

Research on the Synergistic Mechanism of Talent Support and Education Innovation in Urban Guangdong Province under the Perspective of New Quality Productivity

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Abstract: With the acceleration of global economic restructuring and technological innovation, new quality productivity has become the key to regional economic development. As a strong economic province in China, Guangdong Province, Jiangmen City is in the key period of industrial upgrading and economic structure transformation, and the synergy of talent support and education innovation is crucial to the development of new quality productivity. This study analyzes the practice mode and experience of talent support and education innovation synergy in Jiangmen City to reveal its promotion effect on the development of new quality productivity. The study finds that Jiangmen City has achieved success in government guidance, enterprise participation, and reform of educational institutions, but there are also problems such as lack of policy implementation, insufficient enterprise participation, and incomplete reform of educational institutions. Optimizing the synergistic mechanism can improve the development of new quality productivity in Jiangmen City and provide a reference for other cities in Guangdong Province. In the future, we will further expand the scope of research, adopt more advanced methods, and deeply explore the optimization strategy of synergy mechanism to provide theoretical support and practical guidance for urban development.

Keywords: New Quality Productivity; Talent Support; Education Innovation; Synergistic Mechanism; Jiangmen City.

1. Introduction

1.1. Research Background

In the wave of global economic restructuring and technological innovation, new quality productivity has become a key force to promote regional economic development. New quality productivity emphasizes the high-quality development of the economy through industrial upgrading and economic structure transformation with science and technology innovation as the core. Guangdong Province, as a strong economic province in China, is facing important opportunities and challenges of industrial upgrading and economic structure transformation. Jiangmen, as one of the important cities in Guangdong Province, is in a critical period of industrial upgrading and economic structure transformation, and it is representative of the synergy between talent support and education innovation. Jiangmen City has made certain achievements in high-tech industry and scientific and technological innovation, such as the rapid development of new energy automobile, new generation information technology and other industries. However, it still faces some challenges, such as unbalanced distribution of industries and innovation capacity to be improved. In this context, it is of great significance to study the synergistic mechanism of talent support and education innovation in

Jiangmen City to promote the development of cities in Guangdong Province.

1.2. Purpose and Significance of the Study

This study aims to reveal the practice mode and experience of the synergy between talent support and education innovation in Jiangmen City under the perspective of new quality productivity, to explore its role in promoting the development of new quality productivity, and to put forward strategic suggestions for optimizing the synergistic mechanism. Through in-depth analysis of the case of Jiangmen City, it provides reference for other cities in Guangdong Province and promotes the sustainable development of urban economy and society. The theoretical significance of this study lies in enriching the theories related to the synergy of new quality productivity, talent support and education innovation, and providing new research perspectives and theoretical tools for academics. The practical significance lies in providing scientific basis for Jiangmen and other cities to formulate relevant policies and optimize synergistic mechanisms, promoting the synergistic development of talent and education, promoting the development of new quality productivity and enhancing the competitiveness of the city.

2. Second, The Current Situation of Urban Development in Jiangmen City under the Perspective of New Quality Productivity

2.1. Overview of the Development of New Quality Productivity in Jiangmen City

Jiangmen City has made certain achievements in the development of new quality productivity, showing strong innovation vitality and development potential. In recent years, Jiangmen City has actively promoted the development of high-tech industries, and new industries such as new energy automobile and new generation information technology have rapidly emerged. For example, the new energy automobile industry in Jiangmen City, driven by policy support and enterprise innovation, has realized the leapfrog development from scratch, from small to large, and a number of competitive new energy automobile enterprises have emerged, with products covering new energy passenger cars, commercial vehicles and other fields. At the same time, Jiangmen City has also made significant progress in science and technology innovation, the government increased support for scientific research investment, encourage enterprises to carry out R & D activities, the establishment of a number of provincial and municipal engineering and technology research centers, enterprise technology centers and other innovation platforms, for the development of the new quality of productivity to provide strong support.

However, Jiangmen City still faces some challenges in the process of new quality productivity development. Unbalanced industrial distribution is one of the more prominent problems. High-tech industries are mainly concentrated in a few areas, such as Pengjiang District and Jianghai District, while the industrial base in other areas is relatively weak and the development speed is slow. This unbalanced industrial distribution may lead to excessive concentration of resources and affect the overall synergistic development of the city's industries. In addition, the innovation capacity of Jiangmen City needs to be further improved. Although some innovation platforms have been established, there are still problems such as insufficient investment in innovation, shortage of innovative talents and inefficient transformation of innovative achievements compared with developed regions. For example, some enterprises face financial constraints, technological bottlenecks and other difficulties in the process of R&D, resulting in slow progress of innovation projects, which affects the sustainable development of new quality productivity.

2.2. Status of Talent Support

The construction of the talent team in Jiangmen City has made some progress in recent years, and the number of talents has shown a trend of steady growth. With the development of the city's economy and industrial upgrading, Jiangmen City has attracted a large inflow of talents covering a wide range of fields and industries. However, the problem of irrational talent structure still exists, which is mainly manifested in the shortage of high-end talents and insufficient skilled talents. In terms of high-end talents, there is a big gap between Jiangmen City and developed cities, and there is a lack of leading talents with influence and competitiveness in the industry. For example, in the field of high-tech industry, such as new

energy automobile, new generation of information technology, etc., there is a relative lack of high-end R&D talents and innovative talents, which to a certain extent restricts the technological innovation ability of enterprises and the upgrading speed of industries. At the same time, the cultivation of skilled personnel has also failed to meet the needs of industrial development, and some enterprises reflect the shortage of skilled personnel, especially in some emerging technologies and processes, such as new energy automobile maintenance, intelligent manufacturing technology, etc., which leads to technical difficulties faced by enterprises in the production process, affecting production efficiency and product quality.

