

Research on the Talent Cultivation Mode of Physical Education Teacher Trainees under the Perspective of Competence

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Abstract: Based on the competency perspective, this thesis comprehensively explores the issue of talent cultivation for physical education teacher trainees. By constructing a competency model, key competency characteristics are clarified, providing a clear goal for talent cultivation. The research found that there are challenges in the current cultivation system, while the successful cases verify the effectiveness and feasibility of the competency pathway. The analysis of main factors shows that subjective and objective factors jointly affect the quality of cultivation. Therefore, it is necessary to optimize the curriculum system, innovate the practice teaching mode, strengthen the teacher construction and reform the evaluation mechanism to form a new talent cultivation system that is student-centered and focuses on practice and innovation. In terms of implementation strategy, it is proposed to build a guarantee system from multi-dimensions such as policy environment, resource allocation, cooperation mechanism, continuous improvement, and students' self-development, aiming to form a multi-party collaborative nurturing mechanism to provide comprehensive and high-quality resources for physical education teacher trainees. This thesis argues that the training path under the competency perspective has significant advantages and is expected to build a more scientific, systematic and efficient talent training system, contributing to the development of China's sports industry.

Keywords: Competency; Physical Education Teacher Trainee; Talent Cultivation; Cultivation Mode.

1. Introduction

In today's rapid development of globalization and informationization, physical education, as an important part of the national education system, its quality is directly related to the physical and mental health of young people and the long-term development of the country. Physical education teacher trainees, as the backbone of future physical education, the quality of their training not only affects the inheritance and innovation of physical education, but also concerns the implementation and advancement of China's strategy of strengthening the country through sports [1]. Therefore, how to explore and optimize the talent cultivation path of physical education teacher trainees under the perspective of competency has become an important issue to be solved in the field of physical education.

Competency, as a core concept of human resource management and organizational behavior, emphasizes the comprehensive ability of knowledge, skills, attitudes and values that are closely related to job performance demonstrated by individuals in specific positions [2]. Introducing the concept of competency into the talent cultivation of physical education teacher trainees means that we need to examine the growth needs and career orientation of physical education teacher trainees from a more comprehensive and in-depth perspective, which not only requires them to have solid professional knowledge and skills in physical education, but also focuses on cultivating their comprehensive qualities such as teaching practice ability, innovative thinking, teamwork, and social adaptability, in order to adapt to the future diversified and complex physical education. This study focuses on the competency perspective.

This study focuses on the training path of physical education teacher trainees under the perspective of

competency, and aims to reveal the problems and deficiencies in the training of physical education teacher trainees through in-depth theoretical discussion and empirical analysis, and put forward prospective and feasible reform proposals on this basis. By building a competency-oriented training system for physical education teacher trainees, this study expects to provide new ideas and strategies for the cultivation of physical education teacher trainees in Guangdong Province and even in the whole country, to promote the sustained and healthy development of China's physical education, and to contribute to the cultivation of more high-quality and specialized physical education talents.

2. Research Object and Method

2.1. Research Object

This study takes the training mode of physical education teacher trainees under the perspective of competency as the research object, focusing on the current situation of physical education teacher trainee training in higher education institutions in Guangdong Province and its market demand.

2.2. Research Methods

A combination of literature review, questionnaire survey, case study and expert interviews is adopted. Firstly, the literature review is used to sort out the relevant studies on competency theory and talent cultivation of physical education teacher trainees; secondly, questionnaires are designed to collect feedback from physical education teacher trainees in colleges and universities in Guangdong Province and the employment units; thirdly, typical cases are selected for in-depth analysis to reveal the highlights and shortcomings of the current cultivation mode; finally, experts in the field of education are invited to conduct interviews to

obtain professional opinions and suggestions. By combining the above methods, this study seeks to comprehensively and deeply explore the optimization path of the talent cultivation mode of physical education teacher trainees under the perspective of competency.

