

# *Reflections on Enhancing the International Competitiveness of Talents in the Western Region*

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**Abstract:** This paper commences with the 2023 Global Talent Competitiveness Index (GTCI), offering an in - depth analysis of the international talent competitiveness in western China. Despite China's overall progress in talent cultivation, ranking 9th in the education sub - index, western China lags in attracting and cultivating international talents. Geopolitical factors, including environmental and economic disparities with the eastern region, limit its appeal to international talent. There is also a lack of awareness in international talent cultivation, with a relatively closed education system and outdated concepts. The policies for overseas talent introduction and the international talent training mechanism are not well - developed, and international educational resources are scarce. Additionally, the region lacks international communication platforms. To address these issues, several countermeasures are proposed. These include emphasizing foreign language teaching in education to enhance internationalization awareness, introducing advanced international educational resources, adopting international advanced management systems, building international cooperation platforms, improving talent - related policies and training mechanisms, and optimizing the living environment for talents. By implementing these measures, it is expected to cultivate high - quality international - minded talents, enhance the international competitiveness of talents in western China, and ultimately promote the region's economic and social development. This paper analyzes the current situation of talent competitiveness in western China from the perspective of internationalization, starting from The Global Talent Competitiveness Index (GTCI) in 2023, and puts forward the suggestions to enhance the international competitiveness of talents in western China.

## **1. Basic introduction**

Science and technology are the first productive forces and talents are the first resources. General Secretary emphasized in the report of the Twentieth National Congress of the Communist Party of China that talents are the basic and strategic support for building a socialist modern country in an all-round way.

With the continuous promotion of China's "the Belt and Road" initiative, the continuous upgrading of the China ASEAN Free Trade Area, the continuous development of the new land sea channel in the West, and the gradual formation of the Central Asia Regional Economic Cooperation

mechanism, the path of external development in the western region has become increasingly clear. Under the background of internationalization, the cultivation of international talents has become an important direction of national strategic development. As the economic hinterland and key development area of China [1-3], the western region is imperative to promote rapid economic development, keep up with the forefront of the times, accelerate internationalization, and enhance the international competitiveness of talents in the western region [4-6].

## **2. Specific problem analysis**

The 2023 Global Talent Competitiveness Index (GTCI) released by European Institute of Business Administration (INSEAD) and other organizations shows that among developed countries, European and American countries continue to dominate the top 25 rankings, while China ranks 40th in the GTCI. The index report shows that one of the important factors for China's progress in the past decade is its ability to cultivate talents, due to its world-class universities, as well as extensive lifelong learning opportunities and internal training within companies (China's outstanding performance in the education branch ranks 9th). Talent competitiveness, as a key element of national, urban [7-8], and organizational competitiveness, has become even more important; the competition for talent will become more intense; cities and regions are playing an increasingly important role in talent; cities and regions will lead new talent strategies and innovations [9-10].

Talent is a strategic resource for achieving national rejuvenation and winning the initiative in international competition, and is an important indicator for measuring a country's comprehensive national strength [11].

According to analysis, there are still the following problems in talent competitiveness in western China.

### **2.1 Geopolitical factors constrain the attractiveness of talents, which is insufficient**

Due to constraints such as the environment, development foundation, and economic structure, compared to developed regions in the east, the industries and economy in the western region are relatively lagging behind, and their attractive advantages for international talents are insufficient. Many high-level talents often choose to develop in areas with concentrated industries and developed economies.

### **2.2 Lack of awareness of international talent cultivation**

The western region lacks sufficient openness to the outside world, the education system is relatively closed, and there is a lack of international teaching concepts and models. Some management lacks innovative consciousness and international vision, and the concept of talent cultivation has not kept up with the pace of the times, making it difficult to adapt to the challenges of global competition.

### **2.3 The policies for introducing overseas talents and the mechanism for cultivating international talents are not perfect**

In terms of talent introduction and training, there is a lack of long-term planning, and the phenomenon of emphasizing introduction over training is common in the western region, resulting in introduced talents who cannot adapt to the new working environment in the short term and find it difficult to get their own growth and development, and are unable to give full play to their roles as talents, and are unable to retain their talents, which leads to the loss of talents once again. In recent

years, although some provinces and cities in the western region have introduced a series of policies on talent introduction and training, due to insufficient funding and inadequate funds, the relevant policies have not been effectively implemented and fully utilized, resulting in the inability to obtain corresponding funding and policy support for talent introduction, and the lack of strong policy support for the international talent training system.

