

# Discussion on the Importance of IT Technology to the Cultivation of "Three Highs" Talents in New Auto Time

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**Abstract:** This paper discusses the importance of IT technology to the cultivation of "three highs" (high quality, high skill and high demand) talents in new auto time. By analyzing the current situation of the integration of IT technology and automobile industry, it is found that IT technology can improve the professional skills of talents, broaden international horizons and enhance innovation ability. This paper puts forward some training strategies, such as perfecting the education system, strengthening the construction of teachers and deepening the cooperation between schools and enterprises, in order to train more "three high" talents for the automobile industry to meet the needs of the times.

**Keywords:** IT Technology; New Auto Time; Talent Cultivation; Professional Skills; International Vision; Innovation Capacity.

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## 1. Introduction

With the rapid development and wide application of information technology, IT technology has become the core driving force of industrial innovation and development in New auto time. Under this background, it is particularly important to cultivate the "three high" talents in the automobile industry-high skills, high quality and high demand. These talents not only need to master the traditional automobile engineering technology, but also need to have a profound IT technology foundation to cope with the increasingly complex challenges of automobile intelligence, electrification and networking. The purpose of this paper is to discuss the importance of IT technology to the training of "three highs" talents in new auto time, analyze the current situation and shortcomings of talent training, and put forward corresponding improvement strategies and suggestions in order to provide a strong talent guarantee for the sustained and healthy development of China's automobile industry.

## 2. The Definition and Characteristics of "Three High" Talents in New Auto Time

Under the background of the new era, the automobile industry is experiencing unprecedented changes, and the trends of intelligence, electrification and networking are becoming increasingly obvious. This change has put forward new requirements for talents in the automobile industry, especially "three high" talents-talents with high quality, high skills and high demand [1].

### 2.1. The Connotation of "Three High" Talents

"Three high" talents, as the name implies, refer to talents with high quality, high skills and high demand. In the new auto time industry, the connotation of "three high" talents is richer and more specific [2].

High quality not only means that talents have solid professional knowledge and extensive knowledge of related disciplines, but also includes good professionalism, teamwork ability, communication and coordination ability and innovative thinking. Under the background of the reform

of automobile industry, high-quality talents also need to have keen market insight and forward-looking thinking to cope with the rapidly changing market demand and technological development.

High skills require talents to have superb technical ability and practical experience. In the new auto time industry, this includes but is not limited to the mastery and application of intelligent driving, electric drive, car networking and other related technologies. Highly skilled talents should be able to solve complex technical problems independently and promote technological innovation and product research and development [3].

Finally, the high demand is reflected in the urgent demand for such talents in the automobile industry. With the rapid development of new energy vehicles, intelligent networked vehicles and other fields, the demand for "three high" talents in the automobile industry is growing. They are not only the key force of enterprise technological innovation and product research and development, but also an important factor to promote the progress of the whole industry [4].

### 2.2. New Auto Time Industry Demand for "Three High" Talent Analysis.

The demand for "three high" talents in the new auto time industry is mainly reflected in the following aspects. The first is the demand for technological innovation and product research and development [5]. With the rise of new energy vehicles, intelligent networked vehicles and other fields, the demand for technological innovation and product research and development in the automobile industry is becoming stronger and stronger. This requires a large number of high-quality and high-skilled talents to support it. They should not only have profound technical foundation, but also have innovative thinking and keen market insight to promote the progress of automobile technology and product research and development [6].

The second is the demand for international talents. With the globalization trend of the automobile market becoming more and more obvious, the demand for talents with international vision and cross-cultural communication ability in the automobile industry is also increasing [7]. This kind of talents should not only be proficient in foreign languages, but also

understand the culture, law and market environment of different countries and regions, so as to support enterprises to expand their business and market on a global scale.

The third is the demand for compound talents. The new auto time industry involves the cross-integration of many fields and technologies, such as machinery, electronics, computers and communications. Therefore, there is a growing demand for compound talents with multidisciplinary knowledge and practical experience in the automobile industry. Such talents can comprehensively apply various technologies and knowledge to solve complex problems and challenges [8].

To sum up, the demand for "three high" talents in the new auto time industry is various, which requires them to make achievements in technology and R&D, as well as to have an international vision and a compound knowledge structure. In order to meet these needs, the automobile industry must increase the training and introduction of "three high" talents to provide a strong talent guarantee for the sustainable development of the industry.

