

Analysis of the Matching Degree Between Talent Cultivation System and Industrial Demand in Jiangmen City

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Abstract: The purpose of this paper is to analyze the matching degree between talent training system and industrial demand in Jiangmen City, and put forward corresponding policy suggestions. Through the literature review, status quo analysis, industrial demand analysis, and talent training and industrial demand matching degree analysis, this paper reveals the effectiveness and problems in the docking of talent training system and industrial demand in Jiangmen City. It is found that Jiangmen City has made some progress in the docking of talent cultivation and industrial demand through the integration of industry and education, adjustment of professional settings and policy support, but still faces challenges such as the unsound mechanism of the integration of industry and education and the insufficient supply of policies. This paper puts forward policy suggestions such as strengthening the integration of industry and education, optimizing the professional settings, upgrading the faculty, strengthening practical teaching and establishing an evaluation mechanism in order to optimize the talent cultivation system in Jiangmen City. At the same time, it is suggested to build a talent demand prediction model, assess the quality of talent training, evaluate the effect of policy implementation, and establish a long-term monitoring and evaluation mechanism in order to promote a better match between the talent training system and the industrial demand in Jiangmen City, and to promote the high-quality development of the regional economy.

Keywords: Jiangmen City, Talent Training System, Industrial Demand, Industry-Education Integration, Policy Suggestions, Matching Degree Analysis.

1. Introduction

1.1. Background of the Study

As an important part of the Guangdong-Hong Kong-Macao Greater Bay Area, the strategic position of Jiangmen City has become increasingly prominent. According to the Development Plan of the Metropolitan Area on the West Bank of the Pearl River Estuary, Jiangmen, together with Zhuhai, Zhongshan and Yangjiang, is planned to become an important growth pole of the Guangdong-Hong Kong-Macao Greater Bay Area and an advanced equipment manufacturing base with global influence. Jiangmen is not only an important strategic node of “carrying the east to the west”, but also an important participant in it. The construction of Huangmaohai Cross-sea Channel further amplifies Jiangmen's strategic position in the Greater Bay Area, making it an important jigsaw puzzle for the complete radiation of the development effect of the Greater Bay Area on the west bank of the Pearl River Estuary metropolitan area. Jiangmen has the largest provincial-level new area in Guangdong Province, the Daguanghai Bay Economic Zone, with a development intensity of less than 6%, which has huge potential and space for development.

Jiangmen's industrial development is rapid, especially in the “14th Five-Year Plan” period, Jiangmen City to build a

strategic emerging industry system, in-depth implementation of the “industrial revitalization” “park reengineering” project, to the “high-quality development of manufacturing industry in Guangdong Province”. During the “14th Five-Year Plan” period, Jiangmen City has built a strategic emerging industry system, implemented the project of “industrial revitalization” and “park reengineering” in depth, and provided full coverage for the strategic industry clusters mentioned in the “14th Five-Year Plan for High-Quality Development of Manufacturing Industry in Guangdong Province”. Jiangmen's industrial system is moving towards high-quality development, in which metal products, agricultural and sideline products processing and food manufacturing, electrical machinery and equipment manufacturing, computer, communication and other electronic equipment manufacturing industries as the four pillar industries, the output value accounted for more than 45% of the industrial output value.

1.2. Research Significance

Analyzing the matching degree between talent training system and industrial demand in Jiangmen City is of great significance for regional economic development and talent training policy adjustment. With the transformation and upgrading of industries in Jiangmen City and the rapid emergence of new technologies and new business forms, the

problem of matching degree between young talents training and demand needs to be further cracked. Through in-depth analysis, it can provide a scientific basis for the development and adjustment of talent policy in Jiangmen City, promote the “two-way running to” talent and industry, and promote the economic and social development of Jiangmen City to achieve higher quality.

