

The First Advantage of Talents Promote Industrial Transformation and Upgrading

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Abstract: In the current era, the economic development is shifting from labor-intensive to knowledge-intensive, and the demand for talents in society is becoming more and more urgent. Talents are the first driver of economic and social transformation and upgrading. The dominant position of talents is the key factor for economic development. To use the talent advantage to promote the transformation and upgrading of the industrial economy, it is necessary to first establish a scientific and rational talent strategy. Secondly, it is necessary to build a good platform, strengthen the cooperation between the district schools, actively introduce high-level talents, improve preferential policies, and strengthen the talent service and security system.

1. Introduction

In today's world, competition in various fields is mainly due to the competition of talents. Why does every country pay special attention to education and continuously increase the input of human, material and financial resources in education? Because quality education can cultivate the talents needed for social development. Talents with innovative thinking will be able to enhance economic competitiveness and promote industrial transformation and upgrading.

2. Talent is the First Pusher for Economic Society Transforming and Upgrading

More and more companies and enterprises are focusing on the introduction and cultivation of talents, and through the practical ability in their own positions, they finally achieve the goal of promoting their own development. So why are talents so important? Because it is the decisive factor to accelerate the improvement of regional competitiveness, it is the core element to accelerate industrial transformation and upgrading, and it is an important support for accelerating urbanization. All in all, talent is the first driver of economic and social transformation and upgrading.

2.1 Talent is the Decisive Factor in Accelerating Regional Competitiveness.

Regional competition is becoming more and more fierce, which means that talent competition is becoming more and more intense. The competition for talents is particularly evident in the graduation season of colleges and universities. On the one hand, most graduates show all they can do for their work; on the other hand, in order to attract high-level talents, the company has created various tempting conditions to attract talents. Whether a company develops well or not depends on whether the company owns people or not, and whether the company has talents. In many areas, due to their own poor conditions, such as lack of funds, backward working conditions, and poor treatment, talents are often rejected and economic development is insufficient correspondingly. In contrast, companies with strong regional competitiveness can often provide various superior conditions, introduce high-level talents, actively propose various talent training strategies, and promote the overall development of the company by promoting the development of talents themselves.

2.2 Talent is the Core Element to Accelerate Industrial Transformation and Upgrading.

There are resources such as environment and capital in the resources of social and economic development, but talent is a strategic resource. If the development of a regional industry can stand at

such a height as the strategy, it will be able to take the overall situation into consideration. Talent resources are very malleable and critical to the development of the industry. A company with a wealth of talent resources means that it has a strong ability to develop. In short, to speed up industrial upgrading, we must not only have an advantage in the number of talents, but also rely on the quality of talents to win.

2.3 Talents are an Important Support for Accelerating Urbanization.

Urbanization means that with the development of social productivity in the country or region and the advancement of science and technology, the society will gradually transition from agriculture to industry and service industries. Urbanization construction is an important part of social construction. The level of urbanization reflects the level of a country's social and economic capabilities. Talents are the first resource for urbanization, especially innovative talents can accelerate urbanization. These talents include urban planners, construction engineers, landscape architects, road traffic designers, etc. A city through these talents for good planning will inevitably accelerate the pace of urbanization.

3. Effective Measures to Promote the Transformation and Upgrading of Industrial Economy by Using Talent Advantage

Talent plays a vital role in social and economic development. How to use talent advantage to promote industrial economic transformation and upgrading? This paper believes that in order to promote the economy with talents, we must work hard in the aspects of talent strategy, talent carrier construction, talent working mechanism, and talent entrepreneurial environment.

