The Status Quo, Problems and Countermeasures of Talent Construction in Information and Communication Industry

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Abstract

The information and communication industry is an important pillar of the development of the national economy. With its rapid development of technological change and application innovation, talent building has become an important part of the economic development of the information and communication industry. Based on the analysis of the current situation and problems of the development of talents in the information and communication industry, thinking and suggestions are put forward from the three perspectives of the government, enterprises, and universities to provide useful references for the construction of the industry's talent team.

Keywords

Information and communication industry; Talent status; Problem and Countermeasure.

1. Introduction

From the perspective of industrial development, the information and communication industry has always been the most active area of technological change and application innovation in various industries of the national economy. Talents, as the foundation and main body of the industry, are the focus of promoting the transformation of new and old kinetic energy and structural optimization and upgrading. Driven by industrial innovation, the connotation of various industry positions in the information and communication industry is constantly changing, so the ability and quality requirements of qualified personnel are constantly changing and upgrading. In the face of the current rapid and profound changes in the industry and the differentiated demands of the educated groups [3], the problem of industry talent construction needs to be solved urgently. At the same time, as universities as the cradle of talents, how to cultivate information and communication talents that meet market needs is also an important topic that universities urgently need to study and solve. This article first analyzes the current situation and problems of talent development in the information and communication industry, puts forward corresponding countermeasures against the problems, and finally summarizes the full text.

2. Current status and problems of talent development in the information and communication industry

Statistics from the Ministry of Industry and Information Technology show that the added value of China's electronic information industry increased by 10.5% from 2010 to 2015. In 19, 2016, the total telecommunications business of the three basic telecommunications companies increased by 57.5% year-on-year, and the growth rate increased by 27.3 percentage points year-on-year. ; Software business revenue maintained a rapid growth rate, with a year-on-year growth of 14.7% from January to October 2016 [1]. Various indicators continue to rise, and we can see the rapid development trend of technological change and application innovation in the information communication industry.

However, in the "World Communication and Information Report (2015)", in the ranking statistics of the share of labor employed in knowledge-intensive activities, China only ranks 106th. In the evaluation of human resource elements in the Internet and communications industry, China's three

individual indicators, namely the number of university student laborers, the number of skilled workers, and the quality of enterprises, lag behind the United States, Japan, South Korea and other countries, and the gap is obvious. As a result, it was discovered that there is a serious disconnect between the construction of talents in the information and communication industry and the speed of development. The research found that there are five problems in the construction of talents in the industry.

One is the unreasonable talent structure. Due to the many restrictions on the growth environment of the enterprise and the unreasonable job mechanism, the age structure is extremely polarized and the educational level is not high.

The second is the lack of salary competitiveness. Due to the low investment in talent training and lack of government support, the salary level in the information and communication industry has generally been reduced. According to the "China Salary Report 2016", the average salary is only 4271.6 yuan, making it difficult for companies to attract talents and lack of competitiveness.

The third is that the supply of talents exceeds demand. The demand for talents in the information and communications industry is relatively high. The demand for technical talents, highly educated talents, and mature industry talents exceeds that of other countries. However, the supply of talents cannot meet the needs of industry development. It is found through keyword search and data statistical analysis tools. , The technical research and development positions of electronic communication enterprises only account for 19.06%, but 84.09% of electronic communication enterprises urgently need technical research and development personnel.

Fourth, the training mechanism is not sound. Due to the lagging concept of corporate talents, lack of specialized talent training institutions, insufficient funding for talent training, college talent training mechanisms that are difficult to meet the needs of enterprises, and low government support, there are still a large number of enterprises in China that have not established talent training mechanisms. Talent training is based on schools and enterprises. The focus is on cooperation, and the talent pool is obviously insufficient.

Fifth, the brain drain in the central and western regions has increased. Due to low salary, limited growth space, remote working area, etc., talents of various types of positions in Midwestern enterprises flow to coastal areas, and the talent structure is seriously unequal.

3. Countermeasures for building talent teams in the information and communication industry

3.1 Innovation policy system

Part of the funding for major construction and scientific research projects is used for talent training, and enterprises or universities are encouraged to set up talent growth funds for talent training; improve the production, learning, and research cooperation innovative talent training policy, and establish a government-guided enterprise-oriented and market-oriented , The school is a strategic alliance supported; implement talent entrepreneurship support policies, promote the standardization of entrepreneurial loans, intellectual property pledge financing and other businesses, improve technology and intellectual property rights as capital participation methods, and increase the cost of investment in infrastructure such as entrepreneurial incubators. To improve the distribution and incentive mechanism of scientific research institutes and introduce guarantee policies for the talents of enterprises and universities who have devoted themselves to research and innovation. Implement the policy of promoting the rational flow of talents, while strengthening the flow of talents between the government, enterprises, and schools, and guarantee the rights and interests of mobile talents; at the same time, implement preferential policies for the positions and titles of talents dispatched by enterprises to work in difficult and remote areas and on long-term business trips.

