

Analysis on the Implementation Effect of Xi'an "Talent New Deal"

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Abstract. Talent is a strategic resource to safeguard the core competitiveness of cities. The 19th National Congress of the Communist Party of China pointed out: "we should adhere to the principle of the party's management of talent, pool talents from all over the world and use them, and accelerate the construction of a strong country with talents." Under the tone that the country attaches great importance to talents, the competition for talents among cities has started, and all regions show their abilities to snatch talents. To this end, xi 'an implemented "23 new policies for talents" in March 2017 to achieve the goal of strengthening the city with talents. This paper mainly analyzes the background, current situation and results of implementing the new policy for talents in xi 'an in 2017-2018.

Keywords: New Deal for talents; New Deal for household registration; Highly educated.

1. Introduction

The new policy for talents is of great significance for realizing the sound development of economy and society, promoting industrial transformation, improving social management and public services. Xi 'an has implemented the new policy for talents to attract talents, and upgraded the new policy for household registration for many times to retain talents. As a result, xi 'an's population has increased rapidly in these two years, with the population becoming younger and more educated. It can fully reflect the local policy orientation of "talents first", which is conducive to improving the employment environment and urbanization construction, building a talent development environment with international competitiveness, strengthening the momentum of talent innovation and entrepreneurship, and building a strong city with talents.

2. Xi 'an Implementation of New Measures for Talents

2.1 Establish a Special Organization and Strengthen the Leading Role

To further gather the joint efforts of talent and wisdom introduction, xi 'an committee for talent and wisdom introduction was set up and operated by "virtual organization and quasi materialized operation", with 6 internal departments including comprehensive management, talent service, talent introduction, intelligence introduction, college students' entrepreneurship and employment, project promotion and investment and financing.

2.2 Timely Follow-up and Implementation

"Talent New Deal ", municipal committee of the people for the first time combing decomposition, the content of the New Deal form division plan, each function unit and task time limit, request the relevant units to formulate detailed rules for the implementation or operation way, party leadership group meeting and special propulsion conference six times, advance the implementation. Up to now, the relevant functional departments have issued 12 implementation rules and measures, including the identification of high-level talents, the award of skilled talents, the training base for high skilled talents and the support of skilled masters, in accordance with 23 new policies for talents and 13 upgraded versions.

2.3 Carry out "Monthly Theme" Series Activities for Talent Work

Xi 'an will carry out a series of "monthly theme" activities for talent work, to ensure that there will be monthly theme and characteristic activities about talent, which will be carried out in a regular way and monthly theme and characteristic activities. Every month, leaders at the municipal level and leaders in charge of the party and government at the district and county levels and the Development Zone participate in it.

In addition, in order to continuously attract high-level talents, Xi'an has set up special positions for the government, selected a group of high-level professional management talents to serve as deputy positions of municipal management leading group and civil servants with appointment system for the whole world and the whole country, set up talent recruitment and talent introduction team to carry out important investment projects, track and solve talent introduction and supporting service guarantee work, and set up Xi'an overseas talent workstation Overseas high-tech incubators and overseas contact stations, guide and gather domestic and foreign high-quality capital to help talent projects.

3. Xi 'an Talent New Deal Implementation Effect

3.1 Breakthroughs were Made in the Introduction of High-Level Talents

We have successfully held science and technology talent summit and talent recruitment activities such as "dream back to Chang'an alumni line" and "dream back to Chang'an - return of millions of alumni", and introduced the talent introduction and education policy "combined fist" with the core of "new talent policy", "new household registration policy" and "venture Xi'an line". According to statistics, nearly 800,000 people moved to new xi 'an in 2018, including 1,253 people with doctoral degrees or above, 26,762 master's degree candidates and 237,543 undergraduates. There were 32,126 talent introductions, accounting for 63.5 percent of the total. In 2017, 257,000 people moved into xi 'an. The number of new residents in xi 'an in 2018 was 3.11 times that in 2017.

