

Analysis on the Current Situation and Path of Revitalization of Rural Talents in Hainan Province

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Abstract: When it comes to the revitalization of the countryside, talents are inevitably needed. Talent revitalization can achieve the development of the countryside. Similarly, the revitalization of the countryside can also attract talents. The two are complementary to each other. However, at present, the countryside of Hainan Province is relatively backward, and most of the imported talents are concentrated in the cities and towns. This paper takes the backward villages in Hainan Province as the research objects, and studies the current situation of rural talents in the city in detail through a literature review, data analysis, field survey, and interview, searching for the existing problems. According to the survey, Hainan Province currently suffers from a shortage of talents, an imperfect talent training mechanism, insufficient attraction of foreign talents, and a weak management ability of village cadres. Meanwhile, countermeasures such as improving the talent training system, exploring and attracting talents in all aspects, and providing employment and entrepreneurial opportunities are proposed. The development of the countryside still needs to focus on the leading industries of Hainan Province, cultivate local talents, attract foreign talents, and make efforts to improve the quality of the talent team.

Keywords: rural revitalization, talent revitalization, current situation of rural talent

1. Introduction

According to the seventh national census in 2021, the rural population is about 510 million, accounting for 36.11% of the total population of China. However, due to the vicious circle formed by the poor rural environment, low agricultural income, and the loss of rural talents, many villages and towns have become "hollow villages". The total number of rural talents is insufficient, the structure of talents is unreasonably distributed, and the comprehensive quality is low. There are a number of problems need to be solved. The implementation of the rural revitalization strategy can fundamentally solve the problems plaguing the "three rural areas" in China. How to use policies and mechanisms to encourage talents from all walks of life to see the hope of the countryside and to build a stage for them to display their talents is the key to realizing the real "attracting talents to the countryside".

This is also happening in Hainan Province. Due to the lack of talents, it is impossible to carry out the relevant work comprehensively, not to mention the task of rural revitalization at a high level. Although there are quite a lot of studies on rural revitalization in Hainan Province, up to now there is no study on enhancing the rural revitalization in Hainan Province from the aspect of talents. The

problem of rural revitalization on talents is the result of the overlapping of many factors and the recurrence of long-term cycles. To solve this problem, it is necessary to identify the significant changes in the demand for talents, focus on the specific paths to attract rural talents, and ease the bottlenecks in the process of cultivating local talents. Through the study of typical rural revitalization cases, this paper summarizes the outstanding problems existing in the development of rural talent revitalization in Hainan Province and proposes corresponding measures.

2. Current Status of Rural Revitalization in Hainan

In terms of economy, Hainan Province is promoting the integration of agriculture and tourism industries by deepening the structural reform on the supply side. According to the "Statistical Bulletin of National Economic and Social Development of Hainan Province in 2021" released by the Bureau of Statistics of Hainan Province, the province's gross regional product in 2021 was 647.520 billion yuan, an increase of 11.2% over the previous year based on the unified accounting of the National Bureau of Statistics. Among them, the added value of the primary industry was 125.444 billion yuan, up 3.9%; the added value of the secondary industry was 123.880 billion yuan, up 6.0%; the added value of the tertiary industry was 398.196 billion yuan, up 15.3%. In terms of ecological environment, Hainan Province vigorously promotes the construction of beautiful countryside. In recent years, Haikou has integrated red tourism resources, strengthened supporting facilities, and increased planning efforts. Relying on the blue sky and the sea, Haikou skillfully uses "red" to make "green", and embellishes "blue", thus coming out with a different path of rural revitalization [1].

Hainan Province is conscientiously implementing various support measures to achieve full poverty eradication in early 2021. At the same time, in transportation, network and other public services, the government has increased investment to improve infrastructure construction. In recent years, Hainan Province has successively issued the documents on the implementation of rural revitalization. It has been mentioned several times in the documents that there is a need to strengthen the construction of the talent team for rural revitalization. At present, the action of cultivating rural talents in Hainan Province is being carried out in an orderly manner. For example, the "double education and double rotation training" education project has been implemented to encourage rural party members and the public to receive in-depth education, the group assistance is advocated to be carried out in talents of medical and educational fields, and the creation of a youth alliance is encouraged for rural revitalization [2]. At the same time, the government has also selected and assigned more than 8,000 task-force members of rural revitalization to cover all townships to help rural development.

