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**ENHANCING HIGHLY SKILLED WORKERS TRAINING IN LINE
WITH LOCAL ECONOMIC DEVELOPMENT**

Abstract: With the growth of China's social economy, there is a closer connection between the training of highly trained workers and the local economy, and the promotion of their coordinated social and economic growth is a crucial strategy. The mechanism for training highly trained employees should be modified following the circumstance and regional economic development. Highly skilled people, as members of the grassroots talent pool, are vital to the growth of the local economy. They are also an important part of the grass-roots talent pool and contribute greatly to regional economic growth. They also support technological innovation and the application of scientific research results and are the basis for industrial development and regional expansion. Thus, the degree of regional economic growth largely influences the level of national economic development, and regional economic development is gradually becoming a benchmark for evaluating national progress.

Keywords: Talent development, Highly qualified individuals, Regional economic growth

Introduction

The importance of highly skilled employees in regional economic growth has increased along with China's social and economic development. In the modernized economic environment of China, highly skilled workers also offer strong technical support for the coordinated growth of regional economies, while the upgrading and transformation of regional economies also pave the way for the development of highly talented workers. This paper analyzes the relationship between the cultivation of highly

skilled personnel and regional economic development, assesses the current situation of China's economic development for the cultivation of highly skilled personnel to provide guidance ideas, promotes the cultivation of highly skilled personnel and regional economic development to realize the organic combination of the two, and promotes the sharing of resources between the two and help each other, to achieve the country's overall economic development goals, and to lay the foundation for the cultivation of more highly skilled personnel. As the basic force of China's economic development, highly skilled personnel is also an important factor in promoting production and technological innovation and transformation of scientific research results, so it needs to be highly valued.

1. Overview of the local economy and highly skilled individuals

In production activities, highly talented workers are the backbone of talents with superior skills that can produce more labor outputs, and these labor outputs play a significant role in fostering social and economic progress. According to several levels in China's technical industry categorization, skilled workers are broken down into senior workers, technicians, senior technicians, and so on; there are also various assessment methods for each level. A nation's total economic growth can be effectively boosted by regional economic development, which has emerged as a crucial pillar of support for the process of economic globalization. In the information-based economy of today, knowledge serves as the cornerstone, and innovation is the engine for regional economic growth. Therefore, the assistance of highly skilled employees is essential to the growth of the local economy.

2. The value of highly skilled personnel in regional economic development

Highly skilled workers participate actively in many working contexts as important members of the Chinese talent team, primarily taking on the primary responsibility of resolving technical issues and advancing the study and development of cutting-edge technologies. In the process of economic development, highly skilled personnel help to foster regional economic growth, which helps enhance the region's core competitiveness, fostering the optimization of the industrial structure, and advancing technological innovation in the sector. Increasing the cultivation of highly skilled talent

is important for the creation of innovative technologies, and exploring the potential of highly skilled talent is necessary for economic development to support economic growth continuously.

2.1 Highly skilled personnel are conducive to promoting the optimization of the regional economic development model

The foundation for advancing technological innovation and advancement, as well as a vital component in advancing the optimization and upgrading of economic development, is highly skilled employees. Strengthening front-line staff training is a crucial strategy for enhancing talent's professional aptitude and skill set and a fundamental assurance for fostering technological advancement. Our nation's economy is currently transitioning from unsustainable development to sustainable development, so to meet this need, we must focus on developing highly skilled personnel and enhancing their technological literacy. By cultivating highly skilled personnel, we can realize the transformation of the economic development situation and shift from investment-driven to technological progress, as well as the introduction of technology to the transportation sector.