### **3. The Importance of 2.IT Technology to the Training of "Three Highs" Talents in New Auto Time**

In the new era, with the rapid development of information technology, IT technology has penetrated into all fields of the automobile industry, which has had a far-reaching impact on the cultivation of "three highs" talents in automobiles. The following will discuss in detail how IT technology can improve the professional skills of "three high" talents, enhance their innovation ability and broaden their international horizons [9].

#### **3.1. IT Technology to Enhance the Professional Skills of "Three High" Talents**

With the rapid development of science and technology, IT technology has penetrated into every corner of the automobile industry, and its influence is everywhere from research and development to production to sales and service. For the "three high" talents in the automobile industry, that is, talents with high quality, high skills and high demand, IT technology is not only a tool, but also the key to improve their professional skills.

In the field of automobile research and development, the application of IT technology is particularly prominent. Traditional automobile design methods have been gradually replaced by advanced design software such as CAD/CAM and CAE [10]. These softwares not only make the design process more intuitive and efficient, but also can carry out accurate data analysis and simulation at the initial stage of design, thus optimizing the design scheme and greatly reducing the cost of later experiments and modifications [11]. For the "three high" design talents, mastering these design software will undoubtedly make their design skills get a qualitative leap, and at the same time enable them to understand the principle and essence of automobile design more deeply.

In addition, in the process of automobile production, IT technology also plays an important role. The introduction of high-tech equipment such as automated production lines and intelligent robots not only greatly improves production efficiency, but also reduces errors and waste caused by human factors. For the "three high" production talents, mastering

these advanced production technologies can not only improve their operational skills, but also cultivate their innovative consciousness and problem-solving ability.

In addition to R&D and production, IT technology also plays an important role in automobile sales and service. The application of big data analysis, cloud computing and other technologies makes automobile sales and service more accurate and efficient. For the "three high" sales and service talents, using these technologies can better understand customer needs and provide more personalized services, thus enhancing customer satisfaction and loyalty.

To sum up, the wide application of IT technology in the automobile industry provides valuable opportunities for "three high" talents. Mastering these technologies can not only improve their professional skills, but also make them stand out from the fierce competition and become the best in the industry. Therefore, talents with "three highs" should actively embrace IT technology and keep learning and making progress to meet the needs and challenges of the new auto time industry.

#### **3.2. IT Technology to Enhance the Innovative Ability of "Three High" Talents**

In the new era, IT technology, with its unique charm and powerful functions, not only improves the professional skills of "three high" talents, but also lays a solid foundation for their innovation. Among them, virtual reality (VR) and augmented reality (AR) technologies play a crucial role.

Using VR technology, designers can enter a brand-new computer-generated three-dimensional environment to design and test automobiles. This immersive experience enables designers to feel every detail of the design more intuitively, so as to find and correct possible problems at an early stage. At the same time, AR technology can superimpose virtual information into the real world, providing designers with a new way of interaction, enabling them to preview and test the design effect in the real environment. The combination of these two technologies not only greatly shortens the research and development cycle of new products, but also fundamentally reduces the cost and risk of innovation.

Not only that, the rise of big data and artificial intelligence technology has also injected a strong impetus into the innovative activities of "three high" talents. Big data technology can help talents extract valuable information from massive data and reveal the laws and trends hidden behind the data, thus providing them with brand-new design ideas and innovations. The artificial intelligence technology can automatically identify and optimize the design scheme through machine learning and deep learning, which further improves the efficiency and accuracy of the design.

The comprehensive application of these IT technologies has greatly expanded the innovative vision of "three high" talents and stimulated their innovative thinking. Now, they are no longer limited by traditional design methods and tools, but can explore and innovate freely in a more open, diverse and efficient environment. This environment not only enhances their innovation ability, but also injects new vitality into the progress and development of the entire automobile industry. Therefore, we can say that IT technology has become an indispensable part of the "three highs" talent training and innovation activities in the new era.

### **3.3. IT Technology Broadens the International Vision of "Three High" Talents**

Under the tide of globalization, the automobile industry is no longer a one-man show in a country or region, but a product of close cooperation among enterprises, research institutions and suppliers all over the world. This global cooperation benefits from the rapid development and popularization of IT technology, especially the wide application of Internet and Internet of Things technology. These technologies break the limitation of time and space, and enable the global automobile industry chain to realize real-time information sharing and resource interaction.