The trend of talent mobility is also an important issue facing Jiangmen City, with some industries experiencing the dilemma of talent loss. On the one hand, due to the gap between Jiangmen City and the neighboring developed cities in terms of economic level, living conditions, development opportunities, etc., some high-end talents and outstanding graduates are more inclined to flow to Guangzhou, Shenzhen and other big cities, resulting in a more serious phenomenon of brain drain in Jiangmen City. For example, financial, Internet and other industries have a high rate of brain drain, some enterprises in the cultivation of outstanding talent, but due to the inability to provide sufficient development space and treatment, resulting in the flow of talent to other cities. On the other hand, the imperfect internal talent mobility mechanism and the lack of effective incentives and career development planning in some enterprises have led to a lack of a sense of belonging and loyalty among employees, which is also prone to triggering the brain drain. The degree of match between talent support and the development of new quality productivity needs to be improved, and there is a certain disconnect between the current structure of the talent team and the demand for talent in new quality productivity. For example, the development of new quality productivity requires a large number of innovative thinking, mastery of cutting-edge technology, familiar with the market operation of the composite talents, and the existing talent structure in Jiangmen City, such composite talents are relatively few, it is difficult to meet the needs of industrial development.

2.3. The Status of Educational Innovation

Jiangmen City has actively explored innovation in the field of education and achieved certain results. Industry-university-research cooperation in colleges and universities is one of the important practices of educational innovation in Jiangmen City. By establishing cooperative relationships with enterprises, colleges and universities are able to combine teaching and actual production to provide practical opportunities for students, and at the same time provide technical support and talent reserves for enterprises. For example, a university in Jiangmen City and a local new energy automobile enterprise cooperation, joint research projects, university teachers and enterprise technicians to guide students in practice, students in practice not only mastered the professional knowledge, but also understand the actual needs of the enterprise and the market dynamics, after graduation can quickly adapt to the working environment of the enterprise, for the development of the enterprise injected new vitality. In addition, the integration of industry and education in vocational education has also been better developed in Jiangmen City. Vocational colleges and universities have adjusted their professional settings and

curriculum content according to industrial demand, and have cooperated with enterprises to carry out order-type training, which has delivered a large number of skilled personnel for industrial development. For example, a vocational college in Jiangmen City has cooperated with a number of manufacturing enterprises to open majors such as mold design and manufacturing, CNC technology, etc. Students are directly involved in the production projects of enterprises in the learning process, and they can enter the work of the cooperative enterprises after graduation, which realizes the seamless connection between schools and enterprises.

However, education innovation in Jiangmen still faces some problems. Disconnect between education content and industrial demand is one of the more prominent problems. Some schools fail to keep pace with industrial development in curriculum and teaching content, resulting in a gap between what students learn and the actual work demand. For example, in some traditional majors, the teaching content still focuses on the teaching of theoretical knowledge, while less involved in emerging technologies and processes, students need to spend a lot of time for retraining to adapt to the job requirements when they enter the enterprise after graduation. In addition, the problem of unbalanced distribution of educational innovation resources is also more obvious, with high-quality educational resources mainly concentrated in a few schools, while other schools are relatively weak. For example, some key colleges and vocational institutions have advanced teaching equipment, excellent teaching staff and rich practice bases, while some ordinary schools have a big gap in these aspects, leading to uneven results in educational innovation and affecting the improvement of the overall quality of education.

3. Third, The Construction of Synergistic Mechanism of Talent Support and Education Innovation in Jiangmen City under the Perspective of New Quality Productivity

3.1. Theoretical Basis of Synergistic Mechanism

1, System theory

System theory provides a basic framework for the construction of synergistic mechanism of talent support and education innovation in Jiangmen City. The theory regards talent support and education innovation as an organic whole, and emphasizes the interdependence and interaction between the elements within the system. In Jiangmen City, talent support covers the introduction, cultivation and use of talents, while education innovation involves the innovation of education and teaching concepts, methods and modes. The two do not exist in isolation, but are closely linked with the city's economic and social development, together constituting a complex system. For example, educational innovation can provide better talent resources for talent support, and talent support can provide practical foundation and power source for educational innovation. Through the perspective of system theory, the interrelationships and role mechanisms between the elements within the talent support and education innovation system in Jiangmen City can be comprehensively analyzed to lay a theoretical foundation for the construction of synergistic mechanisms.

2. Synergy theory

Synergy theory emphasizes the synergy between talent support and education innovation, and the optimization of the overall function of the system is achieved through synergy. In Jiangmen City, the government, enterprises, educational institutions and other parties, as an important part of the system, need to play their respective advantages and form synergy under the guidance of common goals. The government guides the development direction of talent support and education innovation by formulating policies and providing financial support; enterprises, as the main body of new quality productivity, participate in the process of talent support and education innovation, providing practice platforms and financial support; educational institutions improve the quality of talent cultivation by reforming the education and teaching mode and provide talent support for the development of new quality productivity. The synergy between all parties can effectively integrate resources, avoid duplication and waste of resources, realize the overall optimization of the talent support and education innovation system, and enhance the development level of new quality productivity in Jiangmen City.

3, Innovation theory

Innovation theory focuses on the role of educational innovation in promoting the development of talent support and new quality productivity, and explores the connotation, characteristics and realization path of innovation. In Jiangmen City, educational innovation is the key to cultivate talents adapted to the needs of new quality productivity development. Educational innovation includes not only the updating of teaching content, but also involves changes in teaching methods and educational models. For example, the reform of teaching methods such as project-based learning and flipped classroom in colleges and universities can stimulate students' interest in learning and innovation; vocational education institutions strengthen the integration of industry and education and carry out order-based talent training, which can improve the relevance and practicality of talent training. Educational innovation provides new ideas and methods for talent support, helps to cultivate more talents with innovative spirit and practical ability, and then promotes the development of new quality productivity. Through the guidance of innovation theory, Jiangmen City can better explore the realization path of educational innovation and provide a power source for the construction of synergistic mechanism of talent support and educational innovation.

3.2. Operational Elements of Synergistic Mechanism

1, Government policy guidance

The government plays an important role in guiding the synergistic mechanism of talent support and education innovation in Jiangmen City. Through the formulation of relevant policies, the government can clarify the development direction of talent support and education innovation, and provide policy support for the operation of the synergistic mechanism. For example, the government of Jiangmen City has introduced a series of talent introduction policies, such as providing housing subsidies and scientific research start-up funds to attract high-end talents to work in Jiangmen City; at the same time, the government has also formulated educational innovation policies to encourage educational institutions to carry out educational and teaching reforms and improve the quality of talent training. The implementation of

these policies provides a strong guarantee for the operation of the synergistic mechanism of talent support and education innovation in Jiangmen City. In addition, the government can also strengthen the communication and cooperation between various departments through the establishment of a coordination mechanism to form policy synergy and further promote the effective operation of the synergy mechanism.

