

# Research on the Cultivation and Evaluation of Archival Professionals Based on Outcome-Based Education (OBE) Concept

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**Abstract:** Archival education is an important part of the national archives. In order to meet the requirements of talent training in the new era, new concepts must be adopted to cultivate talents, and the outcome-based education (OBE) concept is an important condition for promoting the reform of the training mode for archival professionals. Only by adopting the OBE concept, changing the mode of cultivating talents, and establishing a sound talent evaluation system can we cultivate high-quality archival professionals for the country, and then further promote the development of the entire archival industry.

**Keywords:** Outcome-based education (OBE) concept, Archival science, Talent development

## 1. Introduction

Under the background of the current information age, the related technologies of the domestic archives industry are gradually outdated, and a large number of new talents are urgently needed to join in, thereby changing the development trend of the archives industry and prompting it to keep up with the pace of the times. In order to cultivate archival professionals in the new era, it is first necessary to adopt the more popular OBE concept to change the traditional talent training model and create conditions for the cultivation of talents. In addition, the corresponding talent evaluation system is also indispensable. In order to establish a sound talent evaluation system, the OBE concept must be integrated, so as to cultivate high-quality talents needed by the archival industry.

## 2. Overview of the OBE concept

The OBE concept was popular in foreign countries in the early days. Some experts believe that the core of this talent training concept is based on the training process and pay attention to learning outcomes<sup>[1]</sup>. The talent training model formed based on the OBE concept is more conducive to students' achievement of their goals. This talent training model has no special fixed requirements for teaching methods, and no corresponding evaluation standards have been formulated<sup>[2]</sup>. The OBE concept advocates that students can adopt their own learning methods and flexibly control their own learning time, so as to improve their professional level and professional quality. Some experts and scholars also proposed that the OBE concept is a brand-new talent training concept with students as the main body, and all educational elements serve students to achieve their own goals.

There is no canonical concept for the OBE concept. In the talent training model formed on the basis of the OBE concept, the person who teaches knowledge must clearly know whether the students have the corresponding professional quality level before leaving the campus, and then need to analyze the actual teaching situation and make appropriate adjustments to the talent training model, so as to better cultivate professional talents.

### **3. The rationality of using the OBE concept to guide the training and evaluation of archival science professionals**

#### ***3.1 OBE meets the requirements of talent training***

The OBE concept has the characteristics of focusing on learning outcomes, which is consistent with the goal of training archives professionals<sup>[3]</sup>.

Defining the development goals of talents is a particularly critical first step in cultivating professional talents, and it has important guiding significance for the development of the talent training model. The OBE concept can play a strong guiding role, it can enable colleges and universities to establish specific goals for cultivating talents, thus prompting colleges and universities to make the most correct judgment on the development direction of talents. Therefore, the OBE concept can be used as a guiding ideology for the cultivation of archives professionals in colleges and universities.

#### ***3.2 OBE promotes curriculum reform***

At this stage, there is a special need for highly comprehensive talents in China. Therefore, the relevant courses of archival science also need to be adjusted. The OBE concept emphasizes enhancing the comprehensive ability of talents to promote the all-round development of talents. Under the influence of this concept, the mode of related courses has also begun to change, so as to meet the needs of diversified talent training.

#### ***3.3 OBE promotes changes in teaching methods***

The OBE philosophy has always insisted on taking students as the focus of attention and trying to meet the developmental needs of students. There are two main needs of students, one is to enrich their own quality; the other is to overcome external influences to promote their own level. The OBE concept promotes the reform of teaching methods, which can better meet the development needs of students, so that students can develop well and quickly.

#### ***3.4 OBE attaches importance to the role of practice***

The OBE concept attaches great importance to the role of practice, and it hopes that students can apply what they have learned and connect theory with practice. Archival science professionals trained under the guidance of this concept have strong practical ability and adaptability, and can devote themselves to archival work at the fastest speed, which can also improve the overall work efficiency of the archival industry<sup>[4]</sup>.