3. Results and Analysis

3.1. Theoretical Foundation of Talent Cultivation of Physical Education Teacher Trainees under Competency Perspective

Under the competency perspective, the talent cultivation of physical education teacher trainees needs to construct a set of scientific and systematic theoretical foundation to guide the optimization and practice of its cultivation path. First, the construction of competency model is the core. Competency model is a collection of key competency characteristics describing an individual's performance in a specific position, which can help us clearly define the comprehensive qualities such as knowledge, skills, attitudes and values that physical education teacher trainees need to have [3]. By constructing the competency model of physical education teacher trainees, we can clarify their career orientation and growth direction, and provide a clear goal orientation for talent cultivation. Secondly, the analysis of the elements of competency of physical education teacher trainees is crucial. These elements not only cover professional knowledge and skills in physical education, but also include teaching practice ability, innovative thinking, teamwork and social adaptability. By analyzing these elements in depth, we can better understand the growth needs and career challenges of physical education teacher trainees and provide targeted support for talent cultivation [4]. Finally, the integration path of competency and physical education talent training is key. We need to carry the concept of competency through the whole process of physical education teacher training, and promote the innovation and optimization of the talent training mode by starting from the curriculum, teaching methods, evaluation system and other aspects. By building a competency-oriented talent cultivation system, we can better cultivate a group of high-quality physical education teacher trainees who have both solid professional knowledge and comprehensive qualities, and contribute to the development of China's physical education.

3.2. Research on the Current Situation of Talent Cultivation of Physical Education Teacher Trainees

Guangdong Province, as the frontier of China's economy and culture, has put forward higher requirements for the cultivation of PE teacher trainees due to the vigorous development of its PE education. At present, there are numerous institutions of higher education in Guangdong Province with physical education majors, forming a multi-level and multi-type training system for physical education teacher trainees. These training sites not only focus on the teaching of specialized knowledge in physical education, but also actively introduce advanced physical education concepts and teaching methods at home and abroad, aiming to cultivate high-quality physical education teacher trainees with international vision and innovation ability. Meanwhile, with the popularization of national fitness and competitive sports, the demand for physical education teacher trainees from

various sports institutions, schools, fitness clubs, etc. in Guangdong Province has shown a trend of diversification and specialization [5]. Especially with the rapid development of sports industry, there is a more urgent demand for physical education teacher trainees with composite skills such as sports marketing, sports management and sports rehabilitation. Therefore, the training sites for physical education teacher trainees in Guangdong Province need to continuously adjust and optimize the curriculum and strengthen practical teaching to adapt to the changes in market demand.

However, despite the achievements made in the training of physical education teacher trainees in Guangdong Province, there are still some problems and challenges under the current training mode. On the one hand, the curriculum of some training sites focuses too much on the teaching of theoretical knowledge and neglects the cultivation of students' practical and innovative abilities. This leads to the fact that students often lack sufficient coping ability and innovative thinking when facing actual work scenarios. On the other hand, the teaching methods and means are relatively single and lack diversity and flexibility, making it difficult to meet students' individualized and differentiated learning needs. In addition, the evaluation system also pays too much attention to examination results and academic achievements, while neglecting the examination and evaluation of students' comprehensive quality. These problems not only affect the training quality of physical education teacher trainees, but also limit their career development. Therefore, we need to conduct in-depth reflection and reform of the existing training mode in order to better meet the market demand and the development of physical education. To summarize, the current situation of physical education teacher trainee training in Guangdong Province has both opportunities and challenges, which need to be explored and innovated continuously in order to adapt to the changes in market demand and the development of physical education.

3.3. Case Study on Talent Cultivation of Physical Education Teacher Trainees under Competency Perspective

Successful cases of talent cultivation of physical education teacher trainees under the perspective of competence provide us with valuable experience and inspiration. Taking a sports college as an example, the college has actively introduced the concept of competency in the talent training of physical education majors and constructed a talent training system with competency as the core. Firstly, through in-depth market research and industry demand analysis, they clarified the elements of competency required for physical education teacher trainees, including solid professional knowledge, excellent teaching skills, good teamwork ability, innovative thinking and social adaptability, etc. On this basis, they optimized the competency system for physical education trainees. On this basis, they optimized the curriculum, strengthened the practical teaching link, and introduced a variety of teaching methods, such as case study, simulation teaching and project-driven teaching, in order to enhance students' practical ability and innovation ability. At the same time, they also established a diversified evaluation system, which not only focuses on students' examination results, but also emphasizes the examination and evaluation of students' comprehensive quality [6]. These reform measures have achieved remarkable results, and the physical education teacher trainees of this college not only have solid

professional knowledge and outstanding teaching skills, but also have won many awards in all kinds of sports events and teaching competitions, which are highly praised by employers.

