

Exploring the Practical Road of Talent Revitalization to Help Rural Revitalization

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Abstract: The implementation of the rural revitalization strategy is a major decision made by the 19th National Congress of the Communist Party of China. At present, China is in a critical period of realizing the great rejuvenation of the Chinese nation, and it is also a historical intersection period of winning the battle against poverty and implementing the strategy of rural revitalization. Historic changes are taking place in China's rural areas, and rural revitalization is facing new situations, new problems and new challenges. Therefore, it is necessary to give priority to the development of agriculture and rural areas, and in accordance with the general requirements of industrial prosperity, ecological livability, rural civilization, effective governance, and affluent life, establish and improve the system, mechanism and policy system for the integrated development of urban and rural areas, and accelerate the modernization of agriculture and rural areas. Talent revitalization is the key to solve the outstanding problems of agricultural and rural development, and it is an important measure of rural revitalization.

Keywords: Personnel training; Rural revitalization; Measures

Introduction

The implementation of rural revitalization strategy, talent is the key. The strategy of rural revitalization should be supported by the revitalization of talents, but due to historical legacy, realistic conditions and other factors, the construction of rural talents is facing many difficulties. How to realize the talent support of rural revitalization is an important problem that must be solved in the process of implementing the strategy of rural revitalization in China. In order to deeply understand the current situation of talent construction in rural revitalization and guide the broad masses of young people to actively participate in rural construction, this paper deeply understands the situation of grass-roots governance and talent cultivation by means of reading materials and on-the-spot investigation, and summarizes and analyzes the existing problems in the development of rural talents, so as to fully understand the situation of grass-roots governance, the current situation and existing problems of talent cultivation under the background of rural revitalization, and put forward reasonable suggestions for the development of rural talents.

1. It is difficult to introduce talents, but it cannot be retained.

At present, our country is in a critical period of poverty alleviation. Under this background, a large number of rural populations have flowed out, and the phenomenon of "hollow villages" is serious. Due to the constraints of rural education level and medical level, most young people are unwilling to stay in the countryside for development, and rural revitalization is facing the dilemma of attracting and retaining people. In addition, due to the imperfect talent introduction mechanism, the "golden rice bowl" and other conditions in many cities are more attractive to rural youth. As a result, there is a serious loss of rural youth.

"Unable to retain people in rural areas" not only restricts the introduction of rural talents, but also affects the implementation effect of rural revitalization strategy. Therefore, in order to better implement the rural revitalization strategy, it is necessary to fundamentally solve the problem of brain drain. For example: increase investment in education; improve the level of rural medical care in medical care; improve the quality of life in rural areas and so on ^[1].

2. The training system is not perfect, can not retain outstanding talents

The training system of rural talents is not perfect, lack of high-level leading talents, high-level innovative and entrepreneurial

talents and high-skilled talents, and the main body of training talents is missing, which makes the phenomenon of talent loss serious. Excellent rural talents have the ability and ideas, but because of the lack of various resources brought by the platform, it is difficult for them to exert their fists in the countryside, let alone contribute to the development of the countryside.

Therefore, rural revitalization needs to train outstanding rural talents such as “local experts” and “Tian Xiucai” in a targeted manner, and at the same time, relevant policies and measures should be adopted to encourage existing outstanding rural talents to participate in rural construction. Through these policies and measures, attract more outstanding rural talents to devote themselves to rural construction, and then inject more vitality into rural revitalization.

3. The uneven distribution of educational resources and the serious brain drain

In recent years, the uneven distribution of rural education resources and the serious loss of rural students have led to a shortage of rural primary school teachers. At the same time, many young people choose to stay in the city due to life, work and other reasons. Only about half of the primary schools in rural schools have achieved full coverage of teachers in music, art, sports, information technology and other subjects. For students in remote areas, it is difficult for them to understand the wider world through the knowledge taught by teachers without music, art and physical education teachers.

The implementation of the rural revitalization strategy requires a large number of high-quality talents who master modern agricultural production technology, a large number of new farmers who understand rural land management technology, and a large number of professionals who are familiar with agricultural and rural development policies and regulations. As an important base for training new farmers and rural practical talents, agricultural colleges and universities should actively respond to the call of the state, deepen reform and innovation, and speed up the training of agricultural and rural talents to meet the needs of rural revitalization strategy. Agricultural colleges and universities should actively cooperate with rural grassroots organizations, give full play to their own advantages and professional characteristics, and cultivate more new farmers with knowledge, technology and good management [2].