2. Enterprise participation

As the main body of new quality productivity, enterprises have an irreplaceable role in the synergistic mechanism of talent support and education innovation in Jiangmen City. The participation of enterprises in the process of talent support and education innovation can provide a practical platform and financial support for the operation of the synergistic mechanism. For example, new energy automobile enterprises in Jiangmen City cooperate with universities to carry out scientific research projects, with enterprises providing practice bases and financial support, and universities providing scientific research power and talent resources. Through this cooperation model, enterprises can not only obtain technical support and talent reserves from universities, but also provide practice opportunities for university students, promoting the close integration of talent training and enterprise demand. In addition, enterprises can also participate in the professional settings of educational institutions, curriculum development and other aspects of education innovation to provide practical guidance and market demand information, and promote the deep integration of education and industry.

3. Reform of Educational Institutions

Educational institutions are the main position of talent cultivation, and bear an important mission in the synergistic mechanism of talent support and education innovation in Jiangmen City. Through the reform of education and teaching mode, educational institutions can improve the quality of talent training and provide strong talent support for the development of new quality productivity. For example, colleges and universities in Jiangmen City actively promote education and teaching reform, optimize the curriculum, increase the proportion of practical teaching, and cultivate students' innovation and practical ability; vocational education institutions strengthen the integration of industry and education, and cooperate with enterprises to carry out order-type talent training, so as to improve the relevance and practicality of talent training. The reform of educational institutions can not only improve the quality of talent training, but also provide new ideas and methods for educational innovation and promote the synergistic development of education and industry. In addition, educational institutions can also strengthen cooperation with enterprises, the government and other parties to form a collaborative education mechanism, and jointly cultivate talents to meet the needs of the development of new quality productivity.

4. Social intermediary organization services

Social intermediary institutions play an important role as a bridge and link in the synergistic mechanism of talent support and education innovation in Jiangmen City. By providing information consultation, technical support and other services for talent support and education innovation, social intermediary organizations can promote the operation of the synergistic mechanism. For example, human resource service organizations can provide recruitment, training, career planning and other services for talent support to help enterprises and talents realize accurate docking; scientific and

technological intermediary service organizations can provide technology transfer, achievement transformation and other services for education innovation to promote the deep integration of education and industry. The services of social intermediary organizations can not only improve the efficiency of talent support and education innovation, but also provide strong support for the operation of the synergy mechanism. In addition, social intermediary institutions can also strengthen cooperation with the government, enterprises, educational institutions and other parties to form a synergistic service network, and jointly promote the effective operation of the synergistic mechanism of talent support and education innovation in Jiangmen City.

3.3. The Operation Process of the Synergistic Mechanism

1, demand identification

Demand identification is the starting point for the operation of Jiangmen City talent support and education innovation collaborative mechanism. Through market research, enterprise feedback and other ways, we can accurately identify the demand for talents and education innovation in the development of new quality productivity. For example, Jiangmen City can understand the demand of enterprises for talents, including the number of talents, professional skills, innovation ability and other aspects of the demand through the research on new energy automobile, new generation of information technology and other emerging industries; at the same time, it can also understand the demand for educational innovation, including the updating of the teaching content, the reform of teaching methods, the construction of practice bases and other aspects of the demand through the communication with the educational institutions. The result of the demand identification will provide an important basis for the goal setting of the synergy mechanism to ensure that the operation of the synergy mechanism can meet the actual needs of the development of new quality productivity.

2, Objective Setting

According to the results of demand identification, Jiangmen City can set the goal of talent support and education innovation, and clarify the direction of synergistic development. Goal setting should be clear, measurable, achievable, relevant and time-bound to facilitate the implementation and evaluation of the synergy mechanism. For example, Jiangmen City can set a goal to train a certain number of professionals in the fields of new energy vehicles and new generation information technology in the next five years, to improve the education and teaching level of educational institutions, and to promote the development of new quality productivity. The results of the goal setting will provide a clear direction for the program implementation of the synergy mechanism and ensure that all parties can work around the common goal.

3. Program Implementation

Program implementation is the key link in the operation of the Jiangmen talent support and education innovation synergy mechanism. The government, enterprises, educational institutions and other parties should formulate implementation programs according to the objectives to carry out talent support and education innovation activities. For example, the government can introduce relevant policies and provide financial support to guide the development of talent support and education innovation; enterprises can participate in the professional setting and curriculum development of

educational institutions to provide practice platforms and financial support; educational institutions can reform the education and teaching mode, improve the quality of talent training and provide talent support for the development of new quality productivity. In the process of program implementation, all parties should strengthen communication and cooperation to form synergistic effects and ensure the effective operation of the synergistic mechanism.

4,Effective assessment

Effect evaluation is an important part of the operation of the synergistic mechanism of talent support and education innovation in Jiangmen City. Through the evaluation of the operating effect of the synergistic mechanism, we can summarize the lessons learned in a timely manner and provide a basis for optimizing the synergistic mechanism. The effect assessment should include the assessment of the effect of talent support, the effect of education innovation, and the effect of the development of new quality productivity. For example, the operational effect of the synergistic mechanism can be understood through the assessment of indicators such as the number of talents, the quality of talents, the innovation capacity of enterprises and the level of industrial development. The results of the effect assessment will provide an important reference for the optimization of the synergistic mechanism to ensure that the synergistic mechanism can constantly adapt to the needs of the development of the new quality productivity and continuously improve the level of the development of the new quality productivity in Jiangmen City.