1.3. Research Objectives

The purpose of this paper is to analyze the current situation of the talent training system in Jiangmen City, assess the degree of its match with industrial demand, and put forward suggestions for improvement. By sorting out the development overview, structure and characteristics of Jiangmen's talent cultivation system, including higher education and vocational education, as well as the existing problems and challenges, this paper will explore how to optimize Jiangmen's talent cultivation system to better meet the needs of industrial development. At the same time, this paper also focuses on the policy support and practice of Jiangmen City in talent cultivation, such as the “Cantonese Cuisine Master” project, and how to improve the matching degree between talent cultivation and industrial demand through policy guidance and practice innovation.

2. Literature Review

2.1. Research Status

As an important part of the Guangdong-Hong Kong-Macao Greater Bay Area, Jiangmen City has received extensive attention for the matching degree between its talent cultivation system and industrial demand. Studies at home and abroad have shown that the integration of industry and education is an effective way to improve the matching degree between talent training and industrial demand (Guo Guangjun et al., 2024). Currently, there is a structural imbalance between the supply and demand of talents, a mismatch between industrial demand and university supply, and problems such as imperfect government policies and evaluation systems, a disconnect between discipline and specialty settings and social demand, and teaching methods and approaches that are contrary to the goals of educational development (Phan Ying, 2024). In order to solve these problems, the study proposes a basic path to reform the talent cultivation mode through the integration of industry and education, including the improvement of supporting policies, the adjustment of professional settings, and the reform of teaching methods and other aspects (Song Xiaowen et al., 2024).

The analysis of the historical evolution and current situation of the talent cultivation system in Jiangmen City shows that Jiangmen City has introduced a series of policies to gather talents in the new era and build a strong talent city (Hu Zhenzhen et al., 2024). For example, Jiangmen City has implemented a high-end industrial talent introduction program, including the introduction of top industrial talents, industrial leaders, and industrial development strategy scientists, and provides corresponding work expense subsidies and housing support. In addition, Jiangmen City also focuses on building talent platform carriers at multiple levels, supporting talent innovation and entrepreneurship in the whole chain, as well as building a talent service system with high standards (Cong Huang, 2024).

2.2. Research Review

Although Jiangmen City has achieved certain results in the talent training system, there are still some problems and challenges. Inadequate development mechanism of industry-education integration, insufficient policy supply, and the urgent need to improve the running conditions of institutions are still the main factors restricting the enhancement of the match between talent cultivation and industrial demand in Jiangmen City (Zhao Yong et al., 2024). In addition, the skill formation system of industrial workers is still imperfect, and it is necessary to further strengthen the training and evaluation mechanism of skilled talents, enhance the value of human resources, and stabilize the employment of workers to promote employment (Peng Jian, 2024).

The sufficient necessity of this dissertation research is that, although existing studies have explored the matching degree between the talent training system and industrial demand in Jiangmen City to a certain extent, there is a lack of systematic and in-depth analysis, especially for the matching degree between the talent training system and industrial demand in Jiangmen City in the context of the new quality productivity. This study will fill this gap, and through an in-depth analysis of the current situation, problems and challenges of the talent training system in Jiangmen City, as well as the changing trends of industrial demand, it will put forward targeted policy recommendations in order to optimize the talent training system in Jiangmen City, and to promote the economic and social development of Jiangmen City to achieve a higher quality. In addition, this study will explore how to enhance the match between talent cultivation and industrial demand through policy guidance and practice innovation, so as to provide theoretical support and practical guidance for talent cultivation and industrial development in Jiangmen City and even in Guangdong, Hong Kong and Macao Greater Bay Area.

3. Analysis of the Current Situation of Jiangmen's Talent Training System

3.1. Overview of the Development of Higher Education and Vocational Education in Jiangmen

Jiangmen City has made remarkable development in higher education and vocational education. According to the “2020 Annual Report on the Quality of Secondary Vocational Education in Jiangmen City” issued by Jiangmen Municipal Education Bureau, Jiangmen City's secondary vocational education has detailed planning and remarkable results in terms of scale and structure, facilities and equipment, and teaching staff. The report shows that secondary vocational schools in Jiangmen City have established a mechanism for professional setting and dynamic adjustment, and the construction of each specialty is based on the development of local industries and the needs of enterprises, with the goal of cultivating skilled talents required by enterprises. In addition, the contribution rate of Jiangmen City secondary vocational school's specialty layout to Jiangmen City's industry is as high as 72%, showing a high degree of coincidence and close connection between vocational education and local industry.

