

Ningbo Talent Innovation Policy Research

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Abstract: This article deeply analyzes the development and innovation dynamics of talent policies in Ningbo and several other cities (such as Hangzhou, Shenzhen, Nanjing, etc.) in recent years. By comparing the precision services for talent categorization, talent environment policies, and key areas of talent development in different cities, it summarizes the characteristics and advantages of Ningbo's talent policies and points out their deficiencies. The article proposes three directions for suggestions: to increase the effectiveness of talent attraction, to value the power of the market in promoting market-oriented talent innovation policies, and to strengthen talent investment and provide legal protection, in order to promote the innovation and development of Ningbo's talent policies and strive to create new advantages in talent policies.

1. Introduction

In recent years, like other cities, Ningbo has developed a series of talent policies suitable for the development of talents in Ningbo around the basic requirements of attracting, retaining, and effectively utilizing talents, which have played an important role in practice. Compared with other sub-provincial cities like Hangzhou, Shenzhen, and Nanjing, Ningbo's talent policies not only have their own characteristics and advantages but also need to be reviewed and innovated with a strategic vision. It is necessary to learn from the recent developments and trends in talent policies of related cities, enrich, perfect, and strengthen Ningbo's talent policies, innovate integrated talent policies according to talent needs, establish a talent service supervision system, and strive to create new advantages in Ningbo's talent policies[1].

2. Innovative Dynamics of Talent Policies in Related Cities

To reflect the "innovation" in talent policies, we mainly collected the talent policies issued by related cities in the past two years. Through the comparison of new policies, it is more enlightening and referential for the future innovative development of Ningbo's talent policies. In general, in recent years, related cities have shown some new dynamics in the development of talent policies[2].

2.1. Most cities value precise service classification for talents

To facilitate precise services for talents, except for Nanjing, which has not yet classified high-level talents, related cities have conducted scientific classification of talent levels. This classification has similarities and its own characteristics (see Table 1).

Table 1 Summary of High-Level Talent Classification in Ningbo and Related Cities

	Shenzhen	Hangzhou	Qingdao	Dalian	Ningbo
First Level	Outstanding Talents	Top Talents Domestically and Internationally	Top Talents	Top Talents Domestically and Internationally	International Top Talents
Second Level	National Leading Talents	National Leading Talents	National Leading Talents	National Leading Talents	National Exceptional Talents
Third Level	Local Leading Talents	Provincial Leading Talents	Provincial and Ministerial High-Level Talents	Local Leading Talents	Provincial Leading Talents
Fourth Level	Reserve Level Talents	Municipal Leading Talents			Municipal Outstanding Talents
Fifth Level		Senior Talents			Senior Talents

2.2. Comparative Analysis of Talent Environment Policies in Different Cities

Upon a comprehensive comparison, it is found that cities generally place great emphasis on attracting and cultivating high-level talents, talents that meet the national overall requirements, and talents needed by the city itself. Various policies have been introduced based on the characteristics of different cities to ensure the effectiveness of talent attraction and cultivation, while also providing various welfare guarantees for talents. In terms of talent development support, mobility, evaluation, and incentive, practices in different places have similarities as well as differences[3-4]. Except for Qingdao and Dalian, the other four cities have introduced policies related to talent development support; to achieve talent mobility and encourage talents to create jobs in specific units and positions, Shenzhen, Hangzhou, and Ningbo have formulated related policies to ensure the implementation of this task; Shenzhen, Hangzhou, Qingdao, and Ningbo have also introduced a series of evaluation and incentive policies to stimulate the enthusiasm of talents, with specific policies shown in Table 2.

3. Key Content of Ningbo Talent Policy Innovation

Through the comparison of the innovative dynamics of talent policies in cities such as Shenzhen, Hangzhou, Nanjing, Qingdao, and Dalian in the past two years, we not only see the initiative and innovation of Ningbo in talent policy innovation but also some problems. To better attract talents, retain them, utilize them effectively, and activate them, Ningbo should try to innovate in the following aspects:

3.1. Increase the strength of talent attraction and improve the effectiveness of talent introduction

As the starting port of the "Belt and Road" in the east, Ningbo has set new goals to build an international port city and create a metropolis of Eastern civilization. Therefore, it is particularly important to introduce and cultivate international talents and to promote the construction of platforms such as Ningbo Central and Eastern European Countries Cooperative Research Institute, Translation Center, and Ningbo Maritime Silk Road Research Institute. Currently, Ningbo's "3315" plan and the broader "3315" plan have played a promoting role in attracting overseas talents. However, in terms of cultivating international talents, Ningbo lacks a corresponding talent evaluation system and is somewhat insufficient in promoting international study and exchange. Therefore, it is necessary to introduce international talent policies, innovate and develop high-end talent aggregation platforms, introduce international professional and vocational evaluation systems, build international learning and exchange platforms, attract international project talents to settle in Ningbo, and at the same time, improve the efficiency of cultivating international talents and enhance the city's level of talent internationalization[5].