#### **2.4 Insufficient international educational resources**

The cultivation of talents relies on education. The uneven distribution of educational resources in the western region and the lack of internationally oriented faculty and advanced teaching concepts and methods in some universities have affected the overall level of international talent cultivation in the western region. Most universities focus on undergraduate education, while the international training and exchange for vocational college students, highly educated graduate students, and doctoral students who specialize in technical skills learning are relatively weak.

#### **2.5 Lack of international communication platform**

The cooperation between educational institutions in the western region and world-class universities is relatively limited, and there is a lack of excellent international educational resources and platforms, resulting in a lack of opportunities and communication channels for teachers and students to participate in international conferences, academic exchange activities, and visiting universities. This to some extent restricts the introduction of high-level technical talents and the internationalization of local talents.

### **3. Suggestions for countermeasures**

To cultivate high-quality talents with international vision and competitiveness, and enhance the international competitiveness of talents in the western region, the following suggestions are proposed.

#### **3.1 Emphasize foreign language teaching and enhance awareness of internationalization in education**

Foreign languages, as a tool for communication and an organic unity of humanistic exchange, play a crucial role in the cultivation of applied talents, compound talents, and international talents. Higher education institutions, which shoulder the heavy responsibility of talent cultivation, should keep up with the forefront of social development, vigorously promote the deep integration of foreign languages and disciplines such as science, engineering, and humanities, cultivate international talents with innovative abilities who can "speak foreign languages" and "specialize", achieve the coordination of the professional structure of higher education disciplines and highlight international characteristics, establish a high-level talent independent training system, promote the high-quality development of higher education, help build an education powerhouse, and lay the foundation for cultivating international talents.

#### **3.2 Introduce advanced international educational resources**

It is necessary to actively introduce education and teaching resources from world-class universities and research institutions, establish Sino foreign cooperative education projects, introduce teaching models and curriculum systems from excellent foreign universities, provide

broader academic and cross-cultural exchange opportunities for talents in the western region, and encourage higher education institutions in the western region to establish international talent training centers and offer international courses to improve the internationalization level of talents in the western region.

### **3.3 Introducing international advanced management system**

Various enterprises, research institutes, and international cooperation organizations can improve the overall quality and ideology of their internal personnel, stimulate the creativity of their employees, improve the internationalization level of their employees, and establish an effective international talent team through the introduction of international advanced management system, so as to better assist the competitiveness of the relevant enterprises and institutes in the international market to meet the challenges of the international market, and thus promote the development of the local economy and enhance the overall level of internationalization of the local talents in the western region. The overall internationalization level of local talents in the western region will be enhanced.

### **3.4 Build international cooperation platforms and strengthen international exchanges and cooperation**

It is necessary to encourage higher education institutions in the western region to establish cooperation and exchange mechanisms with top universities, research institutions, and well-known enterprises abroad. Through mutual visits between teachers and students, research projects, collaborative scientific research, and other forms of cooperation and exchange, more international exchange opportunities should be provided. In addition, an international exchange center can be established locally to hold international seminars, academic lectures, etc., to strengthen international exchanges and cooperation.

### **3.5 Improve overseas talent introduction policies and international talent training mechanisms**

Governments at all levels in the western region should increase their efforts to introduce overseas talents, provide more facilities and preferential policies, and attract more outstanding internationalized talents to join the domestic education and scientific research fields. It is necessary to actively establish special funds for talent internationalization and development, formulate preferential policies for talent platform construction such as overseas talent support service centers and innovation and entrepreneurship platforms, in order to promote the improvement of talent internationalization competitiveness and fully leverage the support role of special funds for policies.. At the same time, a more open, flexible and effective talent training mechanism should be established to provide local talents with more internationalized learning exchanges and development opportunities. By offering language + professional internationalization courses, local talents can enrich their professional knowledge, enhance their vocational skills and improve their professional quality, so as to equip them with strong cross-cultural communication ability and foreign language ability; developing internationalization training programs and expanding internationalization practice programs, so as to enhance the internationalization service ability of local talents in the western region.

### 3.6 Optimize the living environment for talents and enhance the sense of belonging of international talents

It is necessary to build international infrastructure, provide international community services, create a community culture with international characteristics, focus on diversified economic development, improve the language environment for international talents, optimize the living environment for talents, and ensure that talents can integrate into the local area and fully devote themselves to regional development after being introduced.

## 4. Conclusion

Enhancing the international competitiveness of talents in the western region is a long-term process that requires the joint efforts of the government, enterprises and society. Measures such as building an international cooperation platform, strengthening international exchange and cooperation, optimizing the living environment of talents, and improving policies and systems will enhance the international competitiveness of talents, strengthen the competitiveness of cities in the western region, and promote the economic and social development of the western region of China.

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