

The Realistic Dilemma and Countermeasures of Talent Revitalization under the Background of Rural Revitalization——Taking the Construction of Rural Talent Team in Youxian District, Mianyang City as an Example

Yangfeiying Xiao

School of Marxism, Southwestern University of Finance and Economics, Chengdu, Sichuan, 611130, China

Abstract: Talent is the key factor for rural revitalization. Since the implementation of the rural revitalization strategy, General Secretary Xi Jinping has repeatedly emphasized the important role of talents in the rural revitalization strategy. The development of rural agriculture requires not only financial policies, but also a large number of rural talents. But the reality is that the brain drain in rural areas is serious, which greatly affects the further development of agriculture and rural areas. Youxian District of Mianyang City firmly establishes the idea that talents are the first resource, focuses on solving the problem of talent shortage in rural development, adheres to the guidance of talent revitalization policies, and strengthens talent support through measures such as improving talent incentives, talent training, talent referrals, and policy guarantees. Comprehensively promote rural revitalization to gather talents and wisdom.

Keywords: Rural revitalization; talent revitalization; realistic dilemma; countermeasures and suggestions

1. Introduction

The Nineteenth National Congress of the Communist Party of China proposed to implement the rural revitalization strategy and take the road of rural revitalization. Taking the road of rural revitalization requires intellectual support of all kinds of agricultural talents. Talents are the first and key elements, and they are an important force for advancing various undertakings of rural revitalization. At present, there are many problems in the revitalization of rural talents in China. In order to better promote the development of rural revitalization, it is necessary to pay special attention to remove obstacles for the cause of rural revitalization. Based on the research on the construction of rural talent teams in Youxian District, Mianyang City, this research report summarizes the important role and existing problems of rural talents in rural revitalization in my country, and puts forward relevant countermeasures and suggestions.

2. Measures for the construction of rural talent teams in Youxian District, Mianyang City

2.1. Guided by policies, guide all kinds of talents to gather in the countryside

Youxian District, Mianyang City has strengthened policy guidance and actively built a policy system for the construction of rural talent teams. It has successively formulated and issued the "Four Action Plans of Youxian District to Accelerate the Promotion of "Strengthening Town with Talents" and the Implementation Plan of Youxian District's "Science and Technology Talent Attraction Action" ""Youxian District Talent Work Pioneer Area Creation Plan", "Eight Support Policies for Encouraging Talent Innovation and Entrepreneurship", "Youxian District "Fu Le Excellent Talents" Cultivation Plan Implementation Measures (Trial)" provides a strong institutional guarantee for promoting the construction of rural talent teams, clearly guide all kinds of talents to the grass-roots front-line innovation and entrepreneurship policy support, and through the recruitment of urgently needed talents, target talents for key industries such as academic research, medical care, cultural tourism, etc., and effectively play the

role of policies in guaranteeing and leading the revitalization of talents.

2.2. Combining "inviting in" and "going out" to increase rural talent training

Shengli Village, Youxian District, Mianyang City has changed the past traditional indoctrination-style talent cultivation model and insisted on combining "inviting in" and "going out". For a long time, Shengli Village has invited a number of experts and professors from inside and outside the province to teach students advanced knowledge and experience in modern agricultural technology, agricultural policy interpretation, "Internet + smart agriculture", farmers' quality and the rule of law. In addition, Shengli Village has also built a field research base for rural revitalization talents in Youxian District, focusing on the actual needs of rural development. Based on the basic knowledge and basic abilities required for performing duties, the knowledge of rural revitalization, rural tourism, and industrial development is included in the training content. , do a good job in the training of cadres to improve their work ability, fill in the knowledge gaps, experience blind spots, and weak abilities of cadres in the implementation, promotion of reform, and development, and focus on cultivating and building a team with both political integrity and ability, in line with the requirements of market economic development, A team of high-quality cadres with excellent work style. At the same time, Youxian District of Mianyang City also established strategic cooperative relations with Southwest University, Sichuan Academy of Agricultural Sciences, Mianyang Academy of Agricultural Sciences and other colleges and universities. While inviting experts to guide the work of agriculture, rural areas and farmers, it also sent students to relevant colleges and universities to learn modern agricultural technology and management experience.