3.2 Effective Release of Enthusiasm for Innovation and Entrepreneurship

Up to 2018.4, we have planned and carried out 15 times of "xi 'an trip for entrepreneurship", and secretary yongkang has regularly participated in these activities to have discussions and exchanges with universities, institutions and young entrepreneurs. It has issued the "entrepreneurship xi 'an" action plan (2017-2021), ten measures of xi 'an to support entrepreneurship, "5552" implementation plan of mass innovation carrier construction and other policies. By the end of March, the city has built 482 mass innovation carriers, with a completion rate of 107.11% (450 targets in 2018); the total area of mass innovation carriers has been 15.749 million square meters, with a completion rate of 98.43% (16 million targets in 2018), with a total number of 13515 incubated enterprises and teams and 233871 enterprises. A number of mass entrepreneurship demonstration blocks, such as Chuangye street, Qujiang Chuangke street, Chang'an mass entrepreneurship and innovation center, and coffee street of high tech Zone, have been put into operation successively, and a whole chain of entrepreneurship and innovation service system of "mass entrepreneurship space, incubator, accelerator, entrepreneurship base and Park" has been preliminarily formed.

3.3 The Obvious Implementation Effect

From January to March 2018, 245000 people settled in Xi'an, approaching the total number of settled in the previous year. Among them, more than 150000 people can apply for Xi'an Hukou only with their ID card and graduation certificate. Nearly 10000 people are introduced for senior talents, professional and technical talents and skilled talents. The overall education background and quality of the settled talents are relatively high, and the talent "West" Introduction effect is obvious, which has achieved the goal of improving the population structure, improving the population quality and leveraging the economy with the new policy of hukou The goal of economic and social development and increasing urban vitality.

4. The Reason for Xi 'an's Success

4.1 Urban Strategic Positioning

Xi 'an is a deputy provincial city, the national innovation and reform pilot area, the national regional center city. Xi 'an, a thousand-year old capital located in guanzhong, is officially one of the "national central cities" and the ninth "new first-tier city" that has been acquired here. Xi'an has the advantage of world-class historical and cultural resources. "West Rome, East Xi'an" is a reflection of Xi'an's historical position in the world. The tourism resources nurtured by this long history and culture, such as the mausoleum of the first emperor of Qin, HuaQingChi, Xi'an city wall, wild geese, Terra Cotta Warriors and horses of the first emperor of Qin, make the historical and cultural heritage of Xi'an irreplaceable.

4.2 Economic Development

Statistics show that in 2017, xi 'an actually introduced 220 billion yuan of domestic capital, up 34.97%, and achieved 123% of the 178 billion yuan provincial examination index, ranking first in the whole province. Actual utilization of foreign capital was \$5.1 billion, up 13.2%, and 102% of the provincial examination target of \$5 billion, ranking first in the whole province. In 2018, Xi'an's economic operation was stable and positive, achieving stable and healthy economic development and social harmony and stability, the development of greater Xi'an was steadily promoted, and the construction of a national central city started brilliantly. According to preliminary accounting, the Gross Regional Product of the whole year was 834.986 billion yuan, an increase of 8.2% over the previous year. According to the permanent population, the annual per capita GDP is 85114 yuan, an increase of 5.2% over the previous year.

4.3 College Layout

There are 8 first-class universities with rich educational resources. Xi 'an is the city with the largest density of universities and the largest number of people receiving higher education in China. It is also an education city in the west. It is rich in educational resources. Colleges and universities have their own advantages, especially northwest poly technical university in the field of space in the country's leading position.

4.4 Industrial Development

Xi 'an is China's first aviation high-tech industrial base, 100 billion level intelligent terminal industrial group, artificial intelligence and robot industrial base. Xi'an has established a "31" industrial system, which is a high-tech industry dominated by electronic information, an advanced manufacturing industry dominated by new energy vehicles and aviation manufacturing, and a modern service industry and cultural tourism industry dominated by hub economy, portal economy and mobile economy.

5. Summary

In order to better attract talent, xi 'an has been continuously improve household register New Deal again, simplify ceaselessly in process, the proof materials, loosening the talent in policy, actively implement and carry out the priority to the development of talent strategy, from March 2017 of the "three put four drop one to two or more things" of 11 items in relax until March 2018 online at the same time to carry out the talent in policy, reduced to one, the family immediate relatives can be trailing. From March 2017 to March 2018, a year time, xi 'an to six adjustment and upgrade of the household registration policy, embodies the xi 'an to keep appropriate talent demand, according to the realistic problems constantly improve household register New Deal in policy, make the xi 'an hukou to excel in the New Deal in the same city, xi 'an population increases rapidly, more highly educated talents, further slow down the aging population degree, the effect of giant better.

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