

Exploration on the construction of university employment and entrepreneurship think tank based on regional talent development strategy

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Abstract: University think tanks serve the employment and entrepreneurship of colleges and universities as well as the regional talent development strategy, so as to realize the effective connection between the requirements of regional development on talent ability and the talent training program of colleges and universities. At the beginning of think tank construction, there were problems such as lack of human resources and construction funds, narrow channels for information collection, and difficulty in ensuring the comprehensiveness of information resources. Think tank construction gives full play to the leading role of local colleges and universities, widely absorbs think tank construction talents, relies on the resources of colleges and universities to increase the input of information resources, broaden information channels, increase the number of information resources, and accurately screen and improve the quality of information resources. Go deep into grass-roots enterprises and government units, go deep into college students, and do a good job of service to enhance the influence of think tanks. Deal with the relationship between the school and the library, and build a cooperative relationship between the school and the library.

Keywords: University think tanks; Regional talent development strategy; Employment and entrepreneurship; Think tank construction

The university employment and entrepreneurship think tank is the link between the regional talent development strategy and the university employment and entrepreneurship work. The think tank ensures the effective connection between the regional talent development and the university employment and entrepreneurship work, and it is of great significance to improve the quality of university employment and entrepreneurship while providing consulting services and intellectual support for the regional talent development strategy. University employment and entrepreneurship think tanks complement regional talent development strategies and university development strategies. University employment and entrepreneurship think tanks are "think tanks" for the implementation of regional talent development strategies and university development strategies. Regional development and university development are "power sources" for the construction of university employment and entrepreneurship think tanks.

1. The Value Implication of the Construction of University Employment and Entrepreneurship Think Tanks

The university employment and entrepreneurship think tank is an important support for the university employment and entrepreneurship work and the important decision-making of regional talent development strategy. The decision-making consultation system is an important part of China's socialist democratic political construction. The international situation is tense, the global problems are more complex and arduous than ever before, and the stability of reform and development is challenged. Whether it is the regional development strategy layout, the employment and entrepreneurship of college graduates, and the talent training program of colleges and universities, new high-end think tanks are urgently needed for decision-making consulting services. Faced with fierce competition, college graduates are eager for accurate interpretation and personalized targeted guidance.

1.1 The value connotation of serving college employment and entrepreneurship

For the employment and entrepreneurship work in colleges and universities, the employment and entrepreneurship think tank is an information service organization. The think tank has a wide channel of information resources, ensuring the comprehensiveness and accuracy of information resources. The university employment and entrepreneurship think tank can rely on its own advantages to obtain government support, deeply investigate and study the development status and future development plan of domestic and foreign enterprises and employers, and then combine the regional political, economic and cultural development status to accurately study and judge the future talent demand trend, so as to put forward constructive suggestions for university talent training. The experts of the university employment and entrepreneurship think tank provide graduates with comprehensive and accurate interpretation, combined with their comprehensive quality, professional skills, etc., and personalized employment guidance. The entrepreneurship and employment of graduates are effectively connected with the regional economic development, improving the employment and entrepreneurship quality of graduates and providing talent support for regional development.

1.2 The value expectation of serving regional development strategy

The development concept of quality oriented employment and entrepreneurship think tanks in colleges and universities is the national requirement for new high-end think tanks. As a suggestion to serve the regional development strategy and a scientific and technological decision-making body, it should revitalize intellectual resources, fully tap the "source of wisdom", integrate its strength, conduct in-depth research on graduates' general employment and entrepreneurship needs, intentions, and employers' talent needs and intentions,

provide advice and suggestions for the regional development strategy layout, assist the government in introducing more active and effective employment, create a fertile land for talent officers to start businesses, gather more talents, and retain talents. Talents are the core competitiveness of regional development, the advanced productive forces and the inexhaustible power of innovation and development.

1.3 Value feedback of service

The innovative development of regional political, economic and social development and the improvement of the quality of employment and entrepreneurship of college graduates are the wings of the construction of college employment and entrepreneurship think tanks. The quality of regional talents depends on whether talents can attract talents, retain talents, and make talents useful. Talents are the core competitiveness of regional innovation and development. Therefore, the growth rate of regional innovation and development can be used as one of the criteria to measure the quality of think tank construction. Regional innovation and development create a good political and economic environment for the construction of university employment and entrepreneurship think tanks. The improvement of employment and entrepreneurship quality of college graduates has enhanced the social influence and recognition of colleges and universities, thus attracting more talents. In a word, both regional innovation development and the improvement of employment and entrepreneurship quality of college graduates can attract talents and expand the "brain power". Talents themselves are the largest "brain power" of think tanks. College employment and entrepreneurship think tanks are institutions that gather talents from all walks of life to interpret and judge employment and entrepreneurship as well as international social development trends. The construction of think tanks requires a lot of human support.