2.2 Highly skilled personnel are conducive to the optimization of the industrial

Highly skilled personnel are the basis for promoting technological innovation and progress, as well as an important part of promoting the optimization and upgrading of economic development. Strengthening the training of front-line workers is an important strategy for upgrading the professionalism and skill level of talents and a fundamental guarantee for promoting technological progress. At present, China's economy is transforming from unsustainable development to sustainable development, and to meet this need, it is necessary to focus on training highly skilled personnel and improving their technical literacy. By training highly skilled personnel, it is possible to realize the transformation of the economic development situation from investment-driven to technological progress, as well as the introduction of technology in the field of transportation.

2.3 The promotion of technical innovation and the transformation of scientific

research into regional economic development are made possible by highly skilled individuals.

Personnel with high levels of expertise can support technological innovation and realize the transformation of cutting-edge manufacturing and construction achievements. Based on developing highly skilled personnel, we should focus on enhancing their capacity for innovation and research and development to meet the current needs of regional development. We should also actively introduce advanced technologies. It is essential to build a team of experts with strong technical and professional skills that can not only realize the innovation of production technology but also ensure that technology continues to advance. but also convert the outcomes of scientific research into productivity. The foundation of company development is the optimization of production technology, and the growth of regional businesses also aids in the process of regional development. The development of highly qualified individuals must be prioritized to meet the needs of regional economic development and increase the core competitiveness of businesses in the market.

2.4 The fundamental assurance for fostering local economic development is the highly skilled staff.

The competitive pressure has increased dramatically across all industries as a result of the market economic development, and businesses can only achieve a stable and healthy development in a setting of open competition by consistently strengthening their overall strength. The level of regional economic development will be greatly influenced by the availability of highly skilled workers. The ability of regional economic development to obtain ongoing power, take advantage of opportunities, and overcome various economic development challenges directly depends on whether or not it prioritizes the development of highly skilled personnel. During the economic development process, To establish a technical foundation for economic development, it is important to stress the discovery and development of skills as well as to encourage their wise use.

3. Regional economic growth characteristics and the existing state of coordination with the training of highly trained workers

3.1 Regional economic development characteristics

Since the implementation of China's reform and opening-up, the economic layout and economic structure of the provinces have been optimized, but it has not been possible to fundamentally change the irrationality of the problem, and the deep-rooted contradictions have become more and more prominent, resulting in the economic development of certain provinces and cities being lower than that of other regions. There are a lot of problems in regional economic development. First, the economic system is backward and the industrial structure is not reasonable enough. Nowadays, the transformation of the regional economic system is also backward.

The situation is that enterprises are unable to build an economic operation mechanism that conforms to the market development, which leads to low productivity of enterprises and constrains the economic growth rate. Second, the shortage of resources has led to a low level of enterprise development. The state is committed to investing funds in certain regions, the investment in fixed assets is insufficient, the long-term profit level of enterprises is low, and the independent innovation and development ability of enterprises is insufficient. Third, the county-level regional economy is seriously backward. The county-level economy as the foundation of regional economic development, and if it is unable to not get enough attention will affect the regional economic development situation. In general, the imperfection of the system will lead to a lack of economic development, industrial structure optimization is not enough to hinder the overall development of the economy, if the problem can not be solved, it will affect the overall level of development of the national economy.

3.2 Current status of the relationship between regional economic development and highly skilled personnel training

Factors affecting regional economic development In addition to economic factors, there are also social factors, talent training in the social factors accounted for a higher percentage. For the analysis of the relationship between economic development and highly skilled personnel training in a province of China, the level of economic development in a province is poor, but the cultivation of highly skilled personnel is strong, there are many key universities, and it is reasonable to say that there are such

good educational resources, the level of economic development of the place should be good, but the reason for its unsatisfactory development is the failure to achieve the coordination of the relationship between the regional economic development and the cultivation of highly skilled personnel. First, the specialty setting and local economic

The development situation does not match. Colleges and universities can not be based on the local economic development situation in the types of talents and specialty settings, resulting in the scale of talent training and market economic development, leading to a waste of educational resources. Second, there are problems in the distribution and application of talent resources. Talent resources are unevenly distributed, all kinds of professional talents are concentrated in the main cities of the province, and there is a lack of professional and technical talents at the county level and the following areas, thus also hindering the improvement of the regional economic development level.