3.2. Value the power of the market and promote the construction of market-oriented talent innovation policies

Compared with other cities, Ningbo has a more innovative model and a more complete mechanism in market-oriented talent attraction. However, in terms of talent evaluation system, Ningbo only has advantages in the autonomous evaluation of skilled talents. The market-oriented evaluation of other areas of talent, especially high-level innovative and entrepreneurial talents, still needs to be accelerated. Businesses in Ningbo should respect the employment rights and implement effective advanced management methods and models. It is crucial to form an evaluation system, distribution system, and incentive mechanism that are conducive to fostering talent innovation and entrepreneurship. By doing so, businesses can mobilize the enthusiasm of talents, bring into play the role of talents, and realize the value of talents. These efforts will ultimately enhance the effectiveness and sustainability of talent attraction, cultivation, and retention in Ningbo.

3.3. Strengthen talent investment and provide legal protection

In recent years, Ningbo has been increasing its investment in talents, but compared to Shenzhen, its foresight seems insufficient. Ningbo's investment in talents is mainly at the introduction stage,

whereas Shenzhen has proposed that talent investment should be "unlimited," not only focusing on the early investment in talent cultivation but also providing rewards and support to the cultivating units. Moreover, it actively explores the formulation of the "Shenzhen Special Economic Zone Talent Work Regulations" to protect the development of talent work, truly implementing talent work into practice, which is worthy of Ningbo's reference and learning (See Table 3).

Table 3 Summary Table of Key Areas of Talent Development in Different Cities

	Shenzhen	Hangzhou	Qingdao	Dalian	Nanjing	Ningbo
Key Areas of Talent Development	Professional Talent	Business Management Talent	Management Talent	Innovative and Entrepreneurial Talent	Advanced Manufacturing Talent and Modern Service Industry Talent	Ecological and Environmental Protection Talent
	Party and Government Talent	Party and Government Talent	Professional and Technical Talent		Party and Government Talent	Party and Government Management Talent
	Financial Industry Professional Talent	High-skilled Talent	High-skilled Talent		Modern Agricultural Talent	Science and Technology Service Talent
	Urban Management and Governance Professional Talent	Professional and Technical Talent	Cultural Talent		Cultural Talent	Cultural and Sports Talent
	Educational System Professional Talent	Rural Practical Talent	Educational Talent		Livelihood Talent	Education and Health Talent
	Medical and Health Professional Talent	Social Work Talent	Health and Wellness Talent			Legal Talent
	Humanities and Social Sciences Professional Talent		Rural Practical Talent			Rural Practical Talent
			Social Work Professional Talent			Social Work Talent
			Youth Talent			
		Special Talent				

4. Conclusion

Through in-depth research and comparative analysis of talent policies in Ningbo and other cities, it is evident that Ningbo has made certain achievements in attracting and cultivating talents, particularly demonstrating significant advantages in constructing precise service classifications and creating talent development environments. Facing an increasingly fierce talent competition environment, Ningbo needs to further optimize and innovate its talent policies, especially in intensifying the introduction of international talents, leveraging the decisive role of the market in talent resource allocation, and also in strengthening talent investment and legal protections. Through these measures, by further attracting and retaining high-level talents, Ningbo can provide strong talent support for the city's economic and social development, ultimately achieving the goal of becoming a talent-strong city.

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Table 2. Comparison of Talent Development Policy Environments in Shenzhen, Hangzhou, Nanjing, Wuhan, Ningbo