In terms of higher education, it is mentioned in the “14th Five-Year Plan” for the development of education in Jiangmen City that Jiangmen City will actively introduce high-quality educational resources, strive to introduce 1~2 domestic and foreign first-class universities to Jiangmen to

cooperate in running schools, expand the scale of higher education, and support higher education institutions to build more first-class and high-level disciplines within the country and the province. These measures are aimed at upgrading the scale and quality of higher education in Jiangmen to meet the needs of industrial development.

3.2. Structure and Characteristics of Jiangmen's Talent Training System

The talent training system of Jiangmen City has the following structure and characteristics:

(1) Integration of industry and education: Jiangmen City has innovated a new mode of “integration of industry and education” for public practical training, and cultivated high-skilled talents through “joint efforts of government and schools”. For example, Jiangmen Municipal Vocational Training Guidance Center and Jiangmen Industry and Trade Vocational and Technical School signed a cooperation agreement on the construction of training bases, opening the “public practical training + vocational colleges and universities” to jointly carry out student training, teaching, research, skills consulting and other all-round cooperation.

(2) Professional layout and industrial demand docking: Jiangmen City, secondary school professional construction closely around the reform of talent training mode, curriculum system construction, training environment construction, teachers and teachers, teaching materials and teaching resources to adjust and improve the construction, timely attention to and understanding of the regional economic development, industrial structure, changes in demand for talent.

(3) Policy support: Jiangmen City has introduced a number of policies to gather talents in the new era and build a strong talent city. For example, Jiangmen City has introduced the “new 30 articles” to strengthen the city of talent, based on independent cultivation, adhere to the education, science and technology talents as a whole to promote, and continue to increase the support for local training of talents.

4. Problems and Challenges of Jiangmen Talent Training System

Although Jiangmen City has achieved certain results in talent training system, there are still some problems and challenges:

(1) Inadequate development mechanism for industry-education integration: The CPPCC research team found that the construction of platform carriers such as practical training bases for industry-education integration in Jiangmen City is still dominated by vocational (technical) colleges and universities, with low participation of large and medium-sized enterprises, and the number of provincial-level industry-education-integration-type enterprises is relatively small.

(2) Insufficient policy supply: Jiangmen City has insufficient policy supply in the integration of industry and education, and needs to further optimize the policy environment to stimulate enterprises to participate in running schools.

(3) Institutions need to be improved: Jiangmen vocational education is scattered in the overall spatial layout of the city, relatively detached from industrial resources, and there is a lack of high-level, specialized and open industry-education integration training bases.

(4) Incomplete skill formation system for industrial

workers: the skill formation system for industrial workers in Jiangmen City is still incomplete, and it is necessary to further strengthen the training and evaluation mechanism of skilled personnel, enhance the value of human resources, and stabilize the employment of workers to promote employment.

In summary, Jiangmen City has a certain foundation and advantages in talent training system, but also faces many challenges, and needs to be further optimized and improved to better serve the local economy and industrial development.

5. Industrial Demand Analysis of Jiangmen City

5.1. Panoramic Mapping of Industrial Structure and Analysis of Pillar Industries in Jiangmen City

As an important node city of Guangdong-Hong Kong-Macao Greater Bay Area, Jiangmen's industrial structure is dominated by industry, forming a pattern of four pillar industries: metal products, agricultural and sideline products processing and food manufacturing, electrical machinery and equipment manufacturing, and computer, communication and other electronic equipment manufacturing. The contribution of these industries to the GDP of Jiangmen City in the “13th Five-Year Plan” period is remarkable, with the output value accounting for more than 45% of the industrial output value. Jiangmen City's “14th Five-Year Plan” mentioned that the four pillar industries will be further strengthened in the key areas of development, including hardware stainless steel, hardware sanitary ware, containers and other metal products; high-end software, emerging information services, electronic product manufacturing and other computers, communications and other electronic equipment; power generation equipment, power transmission and distribution equipment, lithium batteries, solar panels and other electrical machinery and equipment; and agricultural and sideline products and food processing, such as candy products, preserved products processing and beverage products processing.