4. Lack of professional and technical personnel, restricting rural development

In the process of rural revitalization, technical talents are an indispensable link, which determines the development process of rural revitalization strategy. However, the current lack of technical personnel in rural areas, seriously restricting the development of rural areas. Most of the rural technical talents come from traditional agriculture, they have rich experience in agricultural production, but the development of modern science and technology makes these people gradually lose their enthusiasm for agricultural production. They will choose to go to the city to find better development opportunities, which leads to the loss of rural talents. At the same time, due to their low level of education, they can not accept new things well and can not apply new knowledge to agricultural production. This has led to agricultural technology not being promoted well.

Rural revitalization requires a large number of technical talents for technical guidance. In order to better cultivate the technical talents needed for rural revitalization, the government can attract more technical talents by establishing agricultural science and technology parks and agricultural high-tech enterprises according to the local economic development. The government can reward outstanding technical talents through relevant policies and provide them with better working environment and working conditions. We can also improve the cultural level and professional skills of technicians by carrying out vocational training and hiring experts to give lectures. In addition, farmers can be encouraged to participate in agricultural science and technology innovation [3].

5. The construction of public service system needs to be improved

The construction of the public service system in rural areas needs to be improved. The basic medical and health institutions in some places are poorly equipped and cannot meet the basic medical needs of rural residents, which hinders the development of rural areas to a certain extent. At the same time, with the acceleration of urbanization, the ability of cities to absorb rural labor is gradually weakening, resulting in the inability to retain talents in rural areas.

Therefore, in view of such problems, we should first take the policy as the guidance, establish and improve the system of rural talent development. Secondly, we should actively explore the construction mode of public service system and broaden the content and scope of public service. Thirdly, it is necessary to improve relevant laws and regulations to protect the legitimate rights and interests of the public. Finally, we should strengthen the construction of rural grass-roots party organizations. The establishment of a sound rural governance system and the modernization of governance capacity are important guarantees for the implementation of the rural revitalization strategy. We should strengthen the party's leadership over rural work and strive to build a “one master and multiple” rural governance system. At the same time, we should further improve the relevant laws and regulations to provide institutional guarantee for the revitalization of rural talents.

6. The policy system is not perfect and the talent is not guaranteed

The main content of the talent team construction of the “three rural” work team is: to strengthen the development and utilization of human resources, and build a high-quality rural work team. We should adhere to the combination of government guidance and farmers’ main body, government investment and social support, and encourage and attract all kinds of talents to participate in rural construction. It is necessary to strengthen the education and training of rural talents, establish and improve the talent service system, and create a good talent development environment.

First of all, to create a good rural environment. Intensify publicity, publicize the party and government’s policies and measures on rural talents through various forms, and publicize the typical figures and advanced deeds that have emerged in rural reform and development, so as to stimulate the enthusiasm of farmers to build a new socialist countryside. Secondly, it is necessary to speed up the construction of an institutional system conducive to the development of rural talents. In the light of the actual situation, we should formulate plans for the development and training of rural talents and take practical measures to train all kinds of talents in rural areas. At the same time, we will improve the construction of relevant mechanisms and systems, and introduce policies to encourage outstanding college graduates and high-quality farmers to participate in rural construction. Finally, it is necessary to improve the rural talent management system and mechanism ^[4].

7. Conclusion

The issue of “agriculture, rural areas and farmers” has always been an important issue in the development of the country, and solving the issue of “agriculture, rural areas and farmers” is a major task for our party to govern the country in the new era. China attaches great importance to the construction of rural talents, and the team of rural talents is growing. We should optimize the construction of talent environment, improve the policy system in Rural Revitalization, ensure the development of rural talents, increase the support for rural areas, establish and improve the preferential policy system such as capital investment mechanism, land circulation mechanism, tax and fee preferential mechanism, and build modern agricultural science and technology support system such as agricultural science and technology innovation system, agricultural science and technology service system, agricultural technology extension system and agricultural science and technology information service system; improve the modern rural service guarantee system such as the farmer training and education system, the rural financial service system, and the farmer’s life guarantee system; strengthen the construction of rural governance to ensure that rural talents take root in the countryside ideologically.

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