domain	city	Shenzhen	Hangzhou	Nankin	Wuhan	Ning Po
	project					
Talent introduction and training	Support for the introduction of overseas high-level talents	3 million, 2 million and 1.6 million yuan respectively.	The annual salary is 30 (including) - 500,000 yuan, 50 (including) -800,000 yuan and 80 (including) 10,000 yuan respectively, according to the standard of 40%, 50% and 60% of the annual salary respectively, with the maximum less than 600,000 yuan.	Top talents lead the project, provide up to 10 million yuan of supporting funds for the industrialization of scientific research achievements, up to 100 million yuan of follow-up investment support to give 2 million yuan of project funding	Up to \$5 million yuan	A maximum subsidy of 1 million yuan will be given
	Introduction of high-end entrepreneurship and innovation teams	20 million-80 million, up to 100 million.	600,000-20 million yuan in funding	500-1.5 million yuan start-up capital	Give financial support, up to \$100 million.	5-20 million, up to 100 million.
	Not selected in the Peacock program, included in the preparatory project team	Up to \$5 million in the subsidy	/	/	/	/
	Social development talent team introduction and support	The high-level medical team will grant the 8-15 million yuan subsidy.	131 " Young and middle-aged talent training program, different levels of 30-130,000 yuan	Give top, leading and urgently needed talents (teams) 3 million to 5 million yuan (the maximum support is 10 million yuan), 1 million to 2 million yuan, 5 million to 1 million yuan start-up funds respectively.	Capital support of 3 million-5 million yuan for leading talents and 500,000 yuan to 1 million yuan for high-level talents.	Pan-3315 plan, individual 500,000 yuan, team 1 million-5 million yuan.
	Introduction of overseas engineers	/	/	/	/	100,000-300,000 yuan salary subsidy
Talent introduction and training	Enterprise talent training	/	National and provincial science and technology business incubators, give 1 million yuan, 500,000 yuan subsidy	RMB 1 million yuan in project funding	/	Enterprise talents studying for master and doctoral degree, the municipal finance will give 50% of the tuition, up to 50,000 yuan tuition subsidy.
	Postdoctoral training	120,000 yuan per year, the total amount does not exceed 240,000 yuan	Each postdoctoral researcher will be given a grant of 50,000 yuan	/	Dr. Grant	For each postdoctoral recruit, the municipal finance will give a one-time subsidy of 80,000 yuan
	Postdoctoral introduction (stay)	Give 300,000 yuan of scientific research funding	Not subject to the preparation, index plan restrictions.	RMB 50,000 yuan / person / year	Scientific research funds and living allowances.	Those who work in Ningbo and sign a work contract for more than three years can apply for a total subsidy of 300,000 yuan, which will be distributed in three years
	Funding for introducing overseas students to start businesses	Those who meet the conditions will be given 300-1 million yuan, with a maximum grant of 5 million yuan.	Key projects, excellent projects and start-up projects will be awarded 1 million yuan, 500,000 yuan and 300,000 to 200 thousand yuan respectively, and special projects will be awarded 1 million yuan to 5 million yuan	200,000-500,000 Yuan: RMB 300,000 yuan and RMB 500,000 yuan	The special support fund for overseas students to start businesses in China will provide a subsidy of 100,000 yuan for projects with good economic and social benefits.	/
	Maker personal and team training	Up to 1 million yuan of subsidy.	/	300,000-500,000 yuan for construction subsidy	/	Up to 50,000 yuan, and provide a single loan of less than 300,000 yuan.
	Skilled personnel to enhance the level and level	A subsidy of up to 10,000 yuan.	Full subsidies included in the plan, "new technology, new process, new materials, new equipment" and other highly skilled personnel subsidies of 1,000 yuan per person.	Allowallowances and rewards	From 2 to 3 thousand yuan training fund subsidy	Can enjoy the government post subsidy.