However, compared with the above successful cases, some cases of physical education teacher trainee training that fail to effectively incorporate the concept of competency are quite inferior. These training sites often pay too much attention to the teaching of theoretical knowledge and neglect the cultivation of students' practical ability and comprehensive quality. In terms of curriculum, they often lack relevance and practicality, making it difficult to meet the changes in market demand. In teaching methods, they often use the traditional didactic teaching, the lack of innovation and interactivity, it is difficult to stimulate students' learning interest and enthusiasm. In the evaluation system, they often pay too much attention to the examination results, but neglect the investigation and evaluation of the comprehensive quality of the students, resulting in students' practical ability and innovation ability is insufficient. These problems not only affect the training quality of physical education teacher trainees, but also limit their career development. Through comparative analysis, we can clearly see that the talent cultivation path for physical education teacher trainees under the competency perspective has significant advantages and potentials, and is worth further promoting and applying in practice.

Moreover, from the above successful cases, we can summarize the following experiences and lessons: first, the training of physical education teacher trainees under the competency perspective needs to clarify the training objectives and positioning, and deeply understand the market demand and industry dynamics, in order to build a competency model that meets the requirements of the times [7]. Secondly, the curriculum and teaching methods need to keep abreast of the times, focusing on practice and innovation to meet the individualized and differentiated learning needs of students. At the same time, the evaluation system needs to be diversified and integrated, not only focusing on students' test scores, but also paying more attention to the investigation and evaluation of students' comprehensive quality. In addition, we also need to strengthen the construction of teachers, improve the professionalism and teaching ability of teachers, and provide strong support and guidance for the growth of physical education teacher trainees. However, in practice, we also need to note that the training of physical education teacher trainees under the perspective of competency is not a quick fix, and we need to gradually improve and optimize it in continuous exploration and practice. We should keep an open mind and innovative thinking, and try new concepts and methods to promote the continuous innovation and development of the talent cultivation mode of physical education teacher trainees. To summarize, the path of physical education teacher training under the perspective of competency has significant advantages and potentials, and it is worthwhile for us to further promote and apply it in practice. Through in-depth analysis and summarization of the experiences and lessons learned from successful cases, we can provide a clearer direction and guidance for the future training of physical education teacher trainees.

3.4. Analysis of the Main Factors Affecting the Training of Physical Education Teacher Trainees

Firstly, in the process of cultivating the talents of physical

education teacher trainees, a variety of factors play a joint role in the quality and effectiveness of cultivation. First of all, from the viewpoint of subjective factors, students' personal characteristics, learning motivation and career planning are the key factors affecting the quality of their training. As future physical education teachers, physical education teacher trainees' qualities such as perseverance, optimism and teamwork will directly affect their performance and influence in the teaching process. The strength of learning motivation determines the degree of students' commitment to professional learning and practical exercises, which in turn affects their mastery of knowledge and skills and the improvement of their comprehensive quality. The clarity and rationality of career planning is related to students' future career orientation and development direction, which is an important guarantee for their continuous growth and progress in the field of physical education [8]. At the same time, objective factors also play an important role in the training of physical education teacher training students. Educational resources and facilities, the quality and ability of teachers, curriculum and teaching methods, evaluation system and incentive mechanism are all important factors affecting the quality of physical education teacher training. The degree of perfection of educational resources and facilities directly affects the cultivation of students' practical and innovative abilities. The quality and ability of the faculty determines the quality and depth of the professional knowledge and skills that students can receive. The rationality and innovation of the curriculum and teaching methods are related to whether students can efficiently master professional knowledge and skills and form good learning habits and ways of thinking within the limited learning time. The evaluation system and incentive mechanism are scientific or not, which directly affects students' motivation and initiative in learning, as well as their competitiveness and adaptability in future career development.