2.3. Referring back to "the phoenix returning to the nest" and giving full play to the positive role of Xinxiang sages in rural construction

Youxian District, Mianyang City actively explores and implements the project of "Returning the Phoenix to the Nest" for talent recruitment. "Re-investment", to promote the integration and interaction of talent referrals and economic development, and to carry out "Three Ones" special actions, namely: issuing an invitation letter, implementing a large-scale visit, and building a heart-to-heart bridge. Wechat, QQ, etc., issued the "Invitation Letter for Returning Home Business" to more than 700 outstanding talents who went abroad. The township leadership team led a team to conduct extensive visits and condolences to the families of local outstanding talents, and organized seminars on returning outstanding talents on major holidays. At the meeting, representatives of back-to-home entrepreneurial talents were invited to "show their opinions", which effectively stimulated the nostalgia complex and the enthusiasm of returning home to start a business. As of 2022, Youxian District, Mianyang City has cited a total of 420 outstanding foreign talents to return to their hometowns to start businesses and set up 386 agricultural companies, family farms, cooperatives, etc. 155 official candidates for village (community) party organization secretaries were selected from groups such as military personnel and people who lead the way to get rich, accounting for 90%.

3. The current dilemma faced by my country's rural talent revitalization

3.1. The total amount of rural talents is insufficient

With the development of industrialization and urbanization, the siphon effect of rapidly developing cities on the rural population has become more and more obvious. Under the influence of policies such as household registration, land, and finance, various production factor resources flow from rural areas to cities in one direction, resulting in insufficient endogenous motivation for rural young and middle-aged labor to engage in the primary industry. More and more young and middle-aged rural laborers choose to work in cities. The extensive population flow has broken the pattern of "born in Sri Lanka and died in Sri Lanka" in traditional society, and the permanent population in rural areas has gradually decreased. Data released by the National Bureau of Statistics shows that since 1974, China's urbanization rate has been on the rise. Today, most of the rural left-behind people are the old, the weak, the sick, the disabled, women and children. The trend of "hollowing out" in rural areas is intensifying, which reflects the problem of insufficient rural talent.

3.2. Poor quality of rural talents

At present, my country is facing the challenge of low overall quality of rural talents. From the

perspective of educational level, the data from the third national agricultural census shows that 6.4% of agricultural production and management personnel have never been to school, 37.0% have primary school education, 48.4% have junior high school education, and 6.4% have high school or middle school education. The proportion of professional culture is 7.1%, and the proportion of college education and above is 1.2%. These data show that the educational level of current agricultural production personnel in my country is generally not high. The lack of professionalism of rural talents is mainly manifested in that most rural talents lack understanding of emerging formats such as "Internet +" agriculture, deep processing of agricultural products, modern agricultural management, tourism and health care, and lack of effective use of some new agricultural production technologies and methods. Mastery and practical operation, the ability to apply new agricultural technologies and new products is not high, the ability and motivation to take the initiative to put forward the needs of agricultural production technology innovation is insufficient, and the ability to accept and apply science and technology is poor. In addition, some grass-roots cadres lacked the overall situation and the enthusiasm to lead the farmers of the whole village to become prosperous, so it was difficult for them to undertake the important task of rural revitalization.

3.3. The rural talent structure is unreasonable

In terms of the age structure of talents, data from the National Bureau of Statistics shows that my country's aging rate has reached 13.5% in 2020, of which the rural population aged 65 and above is 90,352,876, accounting for about 17.72% of the total rural population. It shows that the current population aging in my country presents the characteristics of the inversion of urban and rural areas, and the development of rural areas lacks young and middle-aged groups. In terms of agricultural production structure, in 2016, there were 314.22 million agricultural production and management personnel in my country, while there were only 12.89 million agricultural production and management personnel in large-scale agricultural operators, accounting for about 4.1% of the national agricultural production and management personnel. This shows that my country has the problems of low production capacity and lack of large-scale operation in agriculture. In terms of the type structure of rural talents, the types of rural talents are relatively simple, and most of them are traditional farmers. There is a lack of cultivation and mining of rural talents such as new professional farmers, rural e-commerce talents, rural tourism talents, and traditional craftsmen.

From the perspective of talent professional structure. In recent years, with the support of national policies, rural talents have gradually increased, but the existing professional structure of talents still cannot meet the needs of rural economic and social development. According to relevant questionnaires, 67.32% of the respondents believe that the most lack of technical talents in rural areas is followed by business talents and management talents. However, these talents have a small stock, slow growth, and a high degree of marketization, making it difficult to introduce them. Although the proportion of villages choosing industrial and commercial talents in the questionnaire is relatively low, from the experience of advanced regions such as Suzhou and Hangzhou and the long-term development of rural areas, industrial and commercial development is an important support for rural revitalization and agricultural and rural modernization. In the future, such talents will also be will become an important factor in rural revitalization.