	Lead to reward	Set up the "talent bole award", up to 2 million yuan.	Individuals and intermediary organizations that introduce top talents at home and abroad, candidates for the national "Thousand Talents Plan", and "provincial leading innovation and entrepreneurship team" will be given subsidies of 300,000 yuan, 100,000 yuan and 200,000 yuan respectively.	/	After being recognized by the Municipal Talent Office, human resources service agencies, enterprises and institutions will be awarded 100,000 yuan and 50,000 yuan for 10 talents;	The highest reward is 1 million yuan.
Talent platform construction	Academician workstation	Give 500,000 yuan-1 million yuan one-time start-up funding	Provincial and municipal academician workstations are given 800,000 yuan and 500,000 yuan respectively; excellent workstations given 200,000 yuan.	/	/	The first station subsidy is 200,000,200,000,100,000; the provincial subsidy is 200 thousand, and the national subsidy is 300,000.
	Postdoctoral workstation	Station unit: 800,000 yuan, postdoctoral innovation practice base: 500,000 yuan.	National and provincial post-doctoral research workstations will be given grants of 500,000 yuan and 200,000 yuan respectively	/	One million yuan	National, provincial and municipal post-doctoral workstations will receive subsidies of 300,000 yuan, 200,000 yuan and 100,000 yuan respectively
	Maker Practice Room	Up to 1 million yuan of subsidy	/	/	/	The maker space and the maker service center will receive a maximum subsidy of 2 million yuan and 200,000 yuan respectively.
	Highly skilled talent platform	Master studio, technician workstation and training base: 500,000 yuan, 300,000 yuan and 200,000 yuan project funding respectively.	50,000 yuan to the excellent municipal skill master studio and certain subsidy to the recognized expert workstation.	Senior worker 100 yuan, technician 500 yuan, senior technician 1000 yuan standard to give subsidies	/	According to class hours subsidies, the maximum 80 class hours subsidy 1000 yuan
	Platform for the transformation of scientific and technological achievements	Self-built: up to RMB 10 million for R & D funding; Partner: up to RMB 2 million per year.	No more than 600,000 yuan of subsidy	/	Not less than 100 million yuan	/
	Introduce talent training and exchange platform	To attract and support high-level international academic conferences and professional forums to be held or permanently implemented in Shenzhen, with a subsidy of up to 3 million yuan.	To organize and promote foreign exchanges and training for excellent and highly skilled personnel	We will establish a strategic cooperation mechanism with the domestic talent highland, and build a cross-regional and multi-dimensional talent exchange and interaction platform and a policy collaborative innovation system	/	Funds will be arranged to carry out special activities of talent science and technology week every year.
Talent flow incentive	Outstanding talent reward	The government decided to give a reward of 1 million yuan.	300 Thousand Yuan	/	500 Thousand	Yongcheng Talents: 100,000-600,000 yuan reward.
	Talent honor award	In the field of education, science, culture and health, those who participate in the selection of the highest international or national honor awards of the industry will be given a reward of 100,000 yuan to 500,000 yuan.	People enjoying special allowance of municipal government receive 20,000 yuan and "131" give 30-130-yuan.	/	Outstanding talent award of 50,000 yuan	If selected as the first level of the municipal Leading talent project, we will be given 100,000 yuan during the training period.
	Talent honor incentive	We will establish a system of MEDALS and honors for the special zones, and establish permanent talent incentive positions.	We will improve the system of obtaining the highest honors for talents.	We will improve the talent honor system	/	Build an academician park to commend the talents of Yongcheng.

	Leave the post to start a business	Each period is three years, up to two periods, retain the establishment, payment of social security, return to retain professional technical positions, continuous length of service.	Personnel of public institutions engaged in technology research and development and achievement transfer are allowed to retain personnel relations within 5 years, and their performance during the period can be used as the basis for professional title evaluation.	Retain the personnel relationship for 3 years, and participate in the professional and technical position review and appointment normally	Keep the basic treatment for 5 years	The personnel relationship shall be retained in the original unit within 5 years, and shall be allowed to return to the original unit to apply for the professional and technical qualification and recognize their performance during the professional work in the enterprise.	
	High-level talents mobile staffing management	The recruited talents of public institutions outside the city will go to Shenzhen, and rely on the municipal Personnel and Talent Service Center and other platforms, according to the establishment and management of public institutions within 5 years.	A, B, C talents are not subject to the number of career establishment	/	infinite	The establishment of a high-level talent innovation port, and the introduction of scientific and technological personnel with career status can be attached to the talent innovation port, and retain the career status within 5 years.	
	the commercialization of research findings	/	Encourage the transformation of talent achievements: grant subsidy (tax exemption); support intangible assets; and allocate income to scientific and technological personnel involved in research and development in a certain proportion.	No less than 50% of the proportion will reward the personnel and teams with important contributions	No less than 30% shall be awarded to the persons who complete the technological achievements and those who have made outstanding contributions to the transfer of the technological achievements	Transformation of scientific and technological achievements: the proceeds can be allocated to the scientific and technological personnel and their teams at the proportion of 95%	
Talent service guarantee	elitist	6 million or 200 square meters rent-free for 10 years, 10 years later free gift or give 10 million yuan purchase subsidy.	Class A talents will be solved by one person and one discussion. Class B, C and D talents will be given housing subsidies of 1 million yuan, 800,000 yuan and 600,000 yuan, 000 yuan respectively, and class E talents will be provided with rental housing or 1200 yuan / month rental subsidies.	Expert apartment	Leading talents and high-level talents will enjoy housing subsidies of 500,000 yuan and 200,000 yuan respectively	Top, special, leading, top and senior talents will be given 3 million yuan, 1 million yuan, 800,000 yuan, 500,000 yuan and 150,000 yuan respectively.	
	Other high-level talents	The maximum 3 years, the maximum monthly rental subsidy of 10,000 yuan, or 150 square meters rent free up to 3 years.	According to the application conditions of public rental housing in the current year, it is unified into the municipal public rental housing security	Talent apartment	Talent housing voucher	Senior talents buy a house for the first time in 3 years, and give a purchase subsidy of 150,000 yuan.	
	Bachelor degree, overseas study of returnees	One-time rental and living allowance, including 15,000 yuan for undergraduate, 25,000 yuan for master, 30,000 yuan per doctor.					Purchase subsidy: 2% of the total amount of house purchase, up to 80,000 yuan;
				/	/	Public rental housing for talents	Rental subsidy or living allowance: 600 yuan per month for master or above, 300 yuan per month, not less than 24 consecutive months; one-time employment subsidy of 2000 yuan per year for 3 years.
	Enrollment services for talented children	The enrollment points project for talents will be set up, and the social contribution of talents will be included in the	Foreign children of overseas high-level talents may study in schools and kindergartens for children of foreign nationals, or ordinary primary and		If the children of top talents and leading talents choose to enroll in public kindergartens, primary school or junior high school, 10	Enter a public school, international school or international school. Choose international	Children of top-notch or above talents who go to kindergartens or compulsory schools should go to the local school according to their