4. Fourth, The Policy Analysis of The Synergy of Talent Support and Education Innovation in Jiangmen City under the Perspective of New Quality Productivity

4.1. National and Guangdong Province Relevant Policy Combing

1,National level

The state attaches great importance to the development of new quality productivity, talent cultivation and education innovation, and has issued a series of relevant policies. The Outline of the National Medium- and Long-Term Scientific and Technological Development Plan specifies the strategic objectives and key tasks of China's scientific and technological development, emphasizing the strengthening of the scientific and technological innovation system, the enhancement of independent innovation capability, and the provision of scientific and technological support for the development of new quality productivity. In terms of talent cultivation, it proposes to train and create a number of high-level innovative talents and highly skilled talents, and to strengthen the construction of innovative talents. The 14th Five-Year Plan for the Development of National Education focuses on education, proposing to deepen education reform, promote modernization of education, improve the quality of education, and cultivate socialist builders and successors who are all-rounded in morality, intelligence, physical fitness and aesthetics. The plan emphasizes strengthening the integration and development of vocational education and general education, promoting the integration of industry and education, school-enterprise cooperation, and cultivating high-quality skilled personnel to meet the needs of industrial development. These policies from the national level for

Jiangmen City, talent support and education innovation synergies provide macro-guidance and policy basis to guide Jiangmen City, in the process of development of new quality productivity, focusing on talent cultivation and education innovation, to promote industrial upgrading and economic transformation.

2,Guangdong Province Level

Guangdong Province has actively responded to national policies and formulated relevant policies and measures in light of the actual situation of the province. The Regulations on Science and Technology Innovation in Guangdong Province provide legal protection for the activities of science and technology innovation in Guangdong Province, clarifying the rights and obligations of the government, enterprises, scientific research institutions and other parties in science and technology innovation, and encouraging enterprises to increase investment in research and development, strengthen the cooperation between the industry, universities and research institutes, and improve the capability of independent innovation. The regulations propose the establishment of an enterprise-oriented, market-oriented, industry-university-research system for the deep integration of technological innovation, and promote the transformation of scientific and technological achievements into real productivity. The Regulations on Vocational Education in Guangdong Province, on the other hand, put forward requirements for the development of vocational education, such as optimizing the vocational education system, strengthening the docking between vocational education and industrial demand, and improving the quality of vocational education. The regulations encourage vocational colleges to cooperate with enterprises to carry out order-based training, modern apprenticeship and other talent training modes to improve the relevance and practicality of vocational education. These policies provide strong policy support for the development of new quality productivity, talent support and education innovation in Jiangmen City, and promote Jiangmen City to give full play to the role of talent and education in the process of industrial upgrading and economic transformation to achieve high-quality development.

4.2. Sorting out Relevant Policies in Jiangmen City

Jiangmen City has formulated specific implementation rules and supporting policies according to the policies of the state and Guangdong Province, providing policy guarantee for the synergy of talent support and education innovation. The "14th Five-Year Plan for Talent Development in Jiangmen City" specifies the objectives and tasks of talent development in Jiangmen City, and puts forward specific measures to strengthen the introduction, cultivation and use of talents, optimize the environment for talent development and improve the quality of talents. The plan emphasizes the need to focus on the development of new quality productivity needs, focus on the introduction and training of a number of high-level innovative talents, highly skilled personnel and shortage of professionals, for the development of new quality productivity in Jiangmen City, to provide strong support for talent. The "14th Five-Year Plan" for the development of education in Jiangmen City focuses on the field of education and puts forward the goals and measures of deepening education reform, improving the quality of education and strengthening the docking between education and industrial demand. The plan emphasizes the need to promote the

integration of vocational education, school-enterprise cooperation, and cultivate high-quality skilled personnel to meet the needs of industrial development; at the same time, universities are encouraged to carry out industry-university-research cooperation, and improve the ability of scientific and technological innovation and the quality of personnel training. In addition, Jiangmen City has also issued a series of talent policies and educational innovation policies, such as “Measures for the Introduction of High-level Talents in Jiangmen City” and “Implementation Plan for the Integration of Industry and Education in Vocational Education in Jiangmen City”, which provide specific policy support for the synergy of talent support and educational innovation.

4.3. Policy Implementation and Effect Evaluation

1. Policy implementation

Through the investigation of policy implementation, Jiangmen City has achieved certain results in the synergy of talent support and education innovation. The government has actively implemented relevant policies, increased investment in talent introduction and cultivation, and optimized the environment for talent development. For example, Jiangmen City has set up special funds for talent development to support talent introduction, training and innovation and entrepreneurship projects; at the same time, it has strengthened the safeguards for talent housing, medical care, children's education and other measures to improve the sense of access and sense of belonging of talents. Enterprises are also actively involved in talent support and education and innovation activities, cooperating with educational institutions to carry out industry-university-research projects, providing practice platforms and financial support. For example, some enterprises in Jiangmen City have cooperated with universities to establish internship and training bases, which provide practical opportunities for students and at the same time cultivate talents for enterprises. Educational institutions have also responded positively to the policy, strengthened education and teaching reforms, and improved the quality of talent training. For example, some colleges and universities in Jiangmen City have carried out reforms of teaching methods such as project-based learning and flipped classroom, which have improved students' interest in learning and innovation ability.

2. Evaluation of policy effect

The policy has played a positive role in promoting the synergy of talent support and education innovation in Jiangmen City. In terms of talent support, the number of talents in Jiangmen City has been increasing, the structure of talents has been gradually optimized, and the shortage of high-end talents has been alleviated. For example, through the implementation of high-level talent introduction program, Jiangmen City has introduced a number of high-end talents in the field of new energy vehicles, new generation of information technology, etc., which provides strong talent support for the development of new quality productivity. In terms of educational innovation, the educational and teaching reforms of educational institutions in Jiangmen City have achieved certain results, and the quality of talent cultivation has been improved. For example, some vocational institutions in Jiangmen City have delivered a large number of skilled talents for industrial development by carrying out modes such as industry-teaching fusion and order-based training, which has improved the match between education and industrial

demand. However, there are some problems in the process of policy implementation, such as insufficient policy publicity, policy implementation needs to be strengthened, and the synergistic effect of policies is not obvious enough. These problems affect the implementation effect of the policy, and need to further optimize the policy system, strengthen the policy implementation and improve the policy effect.