2. The Practical Needs of the Construction of University Employment and Entrepreneurship Think Tanks Based on the Regional Talent Development Strategy

In the first half of 2022, the international situation was tense. Sanctions and anti sanctions measures among major countries led to soaring energy and food prices, high inflation continued, and rising raw material prices hindered economic recovery . In the face of unprecedented challenges, against the backdrop of the decline of the overall employment level and the obstruction of economic development in the world, both regional economic development and the improvement of the employment and entrepreneurship level of regional college graduates need the employment and entrepreneurship think tanks of colleges and universities based on the regional talent development strategy as intermediaries and "sources of wisdom" to promote the development of both.

2.1 The phased economic downturn has made it more difficult to find jobs and start businesses

Wu Hao et al. , research shows that economic growth is positively correlated with employment nationwide. The labor market depression caused by the economic downturn is inevitable. Small, medium and micro enterprises, especially physical retailers, have difficulty in operating, or even maintaining, leading to serious job cuts in small, medium and micro enterprises. The geopolitical situation is complex, the epidemic situation has intensified the collision between the old and the new order, the world is in turmoil, and the overall economic situation is not optimistic. The impact and restriction of the game of great powers on all aspects of China's development have limited China's rapid development.

2.2 The contradiction between supply and demand in the talent market is prominent

In recent years, due to the adjustment of industrial structure, there are a large number of high-quality professional vacancies in emerging technology industries such as biomedicine, new energy and big data. Most college graduates are unable to meet the requirements of high-tech posts and are unwilling to work in small enterprises with relatively low technical requirements .

2.3 It is difficult to retain people in economically underdeveloped areas

Some economically backward regions are constrained by the poor talent development environment and cannot attract talents. The development of regional economy requires the efforts of a large number of high-quality talents. A series of regional talent development policies that are conducive to attracting and retaining talents need to be introduced. Otherwise, they will soon fall into the vicious circle of economic development without advice and economic recovery difficulties without retaining talents.

In August 2022, the Central Committee of the Communist Party of China clearly proposed to stabilize the basic economic development. Regional economic development needs to attract and retain talents. It needs to play the role of "think tank" of university employment and entrepreneurship think tanks based on the regional talent development strategy, interpret the needs of regional talent development, so that university employment and entrepreneurship work guidance and regional talent development need to effectively connect and cultivate a number of talents urgently needed by regional economic development.

3. The real dilemma of university employment and entrepreneurship think tank construction based on regional talent development strategy

The university employment and entrepreneurship think tank based on the regional talent development strategy is a university think tank, which is established by universities and affiliated to universities. It is engaged in specialized regional talent decision-making consultation and interpretation of the latest employment and entrepreneurship, making the employment and entrepreneurship work of universities more forward-looking. The construction of university employment and entrepreneurship think tanks based on the regional talent development strategy faces many challenges.

3.1 There is a lack of specialized and professional talents for the construction of university employment and entrepreneurship think tanks based on the regional talent development strategy

University think tanks attract talents with the help of universities at the beginning of their establishment. Universities themselves are the main bases for training people. The gathering of highly educated researchers is a treasure house for acquiring and creating knowledge. However, as a think tank serving the society, in the age of big data, in addition to knowledge, information and data research are the lifeblood of think tanks. The development of think tanks relies on professionals to analyze knowledge, information and data to provide suggestions for decision-makers and ensure the correctness and efficiency of decision-making. Therefore, in addition to deep knowledge reserves, think tank builders must have strong information awareness. In 2013, since the start of the construction of a new type of think tank for socialism with Chinese characteristics, colleges and universities have rapidly created new types of think tanks. In a short period of time, there is a shortage of think tanks. The lack of economic advantages of local university think tanks has not attracted enough think tanks.

3.2 Narrow information collection channels make it difficult to ensure the comprehensiveness of information resources

At the beginning of the construction, the think tank has not established a stable trust relationship with the relevant government departments, so it is difficult to obtain some internal, true and accurate information at the first time. Similarly, the cooperation with enterprises will encounter the same problems. The university employment and entrepreneurship think tanks based on the regional talent development strategy cannot obtain timely and valuable information resources. It is difficult for a skillful woman to make bricks without straw. Therefore, it is impossible to integrate information to obtain valuable research results. There is no result to serve the regional talent development strategy, enterprise talent demand, and university employment and entrepreneurship. Without good service, we cannot gain the trust and support of the government and enterprises, and think tanks will be difficult to develop.