4. Analysis of the path of rural talent revitalization

4.1. Establish a system for optimizing and improving the leader team of the village party organization

4.1.1. First Section

Fully implement the village party organization secretary's filing management system at the county-level party committee and the county-level joint review mechanism for candidates for the replacement of the village "two committees". (1) It is necessary to comprehensively establish and implement the county-level filing management system for the secretary of the village party organization, clarify that the county-level organization department shall refer to the management model of the personnel files of the cadres of the organs and institutions, establish the file of the secretary of the village party organization, implement centralized and unified management, and conduct centralized and unified management. A variety of materials are clearly specified. (2) It is necessary to clearly stipulate that when the village party organization is centralized, the organization department and the civil affairs department must closely cooperate with the county-level party committee to hold a standing committee to study the preliminary candidates for the village party organization secretary. When the village party organization secretary was

adjusted in the middle of the session, the county-level party committee and the township (street) party (labor) committee organized and implemented in accordance with the five steps of "analysis, judgment and motion, joint qualification review, inspection, discussion and decision, and publicity for appointment" to achieve "county and township (sub-district) party (work) committees". The organic unity of gatekeeping, township appointment and dismissal, and democratic recommendation of party members and the masses". (3) Clarify the competency standards and negative list of candidates for the secretary of the village party organization, strictly implement the county and township joint review, ensure that the selection, education, and employment of personnel are based on the standards, and effectively avoid the problem that the evil forces interfered with the election of the village party organization in the past.

4.1.2. Second Section

Explore the implementation of the full-time management system for the secretary of the village party organization. The full-time management system can effectively solve the problem of inattentive and unprofessional village cadres, and promote village cadres from "being a cadre is a sideline" to a "full-time professional cadre". Exploring the full-time management of village cadres can start from the following aspects. (1) Change the subsidy system for the secretary of the village party organization into a wage system, change the half-worker and half-agricultural into a full-time one, and implement a structural remuneration system of "basic job subsidy + full-time subsidy + collective economic income-generating reward", and make the village party branch secretary economic Treatment is linked to the collective economy. At the same time, provide various social security such as pension insurance, medical insurance and personal accident insurance for rural party branch secretaries, systematically solve the problem of insufficient vitality of rural cadres, and stimulate the entrepreneurial vitality of rural cadres. (2) Highlight the full-time responsibilities of village cadres, strictly strengthen the management of rural cadres, include the secretary of the village party organization in the management of township cadres, and strictly implement the system of sitting on duty and on duty; Responsibilities and tasks in harmony and stability, and promoting rural revitalization; formulate post responsibility assessment lists, guide rural party organization secretaries to formulate annual work plans, clarify completion time limits, and make public commitments. (3) Improve the system of village party organization secretary filing management and village cadre target performance assessment, and insist that the assessment results are linked to performance remuneration, commendation and reward, promotion and appointment, so that the village party organization secretary attaches great importance to this position.

4.1.3. Third Section

Optimize the systems for selecting the secretary of the village party organization from among the party members of outstanding migrant workers, retired soldiers, rural experts, grid administrators, college graduates and other groups. Talent is the decisive factor for the effectiveness of rural governance. Effectively solving the problem of lack of rural talents is a key link in strengthening rural governance. It is necessary to continuously promote the optimization and improvement of the team of leaders of the village party organization, pay attention to the selection of the secretary of the village party organization from the party members of outstanding migrant workers, retired soldiers, rural experts, grid administrators, college graduates and other groups, and continuously improve the relevant selection. Promotion system, actively cultivate the reserve force of the village party organization and select village cadres from such groups.

4.1.4. Fourth Section

Improve policies and measures to encourage cadres of township organs and public institutions to serve as the first secretary of the village party organization. The cadres of government agencies and institutions who are selected to serve as the first secretary of the party organization in the village shall retain their original job rank and post level, and continue to enjoy the various benefits of the original unit and the standard remuneration of the current village "two committees" cadres. A series of incentive mechanisms will be implemented for the career personnel who have outstanding performance and outstanding achievements and are selected to serve as cadres in the village.

4.1.5. Fifth Section

Advocate that the party organization secretaries of qualified central villages, key villages and characteristic villages should enter the township party committee. By incorporating the party organization secretaries of these excellent villages into the township party committee team, it can not only provide a path for the career advancement of village party organization cadres, but also optimize the team structure of the township party committee team and improve the quality of the township party committee cadre team. Therefore, it is necessary to establish and improve the mechanism for party

organization secretaries of qualified central villages, key villages, and characteristic villages to enter the township party committee team, and combine the change of the "two committees" of the village to fully realize the goal of optimizing and strengthening the grass-roots cadre team.

4.1.6. Sixth Section

Implement the centralized rotation training system for the secretary of the village party organization. The organization department of the local party committee will take the lead and coordinate to implement the centralized rotation training system for the secretary of the village party organization as soon as possible, and all relevant departments and party organizations will work together to do the rotation training work. The content of the rotation training mainly focuses on firmly establishing the "four consciousnesses", enhancing the "four self-confidences", achieving the "two maintenances", enhancing the concepts of organization, discipline, the masses, the rule of law, and improving the ability to perform duties and service. conduct.