For the "three high" talents, IT technology not only improves their professional skills and innovation ability, but more importantly, it opens a window to the world for them. Through the Internet, they can easily communicate and cooperate with their counterparts all over the world, and it is more convenient than ever to share experiences, discuss problems and jointly develop new technologies and products. This cross-regional and cross-cultural communication has greatly broadened their international horizons, enabling them to examine and understand the development trends and challenges of the automobile industry from a global perspective.

In addition, the progress of multi-language processing technology and online translation tools has also provided more opportunities for "three high" talents to understand and integrate into different cultures and markets. They can use these tools to easily understand and adapt to the language and cultural habits of different countries and regions, so as to more accurately grasp and meet the needs and expectations of global consumers. This not only enhances their competitiveness in the international arena, but also enhances their ability to cope with changes in the global market.

Therefore, we can say that IT technology has played a vital role in broadening the international vision of "three high" talents. It not only breaks down the regional and cultural barriers, but also provides them with a platform for exchanges and cooperation with their global counterparts. This enables the "three high" talents to understand the world more comprehensively and the automobile industry more deeply, so as to stand out in the future workplace and become a leader in leading the development of the industry. In order to adapt to this globalization trend, the automobile industry and educational institutions must increase investment in IT technical training and education for "three high" talents, so as to ensure that they have an international perspective and the ability of cross-cultural communication.

### **4. New Auto Time "Three Highs" Talent Training Strategies and Suggestions.**

The demand for "three high" talents in the new auto time industry is increasingly urgent, and how to effectively cultivate such talents has become the focus of education and industry. The following will discuss the strategies and suggestions in two aspects in detail: strengthening the basic education of IT technology and optimizing the professional curriculum combined with the industrial development trend.

### **4.1. Strengthen the Basic Education of IT Technology and Improve the Skill Level of Talents**

In the new era, IT technology has become an indispensable part of the automobile industry. Therefore, strengthening the basic education of IT technology is very important to improve the skill level of "three high" talents. Educational institutions should add IT-related courses to the curriculum to ensure that students can master basic computer operation, software application and network technology. In addition, IT technology courses closely related to the automobile industry should be introduced, such as automobile electronic technology and vehicle network system, so that students can better understand and apply these technologies in the automobile industry.

In addition to classroom teaching, practice is also very important. Educational institutions should cooperate with enterprises to establish practical teaching bases to provide students with practical opportunities. Through practice, students can have a deeper understanding of the application of IT technology in automobile industry and improve their practical operation ability.

In order to improve the quality of education, educational institutions should also strengthen the construction of teachers. By introducing teachers with rich practical experience and organizing teacher training regularly, teachers' professional level and teaching ability can be improved, so as to better impart IT technical knowledge to students.

### **4.2. Combined with Industrial Development Trends, Optimize the Professional Curriculum**

With the rapid development of automobile industry, new energy vehicles, intelligent networked vehicles and other fields have gradually become hot spots. Therefore, educational institutions should combine the industrial development trend and optimize the professional curriculum to meet the industry's demand for "three high" talents.

Courses related to new energy vehicles and intelligent networked vehicles should be added, such as battery technology, motor control and automatic driving. These courses will help students better understand new technologies, new materials and new processes and lay a solid foundation for their future development in the workplace.

The curriculum should focus on interdisciplinary integration. The automobile industry involves many fields, such as machinery, electronics and computers. Therefore, educational institutions should break down discipline barriers and set up interdisciplinary course to cultivate students' comprehensive quality and problem-solving ability.

Finally, the curriculum should also pay attention to practicality and innovation. Improve students' practical ability and innovative consciousness through experiments, curriculum design and practice. At the same time, students are encouraged to participate in scientific research projects, innovation competitions and other activities to cultivate their innovative thinking and teamwork ability.

To sum up, IT is an important strategy to strengthen the basic education of IT technology and optimize the professional curriculum. Educational institutions should keep up with the development trend of the industry, constantly improve the education system and curriculum, and cultivate more high-quality and high-skilled talents for the automobile

industry.

## 5. Summary

This paper deeply discusses the importance of IT technology in the training of "three highs" talents in new auto time. By analyzing the current situation of the integration of automobile industry and IT technology, the article points out that IT technology not only improves the skill level of automobile professionals, but also expands their international vision and innovative practice ability. The article also puts forward some strategies, such as perfecting the education system, strengthening the construction of teachers, and deepening the cooperation between schools and enterprises, in order to meet the demand for "three high" talents in the future automobile industry. The research conclusion is of great significance for optimizing the training mode of automobile talents and promoting industry innovation.

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