5.2. Jiangmen City, the Development Trend of Industrial Development and Its Impact on The Demand for Talent

The industrial development trend in Jiangmen City shows a rapid emergence of new technologies and new business forms, especially on the basis of the digital economy change, the computer, communication and other electronic equipment industry has become the basis for the development of Jiangmen City. With the in-depth implementation of the “industrial revitalization” and “park reengineering” projects, Jiangmen City's industrial transformation and upgrading has accelerated, which puts forward new requirements for the matching of young talent training and demand. The impact of industrial development trend on talent demand in Jiangmen City is mainly reflected in the growth of demand for highly skilled personnel and professionals, especially in the strategic emerging industries and future industries, such as bio-industry, energy saving and environmental protection, new energy automobile industry, new materials, high-end equipment, new energy, new generation of information technology industry, and so on.

5.3. Assessment of the Matching Degree Between Industrial Demand and Talent Training System in Jiangmen City

Jiangmen City has made some efforts in the matching degree between industrial demand and talent training system. For example, through the “Park Technical School” program, Jiangmen City has innovated the training mode of industrial skilled personnel and comprehensively implemented the integration of industry and education to meet the needs of industrial development. At the same time, Jiangmen City also vigorously promotes the construction of a strong city of talents, accelerates the gathering of innovative talents, cultivates skilled talents in all aspects, improves the training system of skilled talents, and smooths the career development channel of skilled talents. However, Jiangmen City, in the integration of industry and education development mechanism, policy supply, the conditions of institutions still have deficiencies, need to be further optimized and improved, in order to better serve the local economy and industrial development. According to the Catalogue of Urgently Needed and Shortage Industrial Talents in Jiangmen City (2023), Jiangmen City provides guidance for talent cultivation, and all kinds of institutions of higher education, vocational colleges and training institutes can dynamically adjust and optimize their professional settings according to the information on urgently needed and shortage talents provided by the Catalogue, so as to cultivate, train, and nurture more talents in line with the needs of the market and the development of industries. This shows that Jiangmen City is trying to improve the match between industrial demand and talent training system, but it still needs continuous attention and improvement.

6. Analysis of the Matching Degree Between Talent Training and Industrial Demand in Jiangmen City

6.1. Match Between Talent Training System and Industrial Demand in Jiangmen City

Jiangmen City has taken a number of measures in the docking of talent cultivation system and industrial demand in order to promote the organic convergence of the education chain, talent chain and industrial chain and innovation chain. According to the Circular on Opinions on Further Gathering Talents in the New Era and Building a Strong City of Talents, Jiangmen City encourages vocational colleges, technical colleges and enterprises to cooperate in the construction of training bases for highly-skilled talents and subsidizes the funding. In addition, Jiangmen City also innovates the incentive mechanism linking the evaluation and treatment of skilled personnel, supports enterprises to carry out the evaluation of skilled personnel, and establishes the incentive mechanism linking job skills and treatment. These measures aim to improve the quality of talent training and make it closer to the actual needs of industrial development.

6.2. Jiangmen's Policy Support and Practice in Talent Cultivation, Such as The Three Projects of “Cantonese Cuisine Master”, “Guangdong Craftsmen” and “Southern Guangdong Household Management”

