

# Cultivation and Quality Improvement of Archives Talents in the New Era

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**Abstract:** With the progress of the times and the development of society, we move towards a new era, and the information society follows. It has an impact on all aspects of our lives. Of course, this includes file management, which is both a challenge and an opportunity for archival talent. Under the background of the new era, archival practitioners must have good political literacy, exquisite professional skills and corresponding other skills, and must also have higher professional literacy in order to meet the challenges and seize the opportunity to do a good job in archival work in the new era. This paper focuses on the problems existing in the training of archival practitioners in the new era and the measures of training. Through the clear goal, finding problems and finding countermeasures, this paper discusses three aspects, hoping to help everyone.

**Keywords:** New epoch; Archives Talent; Quality training

## Introduction

With the arrival of the new era, the object of archival work has changed. In the face of this situation, it is required that archival talents should have higher political literacy, exquisite professional skills and higher professional literacy, so as to adapt to the requirements of archival work in the new era.

### 1 The importance of archival talents in the new era

Archives work is the core content of the unit information resource management, which has guiding significance to the work of the unit. In the new era to do the archives work, enrich archives content, reduce the cost of archives management for the development of units is of important significance, but many units did not recognize the importance of archives work, often marginalized archives work, archives work difficult to play its important basic role, but archives is the original documents, for the development of people has very important significance, we should attach great importance to archives work, play the role of archives work. Archival staff is the core of archives work and plays a decisive role in the development of archives. Therefore, we should pay attention to the construction of archives personnel and improve the overall quality of archives talent team.<sup>[1]</sup>

### 2 The qualities that archivists should possess in the information age

First of all, we should have political quality. In the new era, archivists should have higher political quality, archival work has its working nature and standards. Archivists should have a certain reverence for archival work, at the same time, they should have ideals and beliefs, especially political beliefs. At the same time, we should study and implement the contents of the law, have a high sense of responsibility for work, be willing to work hard, have a certain degree of organization and discipline, and keep relevant personal privacy and secrets.

Second, the new era of archives management personnel should have exquisite professional skills, the new era of archives staff requirements, archives workers should adapt to the relevant requirements, the pursuit of business excellence, with solid professional theoretical knowledge, can have the ability to complete the work independently, this is the new era of specific requirements of the archives staff, let them have a higher level ability to solve problems, they have innovative spirit, based on their job to do the related work. In the file management work, in addition to the relevant knowledge of the archives, we should also have the following knowledge and capabilities:

Finally, it is required that the archival staff should have a high sense of responsibility. The first is a high sense of responsibility, the second is a high sense of mission, and the second is a high degree of dedication to doing every little thing as a major event, thus improving the quality of work. In order to reduce the have two responsibilities, one is post responsibility, the other is historical responsibility, once a person's file problems will affect their life development, user files must be careful, double check, in the collection of files must be careful proofreading, so as to reduce the probability of mistakes, In order to do a better job of archival work.<sup>[2]</sup>

### 3 Training and Countermeasures of Archives Talents in the Information Age

#### 3.1 Current Situation of Cultivation of Archives Talents

As for archival work, people are the core of their work, and cultivating archival talents is an important way for the development

of archival career. Throughout modern archival professional education, many of these problems restrict the training of archival talents, mainly in the following problems. In addition, in the course of teaching, many teachers are mainly based on the traditional teaching mode, and many teachers still take the teaching method as the main body, but it is not only difficult to stimulate students' interest in learning, but also limits students' development. The third discipline itself is in a weak state, the archival subject is not a hot major in the subject setting, its influence is relatively small, scientific research resources are very limited, students have a narrow face, which leads to their lack of voice in school decision-making arrangements, and the lack of self-confidence of subject teachers and students.

### 3.2 Countermove

In the information age, the professional demands of archivists in colleges and universities are higher and higher, so we should strengthen the education work of archives specialty, take the strategic height of national information development and the prospect of archives development as the educational goal, and implement the strategy of talent training in the century. Archivists should improve teaching quality from the following aspects

First, innovative teaching mode, archival science should enrich teaching methods, abandon the traditional educational concept, carry out the teaching idea of creating people by virtue, and apply advanced teaching methods and teaching means to improve teaching effect in teaching practice. In the process of teaching, we should use the case teaching method to let the students think about the related professional problems through the guidance of the case demonstration teacher, and then acquire the professional knowledge, which is an important method to improve the professional skills. In the process of teaching, we should take employment as the guide and carry out the relevant teaching work, which should be consistent with the actual situation, so as to better highlight the value of archival education.<sup>[3]</sup>

Second, to adjust the enrollment structure, archival courses involve a wide range of subjects. If you want students to achieve certain teaching results, you should recruit students extensively and not stick to the restrictions of liberal arts and science, because from a professional background, The industry needs not only liberal arts students, but also science students.

In the construction of the third discipline, archival teachers should introduce the system of professional qualification certification of archives, give play to the role of professionalism and coordination of archival disciplines, cultivate students' scientific research ability, and take the cultivation of students' scientific research ability as the focus of training. To enrich the teaching content, we have mentioned that archival work now requires not only professional archival expertise, but also other knowledge to support it. In contemporary archives, there are more traditional paper archives. There are also more modern audio files and electronic files. Each file has its own specific preservation methods. This requires the archives specialty of colleges and universities to set up relevant courses or enrich the contents of the courses, and teach the methods and skills of handling the corresponding archives to the students, so that the students can adapt to the archival work. At the same time, the archives staff should have a good working style, because the archives staff face these boring files every day, for a long time will be tired. In this way, the archives staff is required to endure loneliness and keep poverty, with a kind of spirit of active work, which requires college courses, so that students can improve their understanding of the archives work, and improve their relevant literacy ability through learning.

Fourth, attach importance to the practicality of archival specialty. Archives specialty not only needs to master rich archival theoretical knowledge, but also needs to attach importance to its practical ability. In this regard, colleges and universities should set up a practical platform for students to obtain time opportunities in this platform, and then improve their own professional skills. At the same time, colleges and universities can also compete in skills to stimulate students' enthusiasm for learning. Let students consciously and actively participate in practical operations. At the same time, colleges and universities can also make use of their own advantages to let archival students practice in the archival work of colleges and universities to improve their professional skills.

## 4 Conclusion

In short, in the new era, archives talents play an irreplaceable role in the development of archives. We should pay attention to the construction of archives talents, improve the educational effect, and promote the development of archives.

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