

Research on the Problems and Countermeasures of Talent Introduction in Liaoning's Universities under the Background of Northeast Revitalization

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Abstract: This is a critical phase for the Northeast Revitalization Strategy to deepen toward "comprehensive and all-round revitalization". As the primary resource for Northeast revitalization, talent introduction is a key underpinning for supporting the development of Liaoning's key industries, such as advanced equipment manufacturing, fine chemicals, and metallurgical new materials. Universities, as the core hub for regional talent cultivation and technological innovation, the quality of their talent introduction directly determines the core driving force for Liaoning's industrial upgrading and economic transformation. Based on the current practice of talent introduction in Liaoning's universities, this paper analyzes the causes from four aspects: mismatch between introduced talents and actual needs, uneven distribution of the number of introduced talents, rigid and dogmatic talent training systems, and difficulties in talent retention. Combined with Liaoning's relevant talent introduction policies and the "One Million Students Staying and Coming to Liaoning" policy, it proposes solutions from four dimensions: targeted talent introduction, policy inclination, diversified and flexible training systems, and optimized service guarantees, providing certain references for the high-quality and rational talent introduction of Liaoning's universities.

Keywords: Northeast Revitalization, Talent Introduction, Liaoning Universities.

1. Introduction

Universities, as the main position for talent aggregation and technological innovation, their talent introduction work is a key support for boosting the development of Liaoning's key industries like advanced equipment manufacturing, fine chemicals, and metallurgical new materials. In recent years, Liaoning Province has achieved remarkable results in university talent introduction through initiatives such as the implementation of the "Xingliao Talent Program" and deepening the reform of the personnel system. According to data from the Liaoning Provincial Department of Education, the number of full-time introduced national-level high-level talents in Liaoning's universities in 2024 increased by 32% compared with 2020. However, compared with first-tier cities and counterpart provinces, there is still a gap of more than 30% in the total number of high-end talents, and the supply-demand ratio of talents in majors related to key industries reaches 1:4.2. During the critical period of Northeast Revitalization, talent introduction in Liaoning's universities still faces acute problems, such as difficulties in introducing high-end talents, uneven talent distribution, low talent adaptability, and challenges in talent retention. Therefore, systematically analyzing the problems existing in talent introduction and proposing effective and targeted strategies is a crucial and urgent link to lead Liaoning's comprehensive revitalization through talent revitalization. [1]

2. Main Problems in Talent Introduction of Liaoning's Universities under the Background of Northeast Revitalization

2.1. Mismatch between Introduced Talents and Actual Needs

The high-end and intelligent transformation of Liaoning's key industries has an urgent demand for professional talents, yet there remains a "disconnection between supply and demand" in university talent introduction. On one hand, there is a significant shortage of high-end talents in key fields such as advanced equipment manufacturing and biomedicine, and the number of high-end talents shows a year-by-year downward trend. On the other hand, although some introduced talents have academic advantages, they lack practical capabilities and innovative thinking, making it difficult for them to directly contribute to industrial technological breakthroughs. This mismatch stems from the failure of talent introduction standards to fully align with the actual needs of enterprises, resulting in a low degree of adaptation between the university's talent reserve and the industrial layout of Northeast Revitalization. [2]

2.2. Uneven Distribution of the Number of Introduced Talents

There is a significant imbalance in the distribution of talent resources among Liaoning's universities. From a regional perspective, talents are mostly concentrated in key universities in central cities such as Shenyang and Dalian, while local colleges and application-oriented universities have weak talent reserves. From the perspective of utilization efficiency, some highly educated talents are assigned to administrative positions, where their professional skills

cannot be fully utilized, while small and medium-sized enterprises face the dilemma of "having no talents available" due to platform limitations. In addition, the insufficient matching between position settings and talent capabilities, coupled with rigid constraints from mechanisms such as professional title evaluation and performance distribution, leads to prominent issues such as "talents not fitting their positions" and "difficulty in making the best use of talents". [3]

2.3. Rigid and Dogmatic Talent Training Systems

Inadequate university-enterprise collaboration mechanism: Universities and enterprises have not yet formed a in-depth cooperation model of "joint talent cultivation and resource sharing". Only 30% of Liaoning's universities have jointly established internship bases with local leading enterprises, and the proportion of enterprises participating in the formulation of talent training programs is less than 25%, resulting in a disconnection between talents' practical abilities and job requirements. [4]

Insufficient connection between independent cultivation and introduction: Universities attach low importance to the "secondary cultivation" of introduced talents, lacking special training tailored to industrial needs. Moreover, there is no integration of introduced talents with local young teachers to form research teams, which hinders the release of talents' innovative efficiency. [5]

Lagging update of curriculum systems: Traditional professional courses account for a too high proportion, the rate of offering courses related to emerging industries is less than 40%, and the proportion of practical teaching hours is generally lower than 30%, making it impossible to cultivate "technical and innovative" talents suitable for Northeast Revitalization.

2.4. Difficulties in Talent Retention

Inadequate supporting services for daily life: Although many regions in Liaoning have introduced policies such as housing subsidies and living allowances, high-quality education and medical resources in some cities are concentrated in core areas, and the construction progress of talent apartments is slow. In 2024, 45% of introduced talents still reported problems such as "difficulty in finding housing and enrolling children in schools".

Insufficient incentives for scientific research transformation: The mechanism for distributing the proceeds of scientific and technological achievements transformation in universities is incomplete. The proportion of transformation proceeds that talents can enjoy personally is generally less than 50%, and the approval process for scientific research projects is cumbersome, which has dampened talents' enthusiasm for innovation.

