

Research on the necessity of building an important talent center in Henan Province

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Abstract: The building of an important talent center in Henan Province is an important measure, which is the strategy not only to further implement rejuvenating the province through science and education, innovation driving, and strengthening the province through talents, but also the way of further realization of modernization acceleratedly. Few studies have explored the necessity of constructing an important talent center in Henan Province. This paper, by combing the historical background of the national advocacy of the building of an important talent center, identifies the problems, and deduces the macro and micro necessity of the building of an important talent center in Henan Province.

Key words: Henan Province; Building of important talent center; Necessity Research

The building of an important talent center in Henan Province is an important measure to further implement the strategy of rejuvenating the province through science and education, driving innovation and strengthening talent, and ensuring the acceleration of modernization. As the province with the largest population in China, the number of talents accounts for a relatively low contradiction situation. In the face of opportunities and challenges in the development of talents, exploring why to vigorously promote the building of an important talent center in Henan Province is the theoretical support and practical guidance for how to build an important talent center in Henan Province, which has received close attention from the academic community and the local government.

This study finds that the necessity of building an important talent center in Henan Province comes from two aspects. First, the building of important talent center in Henan Province is based on the background of the building of national important talent center, and the background of The Times is consistent. Therefore, sorting out the historical background of the building of the important talent center is conducive to identifying problems and understanding the necessity of the building of the important talent center in Henan Province. Secondly, through the macro analysis of the purpose of building an important talent center at the national level, the realistic urgency of building an important talent center in Henan Province is analyzed, and the macro and micro necessity of building an important talent center in Henan Province is analyzed.

1. The historical background of Henan's building of an important talent center

Internationally, the world is going through a century of great changes, the introduction and exchange of important talents has slowed down, and scientific and technological innovation is rapid and complex, which cannot be separated from talent support. The establishment of an important talent center is conducive to creating an environment for the independent training of talents. The international situation is complicated, uncertainty and instability are increasing, and competition in science and technology and human resources is taking on national characteristics. The new round of industrial transformation and scientific and technological revolution is developing vigorously, and the pace of scientific and technological evolution is getting faster, but the direction of breakthroughs is vague and uncertain. China will face great challenges if it introduces innovative resources from the outside and improves its innovation capability. With the accelerating restructuring of the global economic landscape, talent, especially high-level talent, has become a key variable in the international strategic game. China's international environment faces profound changes in challenges and risks, and we must increase our awareness of potential risks, attach great importance to the independent training of talents, and fully improve the quality of human capital.

At home, the new stage, new concept and new pattern of talent and innovation development make us more eager for important talents. Talent competition is the competition of a country's comprehensive national strength. For the development of a country, the independent innovation of important talents is irreplaceable. Although the country has always attached importance to the work of talents, the long-term implementation of the strategy of strengthening the country by talents and further common prosperity has vigorously stimulated the innovation vitality of talents. However, China is also in a new stage of development in which the demographic dividend is decreasing, the structural contradiction of the talent team is prominent, the trained talents do not meet the market demand, the talent policy is not accurate, the system for cultivating high-level talents is imperfect, and the reform of the "last kilometer" talent development system and mechanism is not smooth. Talent work needs to implement the development concept of "innovation, coordination, green, open and sharing", facing a transformation to the development pattern of "with the domestic cycle as the main body and the domestic and international double cycles promoting each other". The new development stage, new development concept and new development pattern all require a new talent strategy and innovation pattern.

At present, the situation of domestic and foreign troubles and employment requirements in the national talent strategy and innovation pattern have a profound impact on the strategic innovation pattern of talent utilization in Henan Province. National leaders also attach great importance to it and point out that Henan should build an important talent center with Henan characteristics. He visited and inspected five times in person and delivered important speeches, making important instructions such as "four cards", "three highlands" and "three transformations". He hoped that we would strive to be the first and rise in the Central region and add luster to the development of the Central

Plains in the new era.

2. The necessity of building an important talent center in Henan Province

Talents belong to the superstructure and have a certain political nature. The development of Henan's building of an important talent center is not only guided by the necessity of national building of an important talent center, but also has unique local and regional characteristics.

1. Transfer talents to solve social conflicts

Talent has always been an important weapon to solve social contradictions in our country. The talent subject has class character, and the talent standard evolves with the social contradiction. To cope with the social contradictions in different periods, different talents are needed to help us solve China's problems. This requires that we have the ability to recognize talents, allocate and use different types of talents in a reasonable way, and there should be differentiated and hierarchical talents suitable for different positions. For example, we should unite with all forces that can be united to liberate new China. To select talented people who are both red and professional, have both virtue and ability, and uphold the Party for the public, and attach importance to technical talents to promote the establishment of an industrial country; To respecting intellectuals for meeting material and cultural needs, and putting people first to ensure all-round development of human resources. Nowadays, in order to deal with the "three imbalances" in the field of talent in China, there are unreasonable structure, unmatched supply and demand, and mismatched posts, and insufficient creativity development, insufficient energy play, and insufficient achievement transformation. China's active building of an important talent center is conducive to our response to the unbalanced and inadequate development of the field of talent in the new era.

The building of an important talent center in Henan will help Henan seize new opportunities for development and solve the contradiction of mismatch between supply and demand of talents. With the rapid advancement of industrialization and urbanization in Henan Province, energy and resources cannot support the continuation of the old road of extensive management in Henan Province, and it must and can only find a new road driven by innovation. Scientific and technological innovation ushered in a critical stage from the accumulation of momentum to the substantial leap. Facing the fierce regional competition situation, Henan Province needs talents and innovation more than ever before. At the same time, during the "14th Five-Year Plan" period, Henan Province welcomed the building of a new development pattern at the national level, the promotion of high-quality development in the central region in the new era, the protection and high-quality development of the ecology under the Yellow River Basin, and the opportunity period with the superposition of three national strategies, and the coexistence of quality and efficiency and risks and challenges.