4.4. Policy Optimization Recommendations

1. Improve the policy system

According to the development needs of the new quality productivity, Jiangmen City should further improve the policies related to talent support and education innovation, and improve the systematicity and coordination of the policies. First, strengthen the top-level design of the policy, formulate a more systematic and comprehensive synergistic policy of talent support and education innovation, clarify the responsibilities and obligations of all parties, and form policy synergy. The second is to refine the implementation rules of the policy, formulate more specific and operable policy measures for different industries, different levels of talents and different educational institutions, and improve the pertinence and effectiveness of the policy. Third, strengthen policy synergy, establish a policy synergy mechanism involving the government, enterprises, educational institutions and other parties, strengthen policy communication and coordination, avoid policy conflicts and duplication, and improve the overall effect of the policy.

2. Strengthening policy implementation

Strengthen the supervision and management of policy implementation to ensure that the policy is effectively implemented. First, increase the policy publicity, through a variety of channels and ways, widely publicize the synergistic policy of talent support and education innovation, and improve the knowledge and influence of the policy. The second is to strengthen the implementation of the policy, establish and improve the supervision mechanism of policy implementation, strengthen the supervision and inspection of policy implementation, and timely discover and solve the problems existing in the process of policy implementation. Third, strengthening policy evaluation and feedback, regularly evaluating the effect of policy implementation, summarizing lessons learned in a timely manner, adjusting and optimizing policies according to the evaluation results, and improving the scientificity and effectiveness of policies.

3. Improving policy effects

By optimizing the content of the policy, improve the policy's role in promoting the synergy of talent support and education innovation, and promote the development of new quality productivity. First, optimize the talent policy, increase the introduction and cultivation of high-end talents, innovative talents and skilled talents, and improve the quality of talents and innovation ability. The second is to optimize education policy, strengthen the docking between education and industrial demand, promote education and teaching reform, and improve the quality of talent training. The third is to optimize the synergy policy, establish a synergy mechanism involving the government, enterprises, educational institutions and other parties, strengthen the sharing of resources and complementary advantages, and improve the synergy effect. By optimizing the content of the policy and improving the effect of the policy, we can provide more powerful talent support and intellectual support for the development of new quality productivity in Jiangmen City.

5. Case Study of The Synergy Between Talent Support and Education Innovation in Jiangmen City Under the Perspective of New Quality Productivity

5.1. Jiangmen City, Talent Support and Education Innovation Synergistic Practice Model

1, Government guidance

Jiangmen government plays a key role in guiding the synergy of talent support and education innovation. By formulating policies and providing financial support, it has pointed out the direction for the development of talent support and education innovation. For example, special funds for talent development have been set up to support talent introduction and cultivation programs, providing strong financial protection for attracting high-level talents in Jiangmen. At the same time, the introduction of educational innovation policies to encourage educational institutions to carry out educational and teaching reforms to improve the quality of talent training, providing talent support for the development of new quality productivity. The guiding role of the government is not only reflected in the policy and financial support, but also in the overall planning and coordination of the synergistic development of talent support and education innovation, which provides a strong guarantee for the operation of the synergistic mechanism of talent support and education innovation in Jiangmen City.

2, Enterprise participation

Enterprises in Jiangmen City are actively involved in talent support and education and innovation activities, providing impetus for the operation of the synergistic mechanism. Enterprises cooperate with universities to carry out industry-university-research projects, jointly cultivate talents, and provide practical platforms and financial support for students. For example, new energy automobile enterprises in Jiangmen City cooperate with universities to carry out scientific research projects, with enterprises providing practice bases and financial support, and universities providing scientific research power and talent resources. Through this mode of cooperation, enterprises can not only obtain the technical support and talent reserves of universities, but also provide practice opportunities for university students, promoting the close integration of talent training and enterprise demand. In addition, enterprises also participate in vocational education and training to improve the skill level of employees, providing a talent guarantee for the development of new quality productivity.

3, Reform of educational institutions

Educational institutions in Jiangmen City have improved the quality of talent cultivation through reforming the education and teaching model, which provides the basis for the operation of the synergy mechanism. Colleges and universities carry out reforms of teaching methods such as project-based learning and flipped classroom to stimulate students' interest in learning and innovation. For example, a university in Jiangmen City has introduced project-based learning in teaching, so that students can master professional knowledge and skills in the process of completing projects, and improve their practical ability and innovation ability. Vocational education institutions have strengthened the integration of industry and education and carried out order-

oriented personnel training, which has delivered a large number of skilled personnel for industrial development. For example, a vocational college in Jiangmen City has cooperated with a number of manufacturing enterprises to set up majors such as mold design and manufacturing, CNC technology, etc. Students are directly involved in the production projects of the enterprises in the course of their studies, and they can enter the cooperative enterprises to work after graduation, which realizes the seamless connection between the school and the enterprises.

5.2. Typical Cases of Synergy Between Talent Support and Education Innovation in Jiangmen City

1, Jiangmen Institute of Vocational Technology

Jiangmen Institute of Vocational Technology cooperates with a number of enterprises in Jiangmen City to carry out talent cultivation by integration of production and education. The college formulates talent training programs according to the needs of enterprises, students do internships and practical training in enterprises, and enter enterprises directly after graduation. This model effectively solves the problems of enterprise talent demand and student employment, and promotes the development of new quality productivity in Jiangmen City. For example, Jiangmen Institute of Vocational Technology cooperates with a new energy automobile enterprise in Jiangmen City to train new energy automobile technical talents. The college adjusts the curriculum and teaching content according to the needs of the enterprise, and the students have internship and practical training in the enterprise and enter the enterprise directly after graduation, realizing the seamless connection between the school and the enterprise. This talent cultivation mode of industry-education integration not only improves students' vocational skills and employment competitiveness, but also provides a stable supply of talents for enterprises and promotes the development of new quality productivity in Jiangmen City.

2, Jiangmen First Middle School

The First Middle School of Jiangmen City cooperates with colleges and universities to carry out innovative education programs, introduces high-quality educational resources from colleges and universities, and carries out science and technology innovation courses and competitions. Students participate in scientific research projects and competitions under the guidance of university teachers, which improves their innovation ability and comprehensive quality. This model has cultivated a large number of innovative talents for Jiangmen City and promoted the development of new quality productivity. For example, the First Middle School of Jiangmen City cooperates with South China University of Technology to carry out science and technology innovation courses and competitions. Under the guidance of teachers from South China University of Technology, students participate in scientific research projects and competitions to improve their innovative ability and comprehensive quality. This innovative education model not only cultivates students' innovative thinking and practical ability, but also cultivates a large number of innovative talents for Jiangmen City and promotes the development of new quality productivity.