3.3 It is difficult to accumulate funds

The university employment and entrepreneurship think tanks based on the regional talent development strategy serve the local government and local universities, and their construction relies on local universities and local economy. For example, some underdeveloped cities in northern Jiangsu can provide limited funds, and the lack of funds will be limited whether it is the talent training of think tanks or the construction of information resources.

4. The proper path to the construction of university employment and entrepreneurship think tanks based on regional talent development strategy

4.1 We will increase investment in building think tanks and rationally plan ways to promote talents

Give full play to the leading role of local colleges and universities. On the one hand, we will extensively absorb talent for think tank construction and select a group of outstanding talents with deep knowledge reserves, strong information awareness and enthusiasm for think tank construction from the original faculty of colleges and universities and even outstanding students. On the other hand, colleges and universities, together with relevant government departments and cooperative enterprises, jointly build a university employment and entrepreneurship think tank based on the regional talent development strategy to jointly create an environment for the development of outstanding talents, which can not only attract and retain talents, but also continue to cultivate high-quality talents.

4.2 Increase investment in information resources, broaden information channels, increase the number of information resources, and improve the quality of information resources through accurate review and screening

To broaden information channels, firstly, universities should be relied on to strengthen the contact with the government, provide advice and suggestions for the government's decision-making by virtue of their own advantages, and establish cooperative relations with relevant government departments and even government think tanks, so as to obtain information support from the government. The second is to rely on the cooperation between universities and enterprises to understand the trend of talent demand for enterprise development, ensure the consistency between the ability requirements of enterprises for talents and the talent training objectives of universities, and achieve a win-win situation for enterprise development and talent training of universities, so as to obtain the trust and stable information support of enterprises. To improve the quality of information resources, we need to accurately understand the information needs of think tanks, and at the same time, we need to keep pace with the times to strengthen the construction of diversified information resources, not only including the valuable data and information provided by government enterprises and journals, but also in-depth research and master the first-hand information such as the needs of grass-roots enterprises, government units and college graduates .

4.3 Improve the influence of university employment and entrepreneurship think tanks based on regional talent development strategy

First, think tank personnel should go deep into grass-roots enterprises, provide advice and suggestions for enterprise talent recruitment, and help enterprises quickly and accurately recruit the talents they need. Second, think tank personnel should provide advice for regional talent development, and help the government to make a series of decisions to attract, retain and further promote talents. Third, think tank personnel should go deep into the students of regional colleges and universities, preach the requirements of enterprises for talent ability, and provide classified guidance for students of different majors and grades, and even provide personalized suggestions according to the personalized needs of students. Comprehensively enhance the influence and recognition of university employment and entrepreneurship think tanks based on the regional talent development strategy.

4.4 The construction of university treasury relationship is crucial to the construction of university think tanks

The university employment and entrepreneurship think tank based on the regional talent development strategy is a typical university think tank, which has the typical characteristics of university think tanks. From the above analysis, it can be seen that in the initial stage of the construction of think tanks, whether it is the cooperation of enterprises and the government or the human resources for the construction

of think tanks, they almost rely on universities. However, independence is an important standard to measure the level of think tanks. A sound formulation process must not be affected by interest relations. Researchers must also analyze and study objectively and independently to provide an objective and fair judgment. The dependence of the construction of university think tanks on the funds, talents and cooperation of universities contradicts the independence of think tanks. The construction of the relationship between universities and libraries should be clearly positioned. University think tanks and universities are cooperative, and universities are resource providers, "engines" rather than "pilots", to achieve the embedded development of think tanks within universities .

Conclusion: At the beginning of the construction of university think tanks based on regional talent development strategy, university employment and entrepreneurship think tanks, as university think tanks, were short of human resources and construction funds, narrow channels for information collection, and difficult to ensure the comprehensiveness of information resources. Think tank construction gives full play to the leading role of local colleges and universities, widely absorbs think tank construction talents, relies on the financial strength of colleges and universities to increase the input of information resources, broaden information channels, increase the number of information resources, and accurately screen and improve the quality of information resources. Go deep into grass-roots enterprises and government units, go deep into college students, and do a good job of service to enhance the influence of think tanks. We should properly handle the relationship between schools and libraries, build a collaborative relationship between schools and libraries, and achieve the embedded development of think tanks within universities.

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