Narrow career development channels: The evaluation of professional titles still has a tendency of "valuing seniority over ability". The promotion cycle for young talents is long, and some universities use professional talent quotas for administrative positions. As a result, more than 60% of introduced talents believe that "there is limited room for career development".

3. Solutions for Talent Introduction of Liaoning's Universities under the Background of Northeast Revitalization

3.1. Build a Precise Talent Introduction System to Align with Industrial Development Needs

Establish a dynamic talent demand list: Collaborate with the provincial Department of Human Resources and Social Security, key enterprises, and industry associations to regularly release talent demand catalogs for Liaoning's key and emerging industries. Allocate policy resources such as the "Xingliao Talent Program" to key fields like equipment manufacturing and new materials to enhance the targeting of talent introduction.

Expand talent introduction channels: Adopt a combined model of "online platforms + offline activities", rely on carriers such as postdoctoral research mobile stations and workstations to carry out special talent introduction campaigns targeting key domestic and foreign universities. Promote flexible talent introduction methods, attract high-end talents through part-time positions and project cooperation, and establish an overseas talent database to dynamically track talent resources.

Optimize talent evaluation standards for introduction: Establish a diversified evaluation system based on "academic background + ability + contribution", incorporate industrial technological breakthrough achievements and university-enterprise cooperation effectiveness into evaluation indicators, break the tendency of "valuing only papers", and improve the adaptability of introduced talents to industrial needs.

3.2. Innovate Talent Management Mechanisms to Enhance Resource Utilization Efficiency

Promote balanced allocation of talent resources: Establish an inter-regional and inter-university talent sharing mechanism, encourage talents from key universities to support the development of local colleges through temporary appointments and project cooperation. Assign university science and technology commissioners to small and medium-sized enterprises to alleviate the contradiction between "talent redundancy" and "no talents available".

Implement the independent decision-making power of talent-using entities: Deepen the reform of the personnel system, adhere to the principle of "who uses talents, who evaluates talents", and allow universities to independently formulate recruitment plans, set job requirements, and conduct professional title evaluations. Endow team leaders undertaking major scientific research tasks with the autonomy to select talents and distribute performance.

Optimize talent evaluation and incentives: Improve the "direct channel" policy for professional title evaluation, allowing direct evaluation and appointment for national-level talents and young top talents. Break through the performance salary ceiling, implement salary systems such as negotiated salaries and annual salaries for talents in key fields, and increase the proportion of proceeds from scientific and technological achievements transformation.

3.3. Activate the Innovative Efficiency of Talents and Deepen the "Collaborative Talent Cultivation" Mechanism

Promote in-depth development of industry-education integration: Encourage universities to jointly establish "modern industrial colleges" with leading enterprises such as Shenyang Blower Works Group and Angang Steel. Enterprises should fully participate in the design of talent training programs, transform real technical problems of enterprises into teaching cases, and increase the proportion of practical teaching hours to more than 40%.

Improve the system connecting talent introduction and cultivation: For introduced high-level talents, match them with "1 industrial mentor + 1 research team". Rely on provincial key laboratories and engineering research centers to carry out joint research focusing on industrial pain points. Establish a "young talent cultivation fund" to support cooperation between introduced talents and local teachers in scientific research projects.

Optimize curriculum and training systems: Accelerate the transformation and upgrading of traditional majors, and add emerging professional directions such as "intelligent manufacturing" and "industrial software". Regularly organize introduced talents to participate in enterprise technical training and industry summits to enhance their ability to serve the industry.

3.4. Optimize the Talent Ecosystem and Strengthen the Ability to Guarantee Talent Retention

Upgrade daily life service guarantees

Unify the provincial talent subsidy standards, provide a maximum housing subsidy of 500,000 yuan and three-year rent-free talent apartments for talents introduced into key industries. Establish a "talent service commissioner" system to handle matters such as children's enrollment and medical appointments on behalf of talents, solving their "worries behind".

Innovate scientific research incentive mechanisms

Increase the proportion of personal distribution of proceeds from university scientific and technological achievements transformation to more than 60%, simplify the approval process for scientific research projects, and endow talents with greater autonomy in the use of scientific research funds. Provide a maximum special reward of 1 million yuan to talent teams that make breakthroughs in "chokepoint" technologies.

Expand career development channels

Implement the "direct channel" policy for professional title evaluation, allowing "direct evaluation and appointment" for national-level talents and industrial leaders. Optimize job settings, separate professional quotas occupied by administrative positions, and provide talents with diversified promotion paths covering "teaching, scientific research, and industrial services".

Create a favorable academic atmosphere

Encourage universities to build an inclusive and innovative organizational culture and establish clear career promotion

paths. Strengthen the promotion of "positive stories about Liaoning's revitalization", showcase the regional development momentum, and enhance talents' sense of belonging and confidence in development.

4. Conclusion

The Northeast Revitalization provides both strategic opportunities and higher requirements for talent introduction in Liaoning's universities. Currently, the problems faced by Liaoning's universities in talent introduction, such as the mismatch between introduced talents and needs, uneven distribution of the number of introduced talents, rigid and dogmatic talent training systems, and difficulties in talent retention, are rooted in the insufficient connection between talent work and industrial development, policy guarantees, and service support. By building a precise talent introduction system, innovating management mechanisms, activating the innovative efficiency of talents, and optimizing the ecosystem, the goals of "attracting talents, cultivating them well, utilizing them effectively, and retaining them" can be achieved.

In the future, Liaoning's universities need to further integrate talent introduction work into the industrial layout of Northeast Revitalization, take government-enterprise-university collaboration as the link, mechanism innovation as the driving force, and ecological optimization as the guarantee. They should build a talent team that adapts to industrial development and possesses innovative capabilities, providing solid talent support for the new breakthrough in Liaoning's comprehensive revitalization.

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