

Research on the Optimization of Jiangsu Province Talent Policy Under the Background of Digital Economy: A Comparative Analysis of Shenzhen's Talent Policy Based on Machine Learning Models

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Abstract:

Under the background of digital economy, big data, visual analysis and intelligent technology are deeply applied in regional policy formulation. As a leading demonstration area of domestic talent policy, Shenzhen has successfully attracted a large number of talents through its policy of 'speed, strength and richness'. This study focuses on the talent policy, uses interview research, carries out detailed policy text analysis with the help of the powerful function of the big language model, analyzes the highlights of Shenzhen's talent policy from the aspects of talent introduction, talent cultivation and talent service, and further puts forward the talent policy of Jiangsu Province based on the benchmark of Shenzhen from the four aspects of talent introduction, cultivation, incentive and service. Based on the guiding ideology of accelerating the construction of the world's important talent center and innovation highland, this paper puts forward the countermeasures and suggestions for the optimization of Jiangsu's talent policy under the background of digital economy from the aspects of talent introduction, talent cultivation, talent utilization and talent service. The research conclusions provide reference for promoting the formation of a more competitive talent policy environment in Jiangsu's digital economy.

Keywords: digital economy, Shenzhen, Jiangsu reference, large language model analysis, talent policy optimization, machine learning

INTRODUCTION

With the vigorous development of digital economy and the intensification of global talent competition, how to use computer methods such as big data, visual analysis and intelligent technology to optimize talent policy has become a key issue for local government to solve urgently.

This study uses the powerful analytical ability of the large language model to carry out an insight analysis of talent policy. Select the "talent first zone" Shenzhen, a city famous for "Shenzhen speed" from the start of double technicians to the gathering of more than 6 million talents, to carry out in-depth analysis. In contrast, although Jiangsu's talent work is also at the forefront of the country, with the transformation of the digital economy, the demand for artificial intelligence to integrate into all walks of life has intensified, and the talent policy has lagged behind, restricting talent efficiency. Under the background of digital economy, how to use the power of computer technology to realize the intelligent upgrading of talent policy, so as to support the development of digital economy, has become the key to Jiangsu's "14th Five-Year Plan" and the strategy of strengthening the province with talents by 2035.

This study focuses on the intersection of digital economy and talent policy. Taking Jiangsu as a case, it uses the big language model to conduct semantic analysis and emotional mining of existing policies, deeply analyzes the talent policies of the two places and the highlights of Shenzhen's talent policy, and explores the problems of Jiangsu's talent policy. Drawing on Shenzhen, it proposes Jiangsu's talent policy optimization countermeasures that respond to the development of the digital economy and fit the artificial intelligence of big data. The research results will promote the digital transformation of Jiangsu's talent policy, help to build an open, unified and effective talent policy system, promote the high-quality development of talents under the digital economy, and help Jiangsu realize the strategy of strengthening the province with talents in "the 14th Five-Year Plan" and 2035.

REGIONAL TALENT POLICY RELATED RESEARCH REVIEW

Foreign Related Research

Foreign talent policy research focuses on the four dimensions of attraction, training, management and service, and the research conclusions mainly focus on the highlights of talent policy. In terms of talent introduction, the United States, Germany, Britain, Singapore and other countries have vigorously attracted talents through preferential policies. The immigration policy of the United States to attract high-level talents is a bright spot, and the German green card policy attaches importance to attracting information technology personnel. Singapore has launched a "personalized employment permit," and foreigners can still stay in the country for 6 months to find new jobs after leaving. In order to attract overseas talents, the UK has lifted the academic restrictions on immigration[1,2]. In terms of talent training, the United States pays attention to education investment, Japan focuses on scientific research talents, the United Kingdom strengthens teachers and high-tech talents, and France attaches importance to the training of scientific and technological personnel. In terms of talent management, the United States attaches great importance to the management of science and technology talent visas and relaxes them. Promote the exchange and flow of talents and strengthen the evaluation of talents; in terms of talent management in the UK, strict standards and requirements are set for the investment of research project funds and the evaluation of research projects. In terms of talent service, the United States and the United Kingdom use digital and AI technology to build an intelligent service platform, supplemented by financial support, high salary, tax incentives, innovation and entrepreneurship incentives, and improvement of social security measures to improve the quality of talent services in an all-round way[3-5].