Secondly, subjective and objective factors do not exist in isolation in the cultivation of physical education teacher training students, but are intertwined and affect each other. On the one hand, subjective factors such as students' personal traits, learning motivation and career planning will have an important impact on their performance and growth in the objective environment [9]. For example, students with the quality of perseverance are often able to maintain a positive attitude and take the initiative to seek solutions to improve their learning efficiency and practical ability in the face of tight learning resources or practical difficulties. Students with strong motivation are more likely to achieve better learning results with the support of quality teachers and teaching resources. At the same time, students with clear career plans are often able to choose their own learning paths and practice opportunities in a more targeted manner, so as to have a head start in their future career development.

Thirdly, objective factors will also have a counter effect on students' subjective factors. For example, high-quality educational resources and facilities, high-level faculty, scientific and reasonable curriculum and teaching methods, as well as a fair and effective evaluation system and incentive mechanism can stimulate students' enthusiasm and motivation for learning, and enhance their motivation and clarity of career planning. On the contrary, if there is a lack of educational resources, poor quality of faculty, unreasonable curriculum or unscientific evaluation system, it may lead to a decline in students' interest in learning, weakened motivation

to learn, and even confusion and bewilderment about future career development [10]. Therefore, in the process of physical education teacher training, we need to consider the comprehensive role of subjective and objective factors, through optimizing the allocation of educational resources, improving the quality of teachers, reforming the curriculum and teaching methods, improving the evaluation system and incentive mechanism and other measures, to provide a full range of support and protection for the growth of physical education teacher training students. To summarize, the quality and effectiveness of the training of physical education teacher trainees are affected by a variety of subjective and objective factors. In practice, we need to deeply analyze the intrinsic connection and interaction between these factors, and promote the benign interaction and coordinated development of subjective and objective factors through scientific and effective strategies and measures, so as to promote the continuous optimization and innovation of the training mode of physical education teacher trainees.

3.5. Exploration of the New Path of Talent Cultivation for Physical Education Teacher Trainees under the Perspective of Competency

Firstly, under the perspective of competency, the first task of cultivating the talents of physical education teacher trainees is to optimize the curriculum system and practical teaching mode to meet the development needs of physical education in the new era. As for the optimization of the curriculum system, a modular and hierarchical curriculum system should be constructed by closely focusing on the elements of competency of physical education teacher trainees. Specifically, the curriculum system can be divided into basic knowledge module, professional skills module, educational theory and practice module, and expansion and innovation module [11]. The basic knowledge module aims to consolidate students' sports science foundation, including human anatomy, physiology, sports biomechanics, etc.; the professional skills module focuses on improving students' sports skills and teaching ability, such as track and field, ball games, gymnastics and other special skills and pedagogical methods; the educational theory and practice module emphasizes the integration of the application of knowledge of educational disciplines such as educational psychology, curriculum and pedagogical theories and practical links such as microgrid teaching and educational internships; the expansion and innovation module [12]. The module of Educational Theory and Practice emphasizes the integration and application of knowledge of educational disciplines such as educational psychology, curriculum and pedagogy, as well as micrographic teaching, educational internship and other practical aspects; while the module of Expansion and Innovation encourages students to choose interdisciplinary courses or participate in scientific research projects according to their personal interests and career planning, in order to cultivate their innovative thinking and comprehensive application ability.