3.2 Optimize talent assessment management methods

It is recommended that various regional organization departments, human resources and social security bureaus, communications management bureaus and other departments jointly establish a talent work coordination group to be responsible for the macro-control and overall coordination of

talent construction in various regions, drafting various target task decomposition implementation plans and major project implementation plans, and building information A talent database in the communications industry has been established to establish a real-time monitoring, evaluation, and assessment mechanism for talent development, and strengthen supervision and inspection. Establish talent classification standards and evaluate talent levels.

Vigorously promote the reform of the professional title system, improve the implementation of different professional titles, and gradually establish a talent evaluation system that is entrusted and authorized by relevant government departments and organized by industry associations. It is oriented by virtue, ability and performance and recognized by the society. Establish a special talent appraisal and appointment mechanism. For high-end technical talents or who have major research results or special skills, the requirements can be appropriately lowered according to their circumstances, and there will be breakthroughs in the evaluation and appointment of professional titles.

3.3 Ensuring investment in talent development

Give full play to the role of various government special financial funds, and adopt various methods such as gratuitous subsidies, loan interest discounts, post-subsidies, and investment in shares to support information and communication talent actions. Enterprises and universities set up special education funds for talent training, deepen higher education reforms, promote social education, and focus on supporting the cultivation of technology leaders, young academics and technology leaders, and various urgently needed talents, and provide funding for talent training that meets the needs of enterprises stand by.

3.4 Strengthen the construction of talent team

Strengthen the introduction of talents, pay attention to the introduction of scientific and technological talents. As the main body of talent introduction, enterprises must give full play to their role, and coordinate the work of "introducing, educating and using" talents, so that the introduced talents can be retained, peace of mind and resources. As. Improve the construction of talent public information network and talent recommendation platform, strengthen external communication and introduction, establish an information sharing mechanism, and expand channels for external talent introduction.

Improve personnel training policies. Based on the principles of integration of industry and education, school-enterprise cooperation, relying on enterprises, and being close to needs, we will strengthen the construction of practical education and vigorously cultivate technical innovation and practical talents to adapt to the rapid development of the industry. First, the industry authorities should study and formulate long-term plans and annual plans for talent education and training, practice training, and adopt various forms such as on-the-job training, post-employment further study, on-the-job training, and encourage participation in non-academic education to provide a platform for different types of talents to improve their comprehensive capabilities. The second is to establish a chief information officer (CIO) system, increase Internet application training, and promote the transformation and upgrading of talents. Third, colleges and universities actively cooperate with enterprises, oriented training and special training, and establish a comprehensive training system based on social and market needs.

3.5 Improve the incentive and promotion mechanism

Establish and improve the information and communication talent growth incentive system guided by government rewards, corporate rewards as the main body, and social rewards as the auxiliary, and continuously improve the economic benefits and social status of information and communication talents, including living allowances, housing, medical care, family employment, and children's schooling , Equity distribution and other incentive measures. Gradually form an incentive mechanism for the growth of technical talents that integrates vocational skills, work performance, salary, and social honor. The first is to ensure the welfare of senior experts; the second is to select and give heavy awards to outstanding talents who have been striving for a long time at the grassroots level, stick to their posts, have the spirit of dedication, have the courage to innovate and start businesses, are highly

recognized by the society, and have made outstanding contributions; Basic research focuses on industry recognition and applied technology research focuses on market recognition. Priority is given to the application and assessment of high-level professional technical qualifications. Fourth, relying on the talent database, the government allows the professional title evaluation and professional skill level appraisal of practitioners to be linked to talent incentives and development The goal is quantified and encourage talents to continuously improve themselves.

4. Summary

With the rapid development of technological changes and industrial innovation in the information and communication industry, my country has problems in the construction of industry talents, such as irrational talent structure, lack of salary competitiveness, shortage of talents, unsound training mechanisms, and increased brain drain. By innovating policy systems, optimizing talent assessment and management methods, ensuring investment in talent development, strengthening talent team building, improving incentives and promotion mechanisms, and accelerating the construction of talent information databases and exchange platforms, the level of talent construction in the information and communication industry can be effectively improved, and talents can be realized. Simultaneous development of construction and industry innovation.

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