5.3. Jiangmen City, Talent Support and Education Innovation Synergistic Experience Summary

1, Government guidance is the key

Jiangmen government guides the development of talent support and education innovation by formulating policies and providing financial support, which provides a strong guarantee for the operation of the synergy mechanism. The guiding role of the government is not only reflected in the policy and financial support, but also in the overall planning and coordination of the synergistic development of talent support and education innovation. For example, the Jiangmen Municipal Government has set up special funds for talent development to support talent introduction and cultivation programs, which provides a strong financial guarantee for attracting high-level talents in Jiangmen. At the same time, the introduction of educational innovation policies to encourage educational institutions to carry out educational and teaching reforms to improve the quality of talent training, providing talent support for the development of new quality productivity.

2, Enterprise participation is the driving force

Enterprises in Jiangmen City actively participate in talent support and educational innovation activities, provide practice platforms and financial support, and provide impetus for the operation of the synergy mechanism. Enterprises cooperate with universities to carry out industry-university-research programs, jointly cultivate talents, and provide practice platforms and financial support for students. For example, new energy automobile enterprises in Jiangmen City cooperate with universities to carry out scientific research projects, with enterprises providing practice bases and financial support, and universities providing scientific research power and talent resources. Through this mode of cooperation, enterprises can not only obtain the technical support and talent reserves of universities, but also provide practice opportunities for university students, promoting the close integration of talent training and enterprise demand. In addition, enterprises are also involved in vocational education and training, improve the skill level of employees, for the development of new quality productivity to provide a talent guarantee.

3, the reform of educational institutions is the foundation

Educational institutions in Jiangmen City have provided the basis for the operation of the synergy mechanism by reforming the education and teaching mode and improving the quality of talent training. Colleges and universities carry out reforms of teaching methods such as project-based learning and flipped classroom to stimulate students' interest in learning and innovation. For example, a university in Jiangmen City has introduced project-based learning in teaching, so that students can master professional knowledge and skills in the process of completing projects, and improve their practical and innovative abilities. Vocational education institutions have strengthened the integration of industry and education and carried out order-oriented personnel training, which has delivered a large number of skilled personnel for industrial development. For example, a vocational college in Jiangmen City has cooperated with a number of manufacturing enterprises to set up majors such as mold design and manufacturing and numerical control technology, etc. Students are directly involved in the production projects of the enterprises in the course of their studies, and they can

enter the cooperative enterprises after graduation, thus realizing a seamless connection between the school and the enterprises.

6. Sixth, Optimize the New Quality Productivity Perspective of Jiangmen City, Talent Support and Education Innovation Synergy Mechanism of The Strategic Recommendations

6.1. Improve the Policy Support System

1, Develop targeted policies

Jiangmen City should formulate targeted talent support and education innovation policies according to its own new quality productivity development needs. First of all, in-depth research on the key areas and key links of the development of new qualitative productivity, to clarify the type, quantity and quality requirements of talent demand, as well as the direction and goals of education and innovation. For example, for new energy automobile, new generation information technology and other emerging industries, formulate special talent introduction and cultivation policies, and give housing subsidies, scientific research start-up funds and other support to talents in related fields, while encouraging colleges and vocational schools to offer related professional courses to strengthen talent training. Secondly, combined with the actual situation of industrial development in Jiangmen City, formulate differentiated education and innovation policies. For the transformation and upgrading of traditional industries, encourage educational institutions to carry out targeted training and education and innovation activities to improve the skill level and innovation ability of industrial workers. In addition, pay attention to the cutting-edge trends in the development of new quality productivity and the dynamics of technological innovation, adjust and improve policies in a timely manner to ensure the timeliness and effectiveness of policies.

2. Strengthen policy coordination

Strengthen the coordination between national, provincial and municipal policies to form policy synergy. First of all, in-depth study of the national and Guangdong Province on the development of new quality productivity, talent training and education and innovation policies, combined with the actual situation in Jiangmen City, to formulate specific implementation rules and supporting policies, to ensure the effective implementation of national and provincial policies in Jiangmen City. For example, according to policies such as the National Medium- and Long-Term Scientific and Technological Development Plan Outline and the Guangdong Provincial Regulations on Scientific and Technological Innovation, formulate a special plan for scientific and technological innovation and talent cultivation in Jiangmen City, and clarify the goals and tasks of Jiangmen City in the development of new quality productivity. Secondly, establish a policy coordination mechanism, strengthen communication and coordination with relevant departments of the state and Guangdong Province, provide timely feedback on the implementation of policies and problems, and strive for support from the state and the province in terms of policies, funds and projects. At the same time, strengthen cooperation and exchanges with neighboring cities, learn from advanced experience, and jointly promote the development of regional

new quality productivity. In addition, focus on the systematic and coordinated nature of the policy, avoid policy conflicts and duplication, and improve the overall effect of the policy.

3. Improve policy implementation

Strengthen the supervision and management of policy implementation to ensure that policies are effectively implemented. First of all, establish a sound policy implementation supervision mechanism, clarify the main body of supervision, supervision content and supervision methods, and strengthen the supervision and inspection of policy implementation. For example, a policy implementation supervision group has been set up to regularly inspect and assess the implementation of policies, so that problems in policy implementation can be discovered and corrected in a timely manner. Secondly, policy publicity and interpretation should be strengthened to enhance policy awareness and transparency, so that enterprises and educational institutions can fully understand the content and requirements of the policy and actively participate in its implementation. For example, the policy is publicized to enterprises and educational institutions and questions are answered through the organization of policy seminars and the release of policy interpretation documents. At the same time, a feedback mechanism for policy implementation has been established to collect timely comments and suggestions from enterprises and educational institutions on policy implementation, and to adjust and improve the policy based on the feedback. In addition, the performance evaluation of policy implementation is strengthened, and the effect of policy implementation is incorporated into the performance evaluation indexes of government departments and relevant personnel, so as to incentivize the main body of policy implementation to actively perform its duties and improve policy implementation.