Domestic Related Research

Domestic comparative studies on regional talent policies mostly focus on the content of policy texts, using the policy tool method to analyze from the dimensions of the year of promulgation, language, group orientation and content links, aiming to find problems and propose countermeasures[6-12]. In terms of research objects, policy comparisons are mostly carried out around developed cities such as Beijing, Shanghai, Guangzhou, and Shenzhen, and similarities and differences are found and countermeasures are proposed. There is no comparison and reference research on talent policies between Jiangsu and Shenzhen. In terms of research methods, the existing research basically uses 'policy tools' to sort out the types of talent policies, quantify the texts of talent policies, compare and find out the advantages and disadvantages of similarities and differences, and then put forward countermeasures and suggestions for improving talent policies, focusing on the rationality of the external form of research policies. It is not possible to present the rationality of the internal function of the policy itself, and there are unidirectional defects; from the perspective of research content and conclusions, the existing research conclusions mainly focus on the advantages of policies, and there are few specific in-depth micro-refinement studies on policy content, lacking micro-refinement and specific analysis of policy content and implementation level. From the perspective of research methods, the presentation method is single, most of them use policy text tools to carry out research, and in-depth micro-analysis and reference research are relatively weak.

JIANGSU TALENT POLICY RESEARCH AND PROBLEM ANALYSIS

Jiangsu Talent Policy Development Stage

This study uses time series analysis and data mining technology to trace the evolution of Jiangsu's talent policy from the early days of the founding of the People's Republic of China to the 21st century, and analyzes three key stages: exploration, consolidation and adjustment, and in-depth optimization.

First of all, the initial stage of exploration (2000-2010) In 2000, Jiangsu officially opened the prelude to the introduction and cultivation of high-level talents with the guidance of "opinions on further strengthening the construction of high-level talents". The launch of the "Double Innovation Plan" in 2006 marked a major breakthrough in the introduction of high-level talents in Jiangsu. Since then, Jiangsu Province has issued a series of talent policies, Suzhou "Gusu Plan", Wuxi "530 Plan", Changzhou "Thousand Talents Gathering Project" and a series of talent plans and talent projects began to cultivate. This study analyzes the relevant policy texts through natural language processing (NLP) technology, and finds that the policy focus at this stage is to provide high-level

talents with multi-dimensional preferential policies such as financial and financial support, life services, training service information services, carrier services, and bonus incentives.

Secondly, the consolidation and adjustment stage (2011-2015) With the introduction of the "Jiangsu Province's '12th Five-Year' Talent Development Plan", Jiangsu's talent policy has entered a period of consolidation and adjustment. This study uses big data analysis to quantitatively analyze these policy documents, identify key indicators in the policy, and find that the policy at this stage is more focused on the introduction and service of overseas high-level talents. For example, the implementation of the "Jiangsu Green Card" system in 2011 provided high-level talents with 3 aspects including residence, employment, entrepreneurship, education, medical care, etc. 14 full-service guarantees. At the same time, the policy content tends to be diversified and refined, not only focusing on the number of talent introductions, but also paying more attention to the improvement of quality and service levels to ensure the effective implementation and implementation of policies.

Finally, in-depth optimization stage (2016-present) In 2016, the provincial government set up special funds and management methods for the high-level talent introduction plan. At this stage, talent policies such as "26 new policies for talents" and "10 talents" were successively introduced. The first "one-stop" service platform for high-level talents in Jiangsu Province was established, and financial products such as "talent investment", "talent loan" and "talent insurance" were innovatively proposed. This study uses text mining technology to conduct an in-depth analysis of these policy texts. It is found that while increasing support and improving service quality, the policy pays more attention to the synergy and innovation of the policy, and the policy content aims at the high-quality development of talents and pays more attention to talent service. However, with the vigorous development of the digital economy, the existing policies have lagged behind in some aspects. It is necessary to further adapt to the new situation and new needs, and continue to optimize and upgrade.

