

## Design of Talent Development Path in Guangdong Province under the Background of Innovation Drive

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**Abstract:** Talent is the first resource of our country's economic and social development. The definition of talent is related to the basis of talent introduction and development. With the global economic competition and the advent of the era of science and technology, talent training has become an important task for the development of society and enterprises. Under the background of innovation driving, Guangdong Province continuously explores the design of talent development path, completes the construction of talent team, and puts forward the development ideas of talent construction in order to adapt to the external market environment and maintain the competitive advantage.

### 1. Talent Development and Origin

Talent resource is the first resource, talent strategy both development strategy, accompanied by such a talent training concept, let more people realize the importance of talent development. Through vigorously developing and publicizing our province's scientific and technological leaders, skilled personnel, performance to open the mold, to create a new era of talent development in guangdong province, to build a platform for talent growth, enhance social security, provide a good support environment for talent to live and work in peace and contentment.

The concept of talent has long been put forward in the Book of changes, the modern talent is numerous, the definition of talent as high-quality, high-creative, high-efficiency work ability, and under the background of innovation-driven, the demand for talent has a higher definition [1]. Under the influence of internationalization, talents are required to have unique insights in the professional basic ability or innovative content, and have stronger use ability to cope with the rapid development and change of the times. There are more british han business school professors, put forward four kinds of ability to define both behavioral ability, skill control, competence, knowledge reserve, while our contemporary scholars define talent as comprehensive quality ability, creativity, innovation, adaptability.

With the development of the era of mobile interconnection, the content of talent learning has also changed, from book and television content acquisition to online learning or through social media to interact with experts and scholars to complete the learning process. Through the arrival of the new era, the renewal of learning tools, a concept known as cooperative knowledge came into being. Internet in such a driving, for the development of talent thinking to provide better help. Based on the integration of industry, university, research and industry and education, the way of connecting talents with the market is realized. Therefore, the cognition of talents has also changed, and the development and cultivation of talents should be guided by market demand, so as to cultivate more excellent talents. Especially in the introduction of high-level talent, through policy incentives, innovative entrepreneurial support and other programs to improve the work of talent introduction. It can be seen that the development of talents needs to rely on policies and local needs to promote the

talent training model in Guangdong [2].

## **2. Under the Background of Innovation Drive, the Present Situation of Talent Development in Guangdong**

Guangdong, as the vanguard of reform and opening up, in recent years, the expansion of the scale of talents and the improvement of relevant science and technology platforms and policies have promoted the field construction of Guangdong. Because the development of Guangdong people is in the initial stage, talent development is a relatively weak problem, so there are still a series of problems in the process of talent construction.

### **2.1 Uncoordinated knowledge structure**

In the face of innovation drive, we should grasp the talent, maximize the cultivation of talent, make it become a large-scale, national innovation spirit of the talent team. Although in the scale, the quality, the innovation ability enhancement, but its knowledge structure is extremely uncoordinated. According to the relevant information, the total number of talents with college degree or above in Guangzhou is about 3.8 million, the total number of professional and technical talents is about 1.77 million, and the total number of technical talents is about 2.6 million.



Figure 1 Guangdong talent development

### **2.2 The quality of talent introduction is not high**

In the process of facing the introduction of talent, most enterprises will focus on the content of education, title, study abroad experience, and even like to choose high-educated people as the conditions for the introduction. In such a situation, it is extremely cause the talent to the western thought blind worship, actually the education high does not mean the technology is good. It is necessary to consider the professional quality and practical ability of personnel themselves. With the emergence of the concept of human resources management, the national selection of talent should pay attention to the actual ability to work, too much attention to the past education after the recruitment and the content of the expected inconsistent, will cause psychological differences, and then appear high-score and low-grade "talent ", affecting the quality of work [3].

### **2.3 Single talent recruitment method**

According to the existing means of talent recruitment in our country, most of them are carried out in the form of internal job fair, which leads to the inability of outstanding talents to understand the relevant recruitment information, to integrate outstanding talents into enterprises, and to restrict the mutual development between enterprises and talents.

### **2.4 The process of talent introduction is cumbersome and inefficient**

The process of introducing talents in Guangdong is mostly job fair, so it is necessary for applicants to sign up for the job interview, written test and interview. However, before the introduction of talents and set up a plan about the content of recruitment, the actual recruiters are

always excellent, but they are not clear.[4]. Therefore, the phenomenon of large turnover of enterprise personnel and difficult recruitment of state-owned enterprise personnel will occur, which is the problem of no reasonable planning of recruitment work, which leads to the low utilization rate of talent.