2. Support the implementation of the strategy of strengthening China through talent

Building an important talent center is the way to ensure the realization of the strategy of strengthening China with talents. Successive senior leaders reached a consensus on talents, China as the world's largest population country and the second economy, in the large population but low per capita resource access rate under the national conditions, the economy has long-term sustainable development, only rely on talent leadership to achieve innovation power, so adhere to the implementation of talent power strategy in China. Recently, the Central Talent Conference and the 14th Five-Year Plan also pointed out that China has entered the national stage of all-round building and socialist modernization, and by 2035, during the second centenary struggle period, China will enter the forefront of innovative countries in the world and realize the strategic goal of building a strong country with talents. We must keep up with the call of The Times, comprehensively and deeply promote the strategy of strengthening China with talents by building world-class, national and local important talent centers with different levels and differences. In attracting, gathering, cultivating and employing talents, we must make long-term plans and bold innovation and reform, promote the development of talents at different levels and levels, and ensure the development of the Party and the country through a scientific talent system.

The building of an important talent center in Henan Province is the local practice of the strategy of strengthening the country by talents. As a populous province, Henan has only one 211 university, fewer large "high-precision specialized new" enterprises, insufficient provincial-level laboratory innovation platforms, and more high-level talent loss. It is necessary for Henan to vigorously introduce academicians, restructure the laboratory system, increase the introduction of high-level talents, build a long-term talent introduction platform, optimize the ecological building of talent service and other measures, reshape the attracting mechanism of talent attraction in Henan, release the breakthrough innovation leadership of important talents, and create a strong magnetic field environment for Henan to be a talented province according to local conditions.

3. Promote the realization of high-quality development

As an important platform and starting point, the building of talent centers will help ensure the high-quality development of China's economy in overcoming difficulties. The Chinese economy has shifted from high-speed growth to high-quality development, and factor-driven growth to innovation-driven growth. In order to promote the high-quality development of regional economy, all regions need to strive for more human resources and actively implement the national strategic policy on human resources. We should seize the opportunity of the fourth scientific and technological revolution, and vigorously build a talent resource layout in which talents with various professional skills are supported, young talents are given priority, talents with "high quality and shortage" are dominated, and talents in various fields complement each other's competitive advantages. We will gradually form a strategic ecological layout of human resources with reasonable echelon, complete categories, and fully meeting the needs of social and economic development, and further effectively respond to the challenges of complex and changing international competition and the risks and challenges of China's high-quality economic development.

To build an important talent center in Henan province, the provincial Party Committee attaches importance to it, the top-level design is the guarantee, the differentiation of talent types is the layout, and the linkage between the upper and lower levels is conducive to the formation of complementary talents in various fields and substantively promote the high-quality development of Henan's economy. Specifically, following the arrangement of Henan Provincial Party Committee and the provincial government for the decision-making of the Party Central Committee, the "strategy of revitalizing the province through science and education, driving innovation and strengthening talents" is included in the first of the province's "Ten strategies", highly integrating science and technology, innovation and talents, and building a echelon talent strategic system with the province's strength. Speed up the formulation of specific plans, focus on the implementation of the "ten strategies", and build different types of 8 talent teams. We will promote the formulation of measures for talent recruitment and retention, and strive to build a cluster of talents with complementary advantages through high-level policies, high-level platforms and high-quality services.

4. Give full play to the radiation effect of the wild goose formation of talents

The establishment of an important talent center will have siphon and spillover effects in the regional economy and play a role in the effect of the wild goose formation of talents. Five major world science and technology centers (Italy, Britain, France, Germany and the United States), four Greater Bay Areas in the world (San Francisco, New York, Tokyo and Guangdong-Hong Kong-Macao Greater Bay Area), domestic cluster areas (Beijing-Tianjin-Hebei, Yangtze River Delta, Guangdong-Hong Kong-Macao Greater Bay Area), domestic provinces and cities along the Southeast coast (Fujian, Shandong, Guangdong, Zhejiang, Jiangsu, etc.), The three international science and technology innovation centers in the first tier (Beijing, Shanghai, Guangdong-Hong Kong-Macao Greater Bay Area), the four comprehensive national science centers in China in the second tier (Zhangjiang in Shanghai, Huairou in Beijing, Suzhou in Zhejiang and Hefei in Anhui), and the "regional innovation Highland" in the third tier. Studies have confirmed that the building of these important talent centers forms a echelon of talents, which promotes the agglomeration effect of high-end industries, radiates and drives the development of surrounding industries, and is more productive than its counterparts in more peripheral cities.

The building of an important talent center in Henan should also gradually form a talent array area with Zhengzhou as the center, Zhengluo New National Independent Innovation Demonstration Zone as the leader, Zhengzhou Aviation Port Zone of economic comprehensive experimental zone, China Free Trade (Henan) Pilot Zone and Central Plains city cluster of innovation and joint development, and build three talent highlands of Henan science and technology innovation, inland opening up and Central Plains culture. Attract talents to gather strength and radiate the whole province.

To sum up, it can be seen that the building of an important talent center in Henan Province has the background urgency and importance, which is to help the country solve the dilemma of talents from internal and external troubles and alleviate social contradictions; Reshape the environment for attracting and retaining talents, and implement the strategy of strengthening the province with talents; Drive Henan's high-quality economic development with talent ladder complementation and innovation; The regional necessary practice to exert the effect of Henan's talent formation.

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