3.1 Enhance the Understanding of Talent Strategy and Establish a Scientific and Rational Talent Strategy.

In terms of talent strategy, we must primarily have a correct understanding. Then, we should put forward a scientific and rational talent strategy on the basis of understanding, and finally put it into practice. First, raising awareness of the talent strategy should go beyond the understanding of talent. Specifically, the understanding of talents is only an understanding of the intellectual reserve, experience, advantages and disadvantages of individual talents, but the understanding of talent strategy should be based on the understanding of talents, on the structure, quality and combination of talents, make overall planning as well. Second, to improve the understanding of the talent strategy, we must actively recruit talents and ensure that they have a dominant position in talents, so that they can realize the unlimited potential of talents and promote the sustainable development of the economy. Third, we must improve our understanding of the talent strategy. We must not blindly follow the trend and invest in high-level talents. We must start from the local conditions and introduce talents that match the local realities.

3.2 Pay Attention to the Construction of Talent Carriers, Build a Good Platform, Rely on Industrial Parks, and Strengthen Cooperation between District Schools.

The current status of talent carriers in China need to be worry about. Most local units do not disclose opaqueness when selecting talents. When selecting excellent talents, different industries in different places also lack the spirit of cooperation and coordination. To improve the quality of talent carriers construction, we must do the following two points. First, fully allow the talent to show their potential, build a good platform for them, let them have no worries when they work, and actively innovate and forge ahead. In terms of policies, we will vigorously support key construction projects, actively invest in high-tech industries, increase investment in the personnel lacking of technique, improve the quality of the talent team as a whole, show the t innovation and cooperation spirit of the talent team. Secondly, bring the talent together and build a one-set industrial park. Many high-tech brought together, and the industry has a relatively long-term development. After continuous good development, we will be able to accumulate abundant funds to invest in high-tech, expand industrial parks and attract high-level technical talents. Third, strengthen the cooperation of

schools in various regions, and closely contact the relationship between enterprises and institutions and higher education institutions, so that the cultivated talents can become the talents needed by the company.

3.3 Actively Innovate the Working System of Talents, Actively Bring High-Level Talents in, and Improve The Level Of talent Training.

Innovative talent working system, actively bring in high-level talents and improve the level of talent training. First, try to ensure the quality of talents before bringing talents in. By comparing talents in terms of knowledge reserves and experience accumulation, we will try our best to recruit high-level talents within the scope of our needs. The so-called high-level talents can choose some cutting-edge talents with international vision or foreign experts with advanced technology to promote the transformation and upgrading of their own industry through their leading role in the corresponding industry. Second, after bringing the talent in , we must try to improve the level of talent training. The talent level of a company or company is not fixed, it will change with the company's environment and policies. After recruiting talents, enterprises and companies cannot allow talents to play by themselves, and should continue to increase the intensity of talent development in the region. In the first place, according to the actual situation of talents in the region, we should make reasonable regulations on the standards of talents; In the second place, we must focus on cultivating some high-level talents to take the lead in leading role; finally, we must closely integrate the talents of key universities and strive to cultivate such talents into the industry. expert.

3.4 Continuously Optimize the Talent Entrepreneurial Environment, Improve Preferential Policies, and Strengthen the Talent Service and Security System.

Optimize the entrepreneurial environment, strengthen the talent service and security system, encourage talents to create innovation, and promote industrial transformation and upgrading. First, have the courage and determination to innovate. Innovation is the first driving force for development. Governments and enterprises strive to provide various policies to encourage talent innovation, such as subsidies and support for housing, children's schooling, medical expenses, etc., so that talents can use their peace of mind to display their own fists. Second, improve the talent service and security system. Perfecting the talent service system requires the extensive participation of all sectors of society, the government and enterprises to vigorously promote and open up an orderly and comprehensive service talent market. At the same time, improve the talent security system, provide financial support, improve the construction of talent infrastructure, and actively train and expand exchanges for talents whose technology cannot keep up with the times, and strive to keep pace with the times and better serve the economic construction.

4. Conclusion

In summary, talents are an indispensable resource in economic development. To promote industrial transformation and upgrading, we must rely on the advantages of talents. As long as you have a complete talent team, you can provide strong economic support. China is a developing country. To realize the Chinese dream, we must be based on the perspective of talent strategy to look far ahead and foresee. Only in this way can we stand in an invincible position in the world's national forest.

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