disjunction between current talents training and talent demand, the junction between theoretical study and practice and the junction between classroom teaching and intellectual property law and practice, so as to enhance the employment ability and employment rate of students.

Intellectual property applied talents refers to some college students or postgraduates who can be directly involved in intellectual property law practice and enterprises intellectual property management after they graduate, and such candidates will normally need to receive the systematic education of intellectual property law and management, with higher level foreign language and some engineering background.

The guiding ideology of "1 +2 +1" training model of intellectual property applied talents is as follows: on the background of the implementation of intellectual property strategy, science and education strategy and independent innovation strategy, focusing on training intellectual property applied talents, employment-oriented, from the actual demand of the officer (administrative law execution departments),production (including intellectual property intermediary agency and all the other enterprises) and some other employing units, making full use of the resources of "officer-production-study", proposing "1 +2 +1" training model of Intellectual property applied talents, and exploring its specific design and practice.

3 The Specific Idea and Practices of "1 +2 +1" Training Model of Intellectual Property Applied Talents

"1 +2 +1" training model of intellectual property applied talents is such a mode which aims to foster intellectual property applied talents of "deep foundation, wide caliber, high capacity". Focusing on the law-majored students, the mode divides the four years in university into"1+2+1"three stages, and systematically and carefully plans and arranges on the training's objectives, priorities, contents and

curriculum system, specifically shown in Figure 1.

In "1 +2 +1" training mode, the first "1" mainly refers to the first year of university, whose main training objective is the "solid foundation", including the training contents as follows: ① training some basic theory and basic knowledge of the students in accordance with the school's uniform provisions, such as the law and ideological and political training, English, mathematics and so on; ② one of the main course of law ----"Jurisprudence"; ③ enhancing the introduction and education of intellectual property major to guide interested students to make good learning and career planning of intellectual property; ④ opening some public elective curriculum that is concerned with engineering, management and economy, such as " Machine Design Principles and Drawing", "Innovation and Entrepreneurship Management," and "Knowledge Economy and Intellectual Property" and so on, which lays a foundation for the follow-up study of intellectual property, its training characteristics are as follows: ①introduction, education and study of intellectual property and career planning; ② opening some public elective curriculum that is concerned with engineering, management and economy.

"2" mainly refers to the university's second and third years of university, the main training objective is “wide caliber”, including the training contents as follows: ①the other 13 main curriculum of law major: “Constitution”," Chinese legal history", “Criminal Law”, " civil law "," Commercial law "," Intellectual Property Law, "" Economic Law "," Administrative Law and Administrative Litigation Law", " Civil Procedure law "," Criminal Procedure law "," International law "," Private International Law "and" International economic law"; ② other curriculum concerned with intellectual property law, including the" Patent Law, "" Trademark Law "," Copyright Law "and" Anti-Unfair Competition Law "; ③ opening" Intellectual Property Front" seminars, whose contents concern the foreign intellectual property system and comparative analysis, trade secrets, geographical indications, intellectual property international protection and domain name protection; ④ opening some curriculum concerned with intellectual property management, such as "Corporation Intellectual Property Management" and "Intellectual Property strategy". The characteristics of culture: ① comprehensively studying intellectual property law and management curriculum; ②opening "Intellectual Property Front" seminars.

General objectives	training intellectual property applied talents of **"deep foundation, wide caliber, high capacity"**		
“1”：refers to the fourth year of univer sity	**Training objective：“high capacity”**	**Training contents**：some practical curriculum or seminars: intellectual property law practice, patent information retrieval and utilization, patent application and agency, corporate intellectual property strategy and management	**Training characteristics:** relying on "officer-production-study combination ", opening a large number of practical curriculum and seminars; carrying out “order-training”
“2”：refers to the second and the third year of university	**Training objective：“wide caliber”**	**Training contents**：Other main curriculum of law major; intellectual property laws and other related curriculum; seminars of "Intellectual Property Front"; Intellectual Property Management Curriculum	**Training characteristics:** Comprehensively studying intellectual property law and management curriculum; opening "Intellectual Property Front" seminars
“1”：refers to the first year of university	**Training objective：“high capacity”**	**Training contents**：universities’ uniform required curriculum; jurisprudence; introduction and education of the major; some public elective curriculum that is concerned with engineering, management and economy	**Training characteristics:** enhancing the education of intellectual property major and making good learning and career planning; opening some public elective curriculum that is concerned with engineering, management and economy

Figure 1 “1+2+1”Training Model of Intellectual Property Applied Talents

Another "1" mainly refers to the fourth year of University, the main training objective is "high capacity" which means to cultivate the students' strong employment ability and practical ability of intellectual property law and management, including the training contents as follows: ① opening some practical curriculum on intellectual property law; ② opening some practical curriculum or seminars, such as patent information retrieval and utilization, patent application and agency and so on; ③opening some practical curriculum or seminars on intellectual property management; ④opening some practical curriculum or seminars on corporation intellectual property strategy making and implementation. The training characteristics are as follows: ① employing administrative law execution departments ("officer "), enterprises and intellectual property intermediary agency ("production") and other experienced practitioners as part-time professor or instructor, opening a large number of practical curriculum or seminars; ②through "officer-production-study alliance", establishing a number of practice base for the senior students to enter previously into the enterprises to carry out the "order-training".

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