

Research on the Development Path of Rural Human Capital

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Abstract

Activating rural human capital is the key to the success of Rural Revitalization Strategy. This paper deeply analyzes the development status of rural human capital, and discusses and studies how to effectively promote the flow of High-tech talents to rural areas, the reasonable flow of rural resources, create new momentum of human capital, and optimize the training system and supervision mechanism, and the migration of labor force. This paper puts forward the path and specific suggestions to promote the effective use and development of rural human capital.

Keywords

Human Capital; High-tech Talents; Development.

1. Introduction

People are the key to rural revitalization. The quality of rural human capital plays an important role in the process of rural social development. New agricultural technical talents are the indispensable key force to promote the development of modern agriculture and the construction of new socialist countryside. They are also the inevitable choice to realize the efficient and high-quality development of agriculture, transform and upgrade traditional agriculture, and promote the common progress of urban and rural society[1,2].

The formation of "three models" is the result of both theoretical and practical exploration. At present, the quality of human capital in the new countryside is poor, which is far from meeting the rapid economic and social development. In order to better grasp the stage characteristics of socialism with Chinese characteristics entering the new era and the basic characteristics of high-quality economic development stage, we study and summarize the achievements of the "three modes" in the early stage. Facing the situation that the quality of human capital in new countryside needs to be improved as soon as possible, we focus on solving the deep-seated structural contradictions based on theory and practice[3-5].

This paper insists on the supply side structural reform as the main line. Combined with the valuable experience of "three models", we carry out the path research of rural human capital development under the background of Rural Revitalization and development[6-8]. Through continuous exploration and practice, the "three models" will be more deeply integrated into the Rural Revitalization Strategy, which will provide new vitality for the development of rural human capital [9].

2. Main Problems

2.1. Lack of Comprehensive Quality of Rural Human Capital

The overall quality of rural labor force, especially the level of key technical skills, is still low, which is mainly related to the level of education. There is still a big gap between the investment

level of rural education and that of urban education. Due to the large difference in capital investment and unbalanced distribution of teachers, the rural population with college degree or above is still at a low level. In recent years, with the rapid development of urbanization, a large number of capable farmers have entered the city to work and live, which further aggravates the loss of rural talents. Facing the heavy task of rural revitalization, the recovery of rural human resources has become the key to development.

2.2. Uneven Distribution of Rural Human Capital

The research shows that about 70% of the rural labor force is engaged in the primary industry, and the proportion of the population engaged in the secondary and tertiary industries is still relatively small. More and more farmers are willing to invest their family capital in the aspect of quick effect, and the training of their own skills is far from enough. Training and education mainly depends on the relevant policies issued by the state and the government. The number and level of young rural labor force is small, which is difficult to meet the development needs of Rural Revitalization.

2.3. Lack of Attention to Human Resource Development

Local governments do not have sufficient guidance and planning, which greatly reduces the effectiveness of education. Although some regions are aware of the importance of human resource development to economic and social development, and set up special departments to be responsible for it, due to the lack of training experience and awareness of the responsible personnel and the concentration of training institutions, farmers are reluctant to give up relevant work to participate in training, which makes the training of farmers become a mere formality. There is no good training system and supervision mechanism, which does not really play the purpose of improving the level of farmers' technical skills.

3. Research Contents

Based on the theory of the relationship between education, science and technology and social and economic development, this paper focuses on what "bottleneck" China's rural social development has encountered and how to change it. In addition, in order to achieve the ultimate goal of rural revitalization, it will focus on rural human resource development path.

3.1. How to Promote the Positive Flow of Rural Human Resources

In order to let more talents actively participate in the torrent of rural construction, Rural Revitalization in the new era needs to do everything possible to attract, absorb and mobilize the initiative, wisdom and creativity of all kinds of talents, which will promote them to be more willing to devote themselves to the vast rural world and show their talents. Industrial development will not only produce a strong siphon effect on talents, but also bring great spillover effect to industrial development. The development of rural human capital must grasp the requirements of the times of Rural Revitalization and actively promote the development of rural industry. This is because only industrial development can retain and attract talents, promote the landing of attractive industrial projects, and promote the integration of talents and industry.