#### ***3.5 OBE pays attention to the talent evaluation link***

OBE concept not only attaches importance to the results of talent development, but also emphasizes the need to pay attention to the relevant content of talent evaluation, so as to ensure that the training goals can be effectively adjusted to meet the changing development needs of talents. The talent evaluation system under the OBE concept should be relatively comprehensive, and strict evaluation measures will be implemented for the entire talent training process. Talent evaluation plays a pivotal role in the process of cultivating archival professionals, which can timely discover loopholes in the talent training model and thus ensure the quality of talent training.

### **4. Talent training and evaluation measures for archival professionals based on OBE concept**

#### ***4.1 Optimize training objectives***

Colleges and universities should adhere to the OBE concept to train students, determine the correct training goals, pay attention to the development needs of students, in the process of cultivating talents, not only pay attention to the requirements of society for talents, but also pay attention to the basic situation of the school. In addition, it is also necessary to establish the training goals of the new era, cultivate students' comprehensive ability, innovation ability and social practice ability, and lay a solid foundation for students to achieve their goals.

#### **4.2 Improve the course arrangement**

Colleges and universities need to study the relevant content of the OBE concept, always grasp the requirements of the relevant positions in the archives industry for talent training, and understand the learning of students at various stages, after doing these tasks, adjust the specific arrangements of the curriculum, so that a variety of different courses can be reasonably matched together, which will be of great help to the improvement of students' various abilities, which is also one of the important measures for cultivating diversified archival professionals.

#### **4.3 Improve the overall level of the teacher team**

In the process of cultivating talents, teachers play an extremely important role, and the overall level of teachers will have a huge impact on the learning status of students. Therefore, teachers must master a variety of teaching methods and rich knowledge, so that they can have enough enthusiasm for this knowledge, and the final results of students will be better, which is very in line with the talent training requirements of the OBE concept. The OBE concept has a good guiding effect on the teaching work of teachers, which requires teachers to strengthen the interaction between themselves and students in a variety of ways in the process of teaching, which also indirectly improves the teacher's independent innovation ability. Fundamentally, improving the overall level of the teaching team is to provide high-quality conditions for the cultivation of talents.

#### **4.4 Plan the relevant content of social practice**

The OBE concept advocates thinking about problems through reverse thinking, which means that colleges and universities can analyze the relevant requirements of the archival industry for talents and arrange students to participate in some corresponding social practice activities. Colleges and universities can establish social practice bases as needed to provide practical opportunities for archival students. While carrying out practical activities, universities should strengthen cooperation with relevant enterprises outside the university, so as to provide more internship positions for students to increase their practical experience. In the early stage of students' enrollment, colleges and universities can hold relevant activities related to archival work knowledge in schools to increase students' understanding of archival-related work.

#### **4.5 Establish a talent evaluation system**

The talent training model formed on the basis of the OBE concept needs to configure the corresponding talent evaluation mechanism, so that it can cultivate professional talents that truly meet the needs of the archives industry. First of all, in all aspects of teaching should set up corresponding evaluation standards, in order to grasp the overall situation of students at various stages, while the evaluation of students' final results is also the top priority, so that it can determine whether the goal of talent training has been achieved, in the establishment of talent evaluation system, but also to determine the graduation threshold, the student's professional level to meet the requirements to graduate.

### **5. Conclusion**

To sum up, based on the analysis of the OBE concept, this paper studies the corresponding measures for cultivating professional talents in archival science, and establishes a complete talent evaluation system, in order to provide more talents with professional standards for the archival industry. Colleges and universities in my country need to firmly grasp the development situation of the archives industry, not only to absorb the essence of the traditional talent training model, but also to comprehensively consider various factors, and bring forth the new. With the help of the advanced concepts of OBE, it caters to the development direction of the new era, promotes the reform of teaching mode, and cultivates professional talents with strong comprehensiveness, strong practical ability and courage to innovate for the country as much as possible, thereby promoting the all-round development of my country's archives industry.

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