3. Problems of Talent Revitalization in Hainan

During the process of implementing rural revitalization, talent cultivation and attraction has gradually gained the attention of the government. Although monumental achievements have been made, it also faces many dilemmas.

3.1. Insufficient Talents and Unreasonable Structure

Hainan Province has introduced the "Million Talents into Hainan Action Plan" since the announcement of its establishment as a free trade zone in 2018. From April 2018 to April 2022, a total of 439,000 talents will be introduced into the province. However, these talents are mainly concentrated in urban areas such as Haikou and Sanya [3]. Talents dedicated to rural construction are still scarce and insufficient to meet the needs of rural revitalization. At present, most of the villages are old people and women and children, showing an aging trend and low cultural quality.

According to the third agricultural census in 2016, most of the agricultural production and operation personnel in Hainan Province are graduated from junior high schools and elementary schools, accounting for 60.6% and 23.0%, respectively [4]. The unbalanced and unreasonable talent structure leads to the limitation of rural industrial development. At present, the development of Hainan's countryside is still dominated by traditional farming, animal husbandry, and fishery, with a low industrial added value and low incomes for villagers.

3.2. Inadequate Training Mechanism for Rural Talents

Hainan's cities and counties organize departments to send the backbone of rural construction to attend the "double degree" education project [5]. Wu Xiaoyun's local talent training survey report shows that only 45% of students have participated in other relevant rural talent training. This proportion indicates that the coverage of Hainan's rural talent training is narrow, the frequency is low, and the length is short. The data shows that 45% of students have attended only one type of training; 30% have attended two; and only 19% have attended more than three.

The training effect is not as expected and the biggest problem lies in that the training curriculum does not adapt to the needs of rural development. At present, Hainan rural talent training content is mainly about breeding technology and grassroots management knowledge. Although this is in line with the main content of national suggestion, but it is not well enough to meet the current urgent needs of talents in Hainan. In Wu Xiaoyun's survey, respondents believe that agricultural production and management talents, rural governance talents (especially village party organization leaders), and agricultural and rural science and technology talents (especially agricultural and rural science and technology innovation talents) are the most urgently needed talents. Besides, the level of education is uneven. There are party and government personnel with higher education and farmers without higher education. Lecturers teach in a generalized way, without considering the learning base as well as the needs of the trainers, failing to be precise to individuals. Moreover, the teaching methods are single, with very few practical or experiential activities and poor interactivity. In addition, the shortage of funds and unreasonable mechanisms lead to problems such as not being able to hire professionals [6]. Through investigation, there are also many highly motivated people who miss the training because of countless chores at home or insufficient publicity. On the other hand, some people only participated in the training because the government would issue subsidies.

In general, the quality of training courses for rural village talents in Hainan Province is low, and this has led to low participation, weak initiative, and a lack of motivation of the public.

3.3. Weak Management Capacity of Village Cadres

Grassroots cadres are the key to promoting rural revitalization. Therefore, in the process of rural revitalization, it is necessary to improve the organization and management system of villages. It is essential to form a "two-committee team" with strong ability to be the leader of villagers and lead them to common prosperity. At present, there are shortcomings in infrastructure, living environment, and public services in rural areas of Hainan Province [7]. However, the interviews revealed that the grassroots cadres in Hainan Province at this stage are not well educated and lack leadership skills in rural construction. Most cadres overly rely on their past experiences and do not know how to combine their strengths in various aspects to innovate governance. Secondly, the grassroots cadres are old, and their ideas cannot keep up with the time. With the development of urbanization, most young people choose to go to the cities to get more income. The cadres and the masses are mostly old people who are slow to accept new things, which is not conducive to rural construction [8]. In addition, rural revitalization involves a wide range of areas and heavy tasks. However, the number of cadres is small, which leads to an increased workload. Most of the work is

completed to a low degree and only stays on the surface without being put into practice. As a result, the public has misunderstandings about the cadres, such as "inaction", and the cadres feel that their work experience is poor. What is more, the economic development of the countryside is relatively backward, and there are not enough funds, policies, information, etc. to support the construction of the countryside. In general, the rural cadres lack the career achievement and development, so their attractiveness to talents is not strong enough.