Jiangmen City has been implementing the three projects of

“Master of Cantonese Cuisine”, “Guangdong Skilled Workers” and “Southern Guangdong Household Management” to meet the people's demand for a better life, support high-quality development and promote the common prosperity. Common Wealth. As for the “Cantonese Cuisine Master” project, Jiangmen City has trained 2,555 “Cantonese Cuisine Masters”, supported 78 Rainbow Program business stores, and driven the employment and entrepreneurship of more than 5,000 people, with an annual economic benefit of 150 million yuan. In the “Guangdong skilled workers” project, Jiangmen City issued a program on strengthening the implementation of the construction of high-skilled personnel in the new era, the implementation of ten key projects for the training of highly skilled personnel, and promote the overseas Chinese manufacturing industry skills foundation project. In the “South Guangdong housekeeping” project, Jiangmen City, a cumulative total of 9,665 training of skilled personnel in housekeeping services, leading to employment and entrepreneurship 15,898 times, to complete the tasks assigned by the province. These projects not only enhance the professional level of skilled personnel, but also provide talent support for industrial development.

6.3. Jiangmen City, Skill Talent Training and Industrial Development of Synergistic Effect

Jiangmen City, the training of skilled personnel and industrial development has shown significant synergies. Through the implementation of the “Park Technical School” program, Jiangmen City innovates the training mode of industrial skilled personnel, comprehensively implements the integration of industry and education, and promotes the “two-way running to” talents and industries. In addition, Jiangmen City, also expand the “new industry, new technology” skills training supply, enhance the training of young talent and industrial demand matching degree, through the public training base to the vast number of enterprises, colleges and universities to open up the public training resources, a total of 42 times for the enterprise, colleges and universities and other training of skilled personnel to provide training, accreditation, competitions, and other services for 9,580 person-times. The total number of training, appraisal, competition and other services provided to 42 enterprises and colleges for training skilled personnel is 9,580. These measures effectively promote the cultivation of skilled personnel and industrial development of the close combination of industrial upgrading and economic transformation of Jiangmen City, providing strong talent support.

7. Policy Recommendations and Countermeasures

7.1. Based on the Matching Degree Analysis, Policy Recommendations for Optimizing the Talent Cultivation System in Jiangmen City Are Put Forward

(1) Strengthen the integration of industry and education: Encourage and support enterprises and educational institutions to establish closer cooperation and jointly develop courses and training programs to ensure that the educational content is in line with industrial demand. Incentives such as tax incentives and financial support can be provided to promote the participation of enterprises in talent training.

(2) Optimize professional settings: Dynamically adjust the professional settings of vocational colleges and higher education institutions according to Jiangmen City's industrial development plan and talent demand forecasts, increase the number of enrollment quotas for emerging industries and shortage professions, and reduce or adjust the enrollment scale of excess professions.

(3) Upgrading teachers: Strengthening the construction of vocational education teachers, introducing and cultivating teachers with industrial background and practical experience, and improving the quality of teaching and the practical ability of students.

(4) Strengthen practical teaching: Increase students' opportunities for internship and practical training, and cooperate with enterprises to establish internship and practical training bases, so that students can learn and grow in the actual working environment.

(5) Establishment of evaluation mechanism: establish and improve the evaluation system of talent training quality, regularly assess the match between educational achievements and industrial demands, and timely adjust educational policies and talent training programs.

7.2. Strengthen the Integration of Industry and Talents, And Focus on The Introduction of Urgently Needed and Scarce Talents for Industrial Development

(1) Formulate talent introduction plan: for the urgent shortage of talents needed for industrial development in Jiangmen City, formulate a special introduction plan to attract domestic and foreign high-end talents by providing preferential conditions.

(2) Establish talent information platform: establish talent information platform, collect and release talent supply and demand information, and provide accurate matching services for employers and job seekers. 3. implement talent incentive policies: provide incentives for the introduction of urgently needed and scarce talents for the industrial development of Jiangmen City.

(3) Implementing talent incentive policies: providing housing subsidies, tax incentives, children's education and other preferential policies for high-end talents and talents in short supply, so as to improve the attractiveness of Jiangmen City to talents.

(4) Enhance talent training and development: Provide continuing education and vocational training opportunities for incumbents to upgrade their skills and knowledge to meet the needs of industrial upgrading.