4. Measures to Ensure Regional Economic Development and the Development of Highly Skilled Personnel are Harmonized

4.1 Local governments are important.

Firstly, the Government should actively change its functions and achieve coordination. In-depth implementation of the "everyone is licensed" construction talent multiplication plan, we must recognize the importance of training highly skilled personnel, and combine the training of highly skilled personnel with regional economic development. We should recognize the importance of the training of highly skilled personnel and combine the training of highly skilled personnel with regional economic development to ensure that highly skilled personnel can adapt to regional economic development and avoid excessive development in one area or lagging in one area. Secondly, the local government should construct perfect mechanisms and policies to provide a favorable environment for the cultivation of highly skilled personnel. It is necessary to build a good environment for the development and application of human resources and to form an open mode of strategic development of human resources mobility. It is also necessary to improve the incentive mechanism and create a scientific and relaxing research atmosphere to retain more talents. Thirdly, to promote the

implementation of science and education county countermeasures, improve the development of the county economy level, then the scientific and technological innovation and development. The level of scientific and technological innovation and development plays an active role in building a flexible and effective mechanism for the application of human resources and allocating excellent layoffs to various regions to promote the economic development of county-level regions.

4.2 Emphasize developing highly competent staff

Firstly, for highly trained persons to be better invested in regional economic development, it is important to actively change the notion of cultivation and create a framework for cultivating highly skilled personnel to meet the development of the market economy. Secondly, we should create tailored training programs for highly skilled workers to meet the demand for talent in regional economic development, pursue personalized development, encourage rational resource allocation, coordinate efficient professional allocation through the needs of regional economic development, and carry out talent training based on the actual situation of economic development and the laws of industrial production. Thirdly, colleges and universities should set up channels of communication with the government and businesses, encourage enterprise-school collaboration in managing schools, and encourage the integration of theory and practice, which not only fosters school development but also lays the groundwork for extending the school's funding sources. University talent should be converted into productivity by businesses, as this will assure business growth and advance regional economic development. In the process of creating a regional innovation system, university science, and technology parks should actively be brought into full play to demonstrate and drive the function of research universities.

4.3 Create a favorable atmosphere for the growth of highly skilled personnel

Only a suitable environment can foster the growth of highly trained workers, which necessitates not only the government's efforts but also those of businesses and individuals. First of all, rewards and recognition can encourage the development of highly competent skills. It is important to actively build and refine a system of

incentives for the highly skilled, with the government taking the lead in identifying and rewarding them, businesses playing the primary role in rewarding them, and society playing the secondary role in rewarding them. In particular, every year, the government should take the lead in choosing and honoring high-skilled personnel. For them to fully embody their leading positions and for more and more talents to be able to contribute to the growth of the local economy. Advocacy for public opinion is the second way. As the information age progresses, the public's access to information is becoming more and more varied. As a significant product of the information age, network technology can help people understand more information. As a result, to support the regional economy, we can publicize the development of highly skilled workers through the network as the primary form, with support from television, radio, newspapers, and magazines. Among the numerous publicity-related activities, it is important to actively promote the national support programs for highly skilled workers as well as their contribution to social and economic growth in their respective regions. Through the aforementioned work for highly skilled talents, the social status of highly skilled talents in regional economic development can be improved effectively, and a good environment of respect for labor, encouragement of creativity, admiration for skills, and love of work can be created to effectively promote the growth of highly skilled talents and meet the needs of regional economic development.

Conclusion

China is committed to promoting the development of regional economies to promote the coordinated development of regional economies for the overall development of the national economy. Analyzed from a macro perspective, the factors that have an impact on economic development are capital, resources, production, management, and labor force, national development needs more highly skilled personnel, the cultivation of highly skilled personnel, and the innovation and reform of production technology provide an important impetus to regional economic development.

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