4.2. Optimizing the rural talent support system

4.2.1. First Section

Increase the recruitment of civil servants at the grass-roots level, implement the system of selecting and transferring students to the front-line training and training system in the countryside, introduce urgently-needed professional talents at the grass-roots level by means of special positions, and establish a targeted entrustment training system for rural talents. Through a series of measures such as rationally setting qualification examination conditions and appropriately increasing the proportion of employment, we will actively guide fresh graduates of local colleges and universities to work in grass-roots institutions, especially in remote and difficult villages. At the same time, by optimizing and adjusting the proportion of post structure, appropriately relaxing the quota of township public institutions, increasing the total number of special posts, reasonably reducing examination standards, and adopting direct inspection and other methods to introduce professional talents in urgent need at the grassroots level, and solve the "difficulty in recruiting", "Lack of professional and technical personnel" and other issues.

4.2.2. Second Section

Explore the level promotion system for management staff in public institutions below the county level. It is necessary to adhere to the party's management of cadres and the party's management of talents, focusing on building a high-quality professional cadre team in public institutions, transforming the existing staff levels, properly separating the staff levels and post levels in public institutions below the county level, and establishing a system mainly based on political integrity and personal qualifications. , The grade promotion system with work performance as the assessment standard, expand the career development space of the management personnel of public institutions below the county.

4.2.3. Third Section

Implement the rural planner system. Explore the establishment of a rural planner system in towns and towns that meet the needs and conditions in the southwestern provinces and regions. On the one hand, a group of professional and technical personnel can be introduced as full-time rural planners through open recruitment, who are mainly responsible for making proposals to the township and subdistrict party and government organs on the development orientation of townships and subdistricts, village classification, village layout, space utilization and implementation measures. comments and suggestions. On the other hand, in the form of volunteer recruitment, from various universities, relevant scientific research institutes, planning and architectural design institutions and other enterprises and institutions, willing and qualified professional and technical personnel are selected to serve as part-time rural planners.

4.2.4. Fourth Section

In-depth implementation of the science and technology commissioner system. First, the government will take the lead and use universities, scientific research institutes, vocational and technical schools and other scientific research units and institutions as carriers to implement targeted assistance actions for scientific and technological talents in rural areas, and expand the team of rural science and technology commissioners. Secondly, the provinces and regions will make overall arrangements for various assessment standards and incentive mechanisms, and the administrative departments of science and technology at all levels are responsible for implementing them and improving the various assessment and incentive systems for science and technology commissioners. Finally, the support mechanism for rural science and technology commissioners should be improved by increasing the investment of special

funds for rural science and technology commissioners, broadening the financing channels for rural scientific and technological innovation and entrepreneurship, and improving the subsidy system for rural science and technology commissioners.

4.2.5. Fifth Section

Innovate the system and mechanism to attract "new country squire" to return, and give full play to the role of rural elites. It is necessary to further promote the reform of rural talents, eliminate a series of system and mechanism drawbacks, break through the barriers of solidified interests, make the elements of rural human resources come alive, and promote "citizens go to the countryside and capable people return to their hometowns." The elites, first secretaries and team members, grid administrators, film police, village doctors, retired cadres, teachers, and other cadres, experts, scholars, investors and other interested persons who are enthusiastic about rural construction and development should be recruited. Included in the category of "new country squire", and constantly improve the system and mechanism for the construction of "new country squire". It is necessary to use policy advantages to attract more "new country squire" to bring funds, teams, technology, and experience to the countryside to settle down and buy properties, effectively promote the return of "new country squire" to help rural revitalization, and provide a steady stream of impetus for the development of agriculture and rural areas.

5. Conclusion

Implement high-quality farmers cultivation project. By adopting a combination of classroom teaching, on-site teaching, and online learning, organize training bases to send teachers to the countryside, run classes in villages, set up small industrial classes, increase field case teaching, and lead farmers to "go out" to update their production and operation concepts. At the same time, encourage training bases to innovate teaching methods, improve training forms, increase the work coordination between the high-quality farmer cultivation system, the innovation team of the modern agricultural industry technology system, and the grass-roots agricultural technology extension system, and jointly provide technical guidance and training services. In addition, according to the actual prevention and control of the new crown pneumonia epidemic since 2020, it is possible to implement more flexible and convenient learning methods, carry out online and offline integration training for high-quality farmers, and promote high-quality farmers' cultivation projects with high standards, strict requirements, and high levels.

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