### **3. Under the Background of Innovation-Driven Strategy, the Influential Factors of Talent Development in Guangdong Province**

Based on the geographical location of Guangdong, combined with the needs of different stages of talent, talent is divided into three levels, internal talent training, talent sustainable development and the introduction of talent from outside. This paper will focus on the influencing factors of talent development.

Primary talent development, emphasis on career development and economic development

Throughout the Pearl River Delta, college graduates have always been a huge group number. The development of the region is the prospect of the future career development of such talents, so in the process of the development of primary talents, we need to pay attention to the content of the career development platform, the content of scientific research and innovation, and so on.

Advanced talent development, attention to the introduction of policy content

Senior talents are overseas talents, key industry talents, green card holders and so on. For the development of this part of the population, we need to understand the relevant supporting policies, such as subsidy content, hukou content, family education, medical and health care and so on.

General talent development, talent social training system

General talents are both social working people, such people can not consider the problem of learning, in view of the development of this part of the population needs to improve their talent experience, lifelong learning to enhance their employment competitiveness, so as to achieve social training system.

### **4. Exploration on the Design of Talent Development Path in Guangdong Province under the Background of Innovation Drive**

#### **4.1 Policy building and guidance of government departments**

Through the news and social networking site to promote the talent development information policy to facilitate more people to understand the policy. Conducting special activities on talent development, for example, colleges and universities can guide graduates on employment policy. It is also possible to produce relevant feature columns for video promotion. Finally, we can cooperate with the job-hunting platform to guide the employers and talents to match each other, through the policy construction and guidance function, to enhance the influence of the government in the talent service, so as to quickly realize the development of talent (see figure 2).



Figure 2 Guangdong talent development

#### **4.2 To set up a platform for scientific research, innovation and entrepreneurship to attract innovative and entrepreneurial enterprises and talents**

Under the influence of mass entrepreneurship and innovation background, we can provide scientific research innovation and entrepreneurship platform for talents, and introduce the content of

cooperation between investors and talents, so as to make use of the new help Zeng policy to provide a good foundation for the innovation and development of Guangdong. Excavate new social development impetus, build Guangdong into the center of science creation with international influence. Strengthen the ability of scientific and technological innovation cooperation, complete the construction of innovation platform, effectively promote Guangdong's R & D strength in cross-border cooperation, and build and cooperate the whole chain of R & D technology, R & D success and industrial content. Constantly optimize the mass entrepreneurship and innovation environment, through the establishment of offices, to help the talent policy, for the construction of innovative talent gathering and efforts to provide a good space for all kinds of talent development.

#### **4.3 Enriching the way of training social talents and constructing a system of improving skills**

In the process of training talents in industry, university and research, we should attach importance to the training of primary talents, especially the contents of comprehensive quality, technical ability, innovation ability, scientific research level and so on, so as to train innovative, compound and applied talents for the society. Colleges and universities can carry on the professional dynamic adjustment work, contributes the strength to promote the guest raising achievement, serves the social economy development. For the training of ordinary personnel, different training institutions and social services organizations can be encouraged to provide diversified training services, improve personal promotion programs, provide skills services to ordinary people, encourage all enterprises in the society to carry out vocational and technical schools, improve educational resources and implement the mode of integration of school and research (see figure 3).



Figure 3 Guangdong talent development

#### **4.4 Improving the construction of economic development zones and creating a talent gathering platform**

Guangdong Guangdong-Hong Kong-Macau Greater Bay Area construction and development, can provide a good development platform for talent. We can also take advantage of this opportunity to accelerate infrastructure construction, enhance the influence of the region in society and its international competitiveness, and build a platform for the construction of a rapid demonstration zone and a pioneer zone for innovation. At the same time, based on the large demand for talents in the region, it can train and evaluate the advanced talents, fully open the professional title evaluation system in the region, and promote the professional qualification recognition, so that the construction of the talent gathering place at night can make it form the unity of the industrial structure.

#### **4.5 Improving the talent service system**

We will improve the contents of Guangdong's talent service system, including education, living environment and household entry policies. Build a harmonious and beautiful living environment and strengthen the establishment of ecological livable urban environment in Guangdong. We will improve the health care system in Guangdong Province and effectively implement the medical level of residents in practice. Build Guangdong Province public cultural service system and creative industry system to provide a platform for the innovation and development of talent. promote the construction of various transportation systems in the province, so as to make the traffic environment

more smooth and promote the talent development mechanism.

## **5. Conclusion**

The development of enterprises and society can not be separated from high-quality talents. Although there are some problems in the development and introduction of talents in Guangdong, it can attract more high-quality talents to join in the development and construction of Guangdong according to the mode of talent development and the construction of government policies.

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