4. Solutions

The countryside is limited by the environment, resources and other factors, resulting in the dilemma that talents and economy cannot develop rapidly. Although because of the policy, some talents will be sent to the countryside to participate in the work, such methods can only be said to be a reprieve after all, without solving the problem of scarcity of talents from the root. Therefore, the countryside needs to deeply cultivate local talents and encourage talented people to return to their hometowns to start businesses. By reasonably introducing talents, a strong talent team can be built for rural revitalization.

4.1. Improving Talent Training System and Cultivating Talents Scientifically

There is a need to establish a database of township talents. It is necessary to take townships as units to invite enthusiastic talents to return to their hometowns to participate in rural construction and absorb their suggestions. At the same time, it is also necessary to know the skills of workers who go out to work and attract these people to return to their hometowns to engage in production and business through preferential policies.

In terms of the talent training system, the respondents believe that the current rural training work in Hainan lacks unified and standardized management, the training contents are duplicated, and some training management is confusing. They hope that the Rural Revitalization Bureau will coordinate the whole rural talent training work. It is necessary to improve the training mechanism and support the corresponding incentive measures. For example, setting up training contents that meet the needs of the public, issuing subsidies and certificates of completion, etc. In terms of teachers, the concept of "talent sharing" can be promoted, which means to play their value rather than tie them up. At the same time, the township needs to create a strong atmosphere, so that learning can become a habit. Moreover, the university education and social resources should be made good use of to learn and enhance the ability of solving practical problems, so that a precise, multi-level, and diversified local talent training system can be built.

4.2. Discovering and Attracting Talents in All Aspects

Countryside construction needs to build up a strong talent team from all aspects. Although the government has formed village revitalization cadres, factors such as short tenure, unfamiliarity, and low recognition can lead to little effect. Under such circumstances, localities should broaden the selection channels of village cadres and focus on selecting village cadres from the capable young people who have returned to their hometowns and those who are working and doing business. By looking for local talents who are "born in the countryside, grow up in the countryside, and love the countryside", a team of talents who can stay and be relied on will finally be created.

4.3. Building a Platform to Provide Employment and Business Opportunities

Talent people's affection to hometowns can be used as a bond to encourage them to serve the rural revitalization in various ways. According to the data of the survey report on employment and

entrepreneurship of rural youths returning to their hometowns, 53.89% of them are willing to stay in the countryside for a long time [9]. This indicates that more and more youths are willing to join the construction of the countryside. However, if there are no development opportunities, they will not stay for a long time. This requires townships to vigorously develop special local industries and actively cooperate with enterprises, especially the leading enterprises, so that they can play a leading operation in the countryside. Second, it is important to strengthen infrastructure construction and build a comfortable living environment [10]. In addition, the rural revitalization can also cooperate with universities. With the advantage of its own resources, villages can build a science and technology platform, where the academic research of colleges and universities can combine with actual practice and realize the transformation of scientific and technological achievements.

5. Conclusion

At present, the construction of the free trade port in Hainan Province has just started, and the comprehensive promotion of rural revitalization is also being implemented gradually. To conclude, in response to the current problems of insufficient talents, unprosperous industries, a lack of corresponding training, weak leadership, and unsupportive policies, Hainan Province should enhance the attractiveness of the countryside to high-quality talents, cultivate practical talents, and formulate relatively precise talent attraction strategies with local characteristics, so that talents who are interested in joining the rural revitalization construction will come one after another.

Moreover, the findings and proposed measures mentioned in this paper are rather general. Each village needs to make some adjustments based on the general direction and at the same time for its own peculiarities. Besides, the definition of rural talents is unclear in the academic community. In this paper, the author uses a broader definition and considers talents as those who have certain knowledge and skills to actively serve the countryside and promote its development in various aspects.

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