6.2. Strengthening the Main Position of Enterprises

1. Encourage the participation of enterprises

Encourage enterprises in Jiangmen City to actively participate in talent support and education and innovation activities, and provide practice platforms and financial support. First of all, formulate incentive policies to give tax concessions, financial subsidies and other support to enterprises involved in talent support and education innovation, so as to reduce the cost of enterprise participation. For example, a certain percentage of tax breaks or financial subsidies will be given to enterprises that cooperate with colleges and vocational schools in talent training and educational innovation. Secondly, strengthen the communication and cooperation between enterprises and educational institutions, and establish a feedback mechanism for enterprise demand, so that educational institutions can timely understand the talent demand and technological innovation demand of enterprises and provide accurate talent training and educational innovation services for enterprises. For example, regular docking meetings between enterprises and educational institutions are organized to build a communication platform between enterprises and educational institutions. At the same time, enterprises are encouraged to set up practice bases to provide students with internship and practical training opportunities, so as to improve students' practical ability and employment competitiveness. In addition, support enterprises to carry out technological innovation and R&D investment to improve their innovation ability and core

competitiveness, and provide impetus for the development of new quality productivity.

2. Promote cooperation between enterprises and educational institutions

Promote cooperation between enterprises and educational institutions in Jiangmen City to jointly carry out talent training and educational innovation activities. First of all, establish an industry-university-research cooperation alliance to strengthen the cooperation and exchange between enterprises and educational institutions to realize resource sharing and complementary advantages. For example, enterprises are organized to carry out joint scientific research projects, technological innovation and talent training activities with colleges and universities and vocational colleges, so as to promote the in-depth integration of industry, academia and research. Secondly, enterprises and educational institutions are encouraged to jointly formulate talent training programs, adjust the professional settings and course contents of educational institutions according to the needs of enterprises, and improve the relevance and practicality of talent training. For example, enterprises participate in the development of teaching programs, curriculum design and the preparation of teaching materials in educational institutions to ensure that the content of education is in line with the actual needs of enterprises. At the same time, enterprises and educational institutions are supported to jointly build practice bases and innovation platforms, providing enterprises with venues for technology research and development and talent training, and educational institutions with platforms for practical teaching and scientific research and innovation. In addition, the exchange of personnel between enterprises and educational institutions is strengthened to promote knowledge sharing and technological innovation between enterprises and educational institutions.

3. Improve the innovation ability of enterprises

Through policy guidance and financial support, improve the innovation ability of enterprises in Jiangmen City and provide impetus for the development of new quality productivity. First of all, formulate enterprise innovation support policies, and give financial subsidies, tax incentives and other support to enterprises that carry out technological innovation and R&D investment, so as to encourage enterprises to increase innovation investment. For example, set up special funds for enterprise innovation to provide financial support for innovation projects carried out by enterprises. Secondly, strengthen the cooperation between enterprises and universities and scientific research institutions, and establish a mechanism for cooperation between industry, academia and research, so as to promote technological innovation and transformation of enterprises' achievements. For example, enterprises are organized to carry out scientific research projects with universities and scientific research institutions to promote the transformation of scientific and technological achievements into productivity. At the same time, support enterprises to establish innovation platforms, such as enterprise technology centers, engineering technology research centers, etc., to improve the innovation ability and core competitiveness of enterprises. In addition, it strengthens the construction of innovative talent teams in enterprises, and improves their innovative capacity and technological level through the introduction and cultivation of innovative talents.

6.3. Deepening the Reform of Educational Institutions

1. Optimize the content of education

Optimize the content of education and improve the quality of talent cultivation according to the needs of the development of new quality productivity in Jiangmen City. First of all, strengthen the docking between education content and industrial demand, and adjust the professional settings and course contents of educational institutions according to the key areas and key links of the development of new quality productive forces. For example, for new energy automobile, new generation information technology and other emerging industries, relevant specialized courses are opened to strengthen talent training. Secondly, focus on practical teaching, increase the proportion of practical teaching, and improve students' practical ability and innovation ability. For example, strengthen the practical teaching links such as experiments, internships and practical training, so that students can master professional knowledge and skills in practice. At the same time, innovation and entrepreneurship education is strengthened to cultivate students' innovative consciousness and entrepreneurial ability. For example, innovation and entrepreneurship courses are offered and innovation and entrepreneurship practical activities are carried out to provide students with platforms and opportunities for innovation and entrepreneurship. In addition, pay attention to the cutting-edge trends of the development of new quality productivity and the dynamics of technological innovation, update the educational content in a timely manner, and ensure that the educational content is forward-looking and practical.

2. Innovative Education Mode

Innovative education and teaching modes are adopted, such as project-based learning and flipped classroom, to stimulate students' learning interest and innovation ability. First of all, promote project-based learning, so that students can master professional knowledge and skills in the process of completing the project, and improve students' practical ability and innovation ability. For example, actual projects of enterprises are introduced into teaching, so that students can participate in the design, implementation and evaluation of the projects to cultivate their teamwork and problem-solving abilities. Secondly, the implementation of flipped classroom allows students to master the basic knowledge through independent learning before class, and discuss, exchange and participate in class to improve students' learning effect and participation. For example, teachers provide teaching videos, courseware and other learning materials before class, students learn independently before class, and group discussions, case studies and other activities are conducted in class. At the same time, the integration of information technology and education and teaching has been strengthened, and resources such as online teaching platforms and online courses have been utilized to carry out online and offline blended teaching to improve teaching effectiveness and efficiency. In addition, educational institutions are encouraged to carry out education and teaching reform pilots, explore innovative education and teaching models, and provide experience and reference for education reform.