Secondly, in terms of innovation of practical teaching mode, the traditional teaching mode of "lecture + demonstration" should be broken, and "problem-oriented learning" and "project-based learning" should be introduced, "Flipped classroom" and other modern teaching concepts, emphasizing student-centered, stimulate students' active learning consciousness. For example, through the design of the

"physical education curriculum design project", students can independently design and implement teaching programs around specific teaching objectives, so as to improve their teaching design and implementation capabilities [11–12]. At the same time, to strengthen school-enterprise cooperation, the establishment of stable off-campus internship bases, so that students can practice teaching skills in real teaching scenarios, experience the role of teachers, and enhance their sense of professional identity and sense of responsibility. In addition, it should also make full use of modern information technology means, such as virtual reality (VR), augmented reality (AR), etc., to build a virtual physical education teaching environment, providing students with a richer and more intuitive learning experience.

Thirdly, the construction of the teacher team is the key to improving the quality of talent training for physical education teacher trainees. Under the competency perspective, the PE teacher training faculty should have solid professional knowledge, rich teaching experience, good teacher ethics, and continuous learning and development ability. To this end, the professional training of the teacher team should be strengthened, and activities such as teaching seminars and teaching skills competitions should be organized regularly to improve the teaching ability and professionalism of teachers. At the same time, teachers should be encouraged to participate in scientific research projects, promote the in-depth integration of industry, academia and research, and transform scientific research results into teaching resources to enhance the innovation and effectiveness of teaching. In addition, a flexible mechanism for the introduction and withdrawal of teachers should be established to attract more outstanding talents with overseas study background or practical experience in the industry to join the teaching team and optimize the structure of the teaching team.

Fourthly, regarding the reform of evaluation mechanism, a diversified and developmental evaluation system should be constructed, abandoning the single evaluation mode of examination results. Specifically, the evaluation system can be divided into multiple dimensions such as knowledge mastery evaluation, skill achievement evaluation, teaching ability evaluation, comprehensive quality evaluation, etc., and adopt a variety of evaluation methods such as homework analysis, teaching skills assessment, teaching internship evaluation, peer review, student evaluation, etc., to comprehensively and objectively reflect the learning effectiveness and growth trajectory of the students [13]. At the same time, we should establish a "student-centered" evaluation concept, emphasize the feedback and incentive functions of evaluation, and encourage students to carry out self-reflection and continuous improvement. In addition, the evaluation results should be used as an important basis for teachers' feedback on teaching effectiveness and students' guidance on career planning, forming a virtuous cycle of "teaching-learning-evaluation" integration.

To sum up, the exploration of the new path of talent cultivation for physical education teacher trainees under the perspective of competency needs to start from the optimization of the curriculum system, innovation of the practical teaching mode, the construction of the teacher team and the reform of the evaluation mechanism in order to form a brand-new talent cultivation system that focuses on the cultivation of the practical ability and the spirit of innovation with the students as the center. The establishment of this system can not only improve the comprehensive quality and

employment competitiveness of physical education teacher trainees, but also convey more high-quality human resources for the development of China's physical education.

3.6. Implementation Strategies and Suggestions

First, to promote the training of physical education teacher trainees under the perspective of competency, it is first necessary to optimize the policy environment to ensure that all reform measures are in accordance with the rules and laws. The government should introduce relevant policies to clarify the objectives, tasks and requirements of the training of physical education teacher educators, and provide policy guidance and support for colleges and universities [2–7]. For example, a special fund can be set up to support the reform of education and teaching of physical education teacher trainees, the construction of teachers, the construction of practice bases and other key aspects. At the same time, a sound quality assurance system for physical education should be established to strengthen the monitoring and evaluation of the quality of physical education teacher trainees' training to ensure that the quality of talent training meets the national standards and social needs.

Secondly, the strengthening of resource allocation is an important guarantee to improve the quality of physical education teacher training. Colleges and universities should increase their investment in physical education teacher training, optimize the allocation of educational resources, and ensure the improvement of hardware conditions such as teaching facilities, library materials, and experimental and practical training equipment. At the same time, they should pay attention to the construction of software resources, such as strengthening the construction and sharing of physical education teaching resource library, introducing high-quality online course resources, and providing teachers and students with rich and convenient learning resources [5–8]. In addition, it should establish a sound educational internship and practice base for physical education teacher trainees, and establish stable cooperative relationships with primary and secondary schools, sports clubs, sports event organizations, etc., so as to provide students with diversified practice opportunities and enhance their teaching and practice abilities.