		weight of children's enrollment points, and the children of high-level talents will enjoy the treatment of Shenzhen registered students.	secondary schools and kindergartens; Chinese children of high-level talents and innovative and entrepreneurial talents are required to enter (transfer) compulsory education schools or kindergartens and enjoy the same treatment of children of residents in Hangzhou; children of A, B and C talents may study in urban areas, coordinated and properly arranged by the educational administrative department.	points will be added for the high school entrance examination.	school or public school international class to read, the unit of choose and employ persons should give appropriate education subsidy.	household registration and property ownership certificate. They can also choose to study in the designated school with high social recognition through the green channel of high-level Talent Service Alliance.
Talent service guarantee	Talent medical services	According to the level of talents enjoy the treatment of different levels of talents, outstanding talents enjoy the first level health care treatment, and provide foreign talents in the city's third-class A hospital.	Class A talents shall enjoy the primary medical care treatment of Hangzhou; Class B and C talents shall enjoy the secondary medical care treatment of Hangzhou; and Class D talents shall enjoy the tertiary medical care treatment of Hangzhou.	Special excellent diagnosis certificate	Designated hospitals shall enjoy priority and quality medical services	Top talents, special talents and leading talents enjoy the municipal medical care treatment, and top talents enjoy the green channel.
	Improve service level	Each member of the urban party and government leading group should contact at least one expert to build a unified comprehensive service platform for the city, and establish a "one-card" system for high-level talent service.	Under the unified leadership of the Municipal Party Committee and the municipal Government, the talent work leading group of the Municipal Party Committee organizes and implements, the Talent Office of the Municipal Party Committee, the Municipal Human Resources and Social Security Bureau, the Municipal Science and Technology Commission and the Municipal Finance Bureau take the lead to coordinate and solve the problems in the implementation process, and the relevant functional departments perform their respective duties and strengthen cooperation.	Organize departments to take the lead and play the overall role, and coordinate resources from all aspects	/	Leaders regularly contact the talent system, build the comprehensive information service platform of Blue Wisdom Valley, and establish the high-level talent service alliance and the system of helping innovation specialists.
	Entry and exit and residence services for foreign talents	Enjoy the entry and exit convenience policy of the Ministry of Public Security supporting Guangdong Free Trade Zone: foreign experts who stay for no more than 90 days (including) are exempted from work permit; foreign talents can directly apply for work and residence permit within 5 years after entry with the work permit.	Foreign nationals selected in the "Thousand Talents Plan" shall apply for foreigner Permanent Residence Certificate for them; high-level talents who have not yet obtained permanent residence permit can apply for visit (F) or talent (R) visas valid for less than 5 years, stay for no more than 180 days, and valid for multiple entry and exit.	Can apply for the "Residence Permit", the certificate for the residence permit or multiple visa.	Thousand-level and recognized high-level talents can directly apply for permanent residence; foreign Chinese with doctoral degree or above or meeting the residence time limit can directly apply for permanent residence.	Those newly selected into the second batch of national demonstration bases for mass entrepreneurship and innovation can enjoy the corresponding entry and exit facilitation policies to be implemented.