3.2. How to Promote the Positive Flow of Rural Human Resources

Based on the opinions of the CPC Central Committee and the State Council on further promoting the structural reform of agricultural supply side and accelerating the cultivation of new energy for agricultural and rural development, we completed the research on the ways and methods of innovation driven and enhancing the support capacity of agricultural science and technology. This paper focuses on promoting the integration of the three industries, making the whole

industry chain, making the brand bigger, and attracting the return of rural intelligence and the inflow of human capital.

3.3. Create New Kinetic Energy of Rural Human Capital

To provide intellectual support and talent guarantee for Rural Revitalization and sustainable development of agriculture and rural areas, we need to deepen the reform of education system, organically link rural basic education, secondary vocational education and higher vocational education, implement the combination of agricultural science and education, and cultivate practical talents needed by rural areas.

In order to serve "agriculture, rural areas and farmers", we should combine the requirements of the new era, innovate the path of vocational education and higher education, strengthen the construction of agriculture related professional groups and personnel training, increase agricultural science and technology research and development and achievement transformation, and integrate professional education with maker Education. This will meet the talent demand of the new round of scientific and technological revolution for smart agriculture, precision agriculture and efficient agriculture, reserve human capital for rural revitalization, and provide new momentum for the sustainable development of agriculture and rural areas.

3.4. Using Training to Enhance the Market Adaptability of Rural Human Capital

In order to prevent the decline of the value of human capital, we should strengthen the on-the-job training of new professional farmers and "agriculture, rural areas and farmers" workers, which will enhance the market adaptability and help the Rural Revitalization. We have carried on the research from three aspects: policy training, science and technology training and agricultural industry development and organization management training.

3.5. The Influence of Labor Migration on Human Capital Structure in the New Era

With the deepening of the agricultural supply side structural reform, the agricultural science and technology ability has been continuously improved. At the same time, the rural labor force will continue to transfer to non-agricultural areas, which will promote the further integration of primary, secondary and tertiary industries. The new countryside and new agriculture brought by Rural Revitalization will also attract a large number of high-quality resources to work in rural areas, which will further optimize the structure of human capital. Therefore, another research content of this paper is to study the impact of labor migration on rural human capital in the new era.

4. The Theoretical Significance of the Research

From the philosophical perspective of Rural Revitalization Strategy, "Zhucheng model", "Weifang model" and "Shouguang model" are an active exploration based on Marxist materialist dialectics and historical materialism. It is an excellent creation for the local people to objectively understand the world, actively transform the world and solve the local practical problems according to the actual situation, which will provide a healthy reform and innovation model for the Rural Revitalization Strategy in the new era.

From the perspective of history, the "three models" have played an important innovative role in the development of China's agricultural and rural modernization. Looking back on the development process of the "three models", they benefit from institutional innovation, organizational innovation and technological innovation. If we want to achieve the goal of building a modern agricultural industrial system and realize the redevelopment of the "three modes", we must continue to carry forward this innovative spirit. More importantly, the

successful practice of the "three models" can serve as an important basis for guiding the development of agriculture and rural economy in China.

The realization of Rural Revitalization Strategy needs the support of rural human capital. The outstanding characteristics of "Weifang mode", "Zhucheng mode" and "Shouguang mode" are that a large number of excellent innovative agricultural talents are needed. Under the new situation of vigorously promoting rural revitalization and supply side structural reform, the development of rural human capital is facing new opportunities and challenges. Up to now, there are few related theories and practice, and lack of systematic theoretical research.

5. Conclusion

Activating rural human capital is the key to the success of Rural Revitalization Strategy. Facing the existing rural problems, this paper analyzes the factors hindering rural development and the causes. In order to smoothly realize the steady progress of rural poverty alleviation, it has become the focus of the Chinese government to study the effective development of human capital by using existing resources and promote the rapid development of rural economy, which reflects the implementation of the national concept of common prosperity.

This paper deeply analyzes the development status of rural human capital, and discusses and studies how to effectively promote the flow of High-tech talents to rural areas, the reasonable flow of rural resources, create new momentum of human capital, and optimize the training system and supervision mechanism, and the migration of labor force. This paper puts forward the path and specific suggestions to promote the effective use and development of rural human capital.

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