Thirdly, on the basis of optimizing the policy environment and strengthening the allocation of resources, it is also necessary to focus on the construction and motivation of the teaching force. A sound evaluation and incentive mechanism for physical education teachers should be established to encourage teachers to participate in teaching reform and scientific research innovation, and to improve their teaching ability and professionalism. At the same time, the training and support for young teachers should be strengthened to provide them with more opportunities and platforms for development, so as to create a physical education teaching team with reasonable structure, excellent quality and full of vigor.

Fourthly, the establishment of cooperation mechanism is an effective way to improve the quality of physical education teacher training. Colleges and universities should strengthen exchanges and cooperation with governments, enterprises, industrial organizations and domestic and foreign universities to form a cooperation pattern of complementary advantages and resource sharing. For example, they can cooperate with government departments to jointly promote the reform and development of physical education; cooperate with enterprises to carry out industry-university-research

cooperation projects and provide students with internship training and employment and entrepreneurship opportunities; cooperate with industry organizations to participate in the formulation of industry standards and the assessment of the quality of talent cultivation; and cooperate with domestic and foreign colleges and universities to carry out academic exchanges and collaborative research and enhance the international influence and competitiveness of the university.

Fifthly, continuous improvement and feedback mechanism is the key to ensure the continuous improvement of the quality of talent cultivation for physical education teacher trainees. A sound monitoring and assessment system of talent cultivation quality should be established, and a comprehensive and objective assessment of the cultivation quality of physical education teacher trainees should be carried out regularly so as to discover and solve the existing problems in time [9–10]. At the same time, the construction of feedback mechanism should be emphasized, and students, teachers, employers and other stakeholders should be encouraged to participate in the evaluation and feedback of the quality of talent training, so as to form a diversified feedback channel and mechanism. On this basis, according to the evaluation and feedback results, talent training programs should be adjusted in a timely manner, the curriculum system should be optimized, and teaching methods and means should be improved to ensure that the quality of talent training is continuously aligned with the needs of society.

Sixth, it should also pay attention to the self-development and career planning guidance of physical education teacher training students. A sound student guidance service system should be established to provide students with personalized academic guidance, career planning guidance and psychological counseling. By organizing career planning lectures and job fairs, students are helped to understand the development trend of the industry and the employment market situation, and to establish a correct concept of employment and career planning awareness. At the same time, students should be encouraged to participate in social practice and volunteer activities to enhance their sense of social responsibility and civic awareness and lay a solid foundation for their future career development.

To sum up, to build a guarantee system for the training of physical education teacher trainees under the perspective of competency, it is necessary to optimize the policy environment, strengthen the allocation of resources, establish a cooperative mechanism, and establish a continuous improvement and feedback mechanism. Through the formation of a collaborative nurturing mechanism involving the government, universities, enterprises, industrial organizations and students, comprehensive and high-quality educational resources and practice opportunities are provided for PE teacher trainees to promote their comprehensive development and growth. At the same time, through the construction of continuous improvement and feedback mechanism, to ensure that the quality of talent cultivation and social needs of the continuous docking and enhancement, for the development of China's physical education cause to contribute to the development of more high-quality human resources.

4. Conclusion

Talent cultivation of physical education teacher trainees under the perspective of competency is a complex and systematic project, which provides a clear goal orientation for

talent cultivation by constructing a scientific competency model and clarifying key competency characteristics. In-depth research on the current situation, analysis of the main factors and successful cases provide a realistic basis and valuable experience for reform. When optimizing the cultivation system, subjective and objective factors should be taken into account to form a new system that is student-centered and focuses on practical ability and innovative spirit. In terms of implementation strategy, a safeguard system should be constructed from multi-dimensional aspects such as policy, resources, cooperation, feedback and students' self-development to form a collaborative nurturing mechanism. This path not only enhances the comprehensive quality and employment competitiveness of physical education teacher training students, but also conveys high-quality talents for the cause of physical education in China and contributes to the vigorous development of sports.

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