3. Strengthening Teacher Training

Strengthen the construction of the faculty and improve the teaching level and scientific research ability of teachers. First of all, strengthen teacher training, formulate teacher training

plan, regularly organize teachers to participate in training and learning, and improve teachers' professionalism and teaching ability. For example, organize teachers to participate in teaching method training, professional skills training and other activities to improve their teaching level and practical ability. Secondly, outstanding talents are introduced and preferential policies are formulated to attract outstanding talents to teach in educational institutions and improve the overall quality of the teaching force. For example, the introduced high-level talents are given support such as housing subsidies and scientific research start-up funds. At the same time, it strengthens teachers' scientific research capacity, encourages them to carry out scientific research activities, and improves their scientific research level and innovation ability. For example, a special fund for teachers' scientific research has been set up to support teachers in carrying out scientific research projects. In addition, it strengthens the construction of teachers' professional ethics, improves teachers' professional ethics and sense of responsibility, and establishes a good image of teachers.

7. Promote the Construction of Synergistic Platforms

7.1. Build Synergistic Platform

Construct a synergistic platform with the participation of the Jiangmen government, enterprises, educational institutions and other parties to promote the synergistic development of talent support and educational innovation. First of all, clarify the function and positioning of the synergy platform. The synergy platform should have the functions of information release, resource sharing, cooperation and exchange, and provide convenient services for all parties. For example, the synergistic platform can release talent demand information, educational innovation achievements, etc., and promote information exchange and resource sharing among all parties. Secondly, strengthen the construction and management of the collaborative platform, establish and improve the management system and operation mechanism of the collaborative platform to ensure the normal operation of the collaborative platform. For example, formulate the use norms and information release rules of the collaboration platform, and strengthen the supervision and management of the collaboration platform. At the same time, focus on the user experience of the collaboration platform, optimize the interface design and function layout of the collaboration platform, and improve the use effect and satisfaction of the collaboration platform. In addition, strengthen the security of the collaboration platform and take effective security measures to protect the information security and user privacy of the collaboration platform.

7.2. Strengthen Information Sharing

Strengthen information sharing on the collaboration platform to improve the efficiency of collaboration. First of all, establish an information sharing mechanism, clarify the content, mode and process of information sharing, and ensure that all parties can obtain the required information in a timely manner. For example, the synergy platform can regularly release talent demand information and educational innovation achievements, etc., which can be queried and used by all parties according to their own needs. Secondly, the management and supervision of information sharing should be strengthened to ensure the authenticity and accuracy of

information. For example, the collaborative platform can audit and manage the released information to prevent the spread of false and misleading information. At the same time, it focuses on the evaluation of the effect of information sharing, regularly evaluates and gives feedback on the effect of information sharing, and adjusts and optimizes the information sharing mechanism according to the evaluation results. In addition, strengthen the technical support for information sharing and utilize information technology means to improve the efficiency and convenience of information sharing.

7.3. Improve the Synergy Mechanism

Improve the synergistic mechanism on the synergistic platform to ensure the effective development of synergistic activities. First of all, establish the organization and coordination mechanism of synergistic activities, make clear the organization main body of synergistic activities, the participating objects and the activity process, and ensure the orderly implementation of synergistic activities. For example, the synergistic platform can organize activities such as docking meetings between enterprises and educational institutions, and industry-university-research cooperation project fairs to promote cooperation and communication among all parties. Secondly, strengthen the management and supervision of synergistic activities to ensure the quality and effect of synergistic activities. For example, the synergistic platform can track and evaluate the synergistic activities, and discover and solve the problems existing in the synergistic activities in time. At the same time, it focuses on the sharing and transformation of the results of synergistic activities, establishes a mechanism for the sharing and transformation of the results of synergistic activities, and promotes the application and promotion of the results of synergistic activities. In addition, the publicity and promotion of synergistic activities should be strengthened to enhance the visibility and influence of synergistic activities and attract more parties to participate in synergistic activities.

8. Conclusion and Prospect

8.1. Summary of Research Conclusions

By analyzing the practice mode and experience of talent support and education innovation synergy in Jiangmen City, this study reveals the role of talent support and education innovation synergy in promoting the development of new quality productivity. Jiangmen City has achieved certain results in the synergy of talent support and education innovation, which are mainly reflected in the following aspects: the government has guided the development of talent support and education innovation by formulating policies and providing financial support, which provides a strong guarantee for the operation of the synergy mechanism; enterprises actively participate in the activities of talent support and education innovation by providing practice platforms and financial support, which provides a Enterprises actively participate in talent support and education innovation activities, provide practice platforms and financial support, and provide the basis for the operation of the synergistic mechanism. For example, Jiangmen Vocational and Technical College has cooperated with many enterprises in Jiangmen City to carry out talent cultivation by integration of industry and education, which has effectively solved the problems of enterprise talent demand and students' employment, and

promoted the development of new-quality productive forces in Jiangmen City; the first middle school in Jiangmen City has cooperated with universities to carry out innovative education programs, which has cultivated a large number of innovative talents and promoted the development of new-quality productive forces.

However, there are still some problems in the synergy of talent support and education innovation in Jiangmen City, such as the lack of policy implementation, insufficient participation of enterprises, and incomplete reform of educational institutions. These problems affect the operating effect of the synergy mechanism and require further optimization of the synergy mechanism. Optimizing the synergy mechanism can improve the development level of new quality productivity in Jiangmen City, and provide a lesson and reference for other cities in Guangdong Province. By improving the policy support system, strengthening the main position of enterprises, deepening the reform of educational institutions, and promoting the construction of synergy platforms and other strategies, the effect of synergy between talent support and educational innovation in Jiangmen City can be further enhanced, promoting the development of new quality productivity and improving the competitiveness of the city.

8.2. Research Shortcomings and Prospects

There are some shortcomings in this study, such as the limited scope of the study and the research methodology needs to be improved. The scope of the study mainly focuses on Jiangmen City and fails to cover other cities in Guangdong Province, and the representativeness and typicality of the sample needs to be further improved. The research method mainly adopts case study and literature research, lacking empirical research and quantitative analysis, and the scientificity and reliability of the research results need to be further verified. In the future, the scope of the study will be further expanded to cover more cities in Guangdong Province to improve the representativeness and typicality of the sample. At the same time, more advanced research methods, such as empirical research and quantitative analysis, will be used to explore in depth the optimization strategy of the synergistic mechanism of talent support and education innovation under the perspective of new quality productivity, so as to provide more theoretical support and practical guidance for the development of Jiangmen City and other cities.

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