7.3. Enhance Talent Services and Build a Talent-Friendly City

(1) Improve the talent service system: establish a one-stop talent service platform to provide a full range of services such as policy consultation, career guidance, and living services to solve problems encountered by talents in their work and life.

(2) Optimize the living environment for talents: improve the city's living environment and provide high-quality housing options, including talent apartments and preferential housing purchase policies, to attract and retain talents.

(3) Enriching the cultural life of the city: organizing various cultural, sports and social activities to enrich the spare time life of talents and enhance their sense of belonging and satisfaction with the city.

(4) Protecting the rights and interests of talents: Strengthening the construction of laws and regulations to protect the legitimate rights and interests of talents, including the protection of intellectual property rights and labor rights and interests, etc., and providing a safe and stable working environment for talents.

Through the implementation of the above policy suggestions and countermeasures, Jiangmen City can further optimize the talent cultivation system, strengthen the integration of production and talent, improve the level of talent services, and build a city environment that is friendly to talents and conducive to their growth and development.

8. Conclusion

Summarizing the main findings of the matching degree between talent cultivation system and industrial demand in Jiangmen City

(1) This paper concludes the following major findings by analyzing the matching degree of talent cultivation system and industrial demand in Jiangmen City:

1) Matching between talent training system and industrial demand: Jiangmen City has achieved certain results in the matching between talent training system and industrial demand, especially in the integration of industry and education, adjustment of professional settings and policy support. However, there are still problems such as unsound mechanism of industry-education integration, insufficient supply of policies, and urgent improvement of school conditions in institutions.

2) Impact of industrial development trend on talent demand: The industrial development trend in Jiangmen City shows the rapid emergence of new technologies and new business forms, especially in the fields of strategic emerging industries and future industries, and the growth of the demand for high-skilled talents and professionals.

3) Policy support and practice: The three projects of "Cantonese Cuisine Masters", "Guangdong Craftsmen" and "Southern Guangdong Household Politics" implemented in Jiangmen City have achieved positive results in talent cultivation, upgraded the professional level of skilled personnel, and contributed to the development of the industry. The three projects have achieved positive results in talent cultivation, upgrading the professional level of skilled personnel and providing talent support for industrial development.

4) Synergistic effect between cultivation of skilled personnel and industrial development: Jiangmen City has shown remarkable synergistic effect between cultivation of skilled personnel and industrial development, and has improved the match between cultivation of young personnel and industrial demand through the implementation of the "Park Technical School" project and the expansion of the supply of skills training in "new industries and new technologies". By implementing the "Park Technical School" program and expanding the supply of skills training for "new industries and new technologies", the degree of matching between the cultivation of young talents and industrial demand was improved.

Propose future research direction and long-term monitoring and evaluation mechanism for policy implementation.

(2) With regard to the research on the matching degree between talent training system and industrial demand in Jiangmen, future research directions can include:

1) In-depth research on the integration of industry and education: in-depth research on the mode and mechanism of the integration of industry and education, exploring how to more effectively match the educational content with industrial demand and how to assess the effect of the integration of industry and education.

2) Talent demand prediction model construction: construct a talent demand prediction model for Jiangmen City, predict future talent demand based on industrial development planning and labor market changes, and provide scientific basis for education policy making.

3) Talent cultivation quality assessment: research and develop talent cultivation quality assessment tools, regularly assess the matching degree between education results and industrial demand, and timely adjust education policies and talent cultivation programs.

4) Evaluation of policy implementation effect: Evaluate the implementation effect of existing policies, including talent introduction programs, talent integration policies, talent incentive policies, etc., and analyze the actual impact of the policies on talent cultivation and industrial development.

5) Long-term monitoring and evaluation mechanism: establish a long-term monitoring and evaluation mechanism to regularly collect and analyze the data related to the matching degree between the talent cultivation system and industrial demand in Jiangmen City, so as to provide continuous feedback for policy adjustment and optimization.

Through these research directions and the implementation of long-term monitoring and evaluation mechanism, Jiangmen City can continue to optimize the talent training system, better adapt to the needs of industrial development, and promote the high-quality development of the regional economy.

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