Table 1. Jiangsu talent policy interview content

Dimension	Theme	Question
Talents Attract	Attractiveness of talent Introduction Standard	What about the attraction of the talent introduction standard in our province that conforms to the digital economy?
	Settlement Security	Are you satisfied with the home security introduced? What is your satisfaction and dissatisfaction?
	Platform Foundation	Talk about your recognition of the platform foundation given by the employer.
Talents Cultivation	Talent Echelon Construction	What is the status of talent echelon construction in your employer?
	Cultivation Projects	Which government talent cultivation projects have you selected? Please choose one to carry out the evaluation.
	Exchanges and Cooperation	Introduce your annual participation in exchanges and cooperation during your tenure.
Talent Incentive	Assessment Mechanism	How does the evaluation mechanism of your employer or selected talent project motivate you?
	Team building	Introduce your team 's work motivation and work status.
	Remuneration	Are you satisfied with your current salary? What are the suggestions for improvement?
Talent Service	One-stop Financial Service	What is your dissatisfaction with the evaluation of the talent service you received?
	Entrepreneurial Supporting service	What is your dissatisfaction with the evaluation of entrepreneurial services received?
	Scientific Research Service	What are your dissatisfaction with the evaluation of scientific research services received?
policy implementation	Departments Barriers	Are you satisfied with the implementation effect of the talent policy that you benefit from, and how is the collaborative processing between departments?
	Mechanism Collision	Do you feel the conflict of talent policy mechanism?
	Policy Clarity	Is the talent policy you benefit from clear and easy to understand, and what are the suggestions on the implementation of the policy?

Research on the Implementation of Jiangsu Talent Policy

Research interview design

This study uses an intelligent interview questionnaire design, including five dimensions of talent attraction, cultivation, motivation, service and implementation. Each dimension is decomposed into 2-3 themes, corresponding to an interview question, forming 14 interview questions, see Table 1. Using project management software and communication technology, 15 experts of talent project in Jiangsu Province were efficiently contacted and interviewed. The experts came from different fields, including universities, enterprises and scientific research institutes, which ensured the diversity of research perspectives. The interviews were conducted through a combination of structured questionnaires and semi-structured dialogues through telephone and online conference platforms for recording and analysis.

Interview text big language intelligence analysis

Interview text processing tool is ChatGPT3.5 turbo large language model. Firstly, the text is preprocessed. Then, the content of the interview text is summarized. Finally, a summary summary is generated. The analysis process is shown in Figure 1 below.

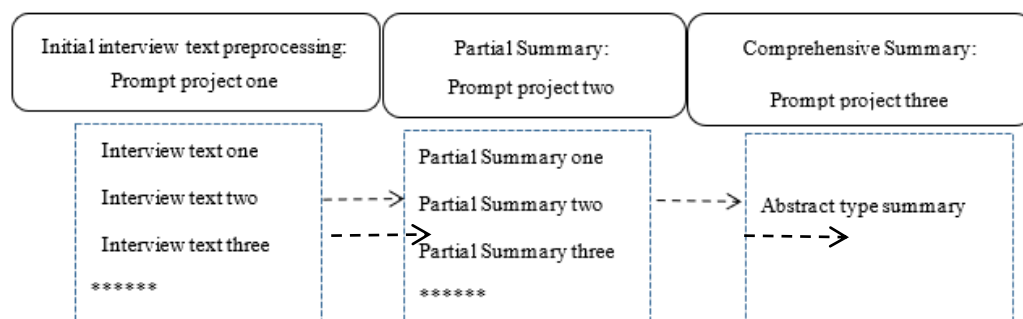


Figure 1. Large language model analysis interview text process

According to the above interview text processing method, this study has gone through three stages: initial interview text, sub-summary and comprehensive summary. The summary summary is generated as shown in Table 2. The contents listed in Table 2 are the common views and demands of experts in different fields on the problems of talent policy in the province.

THE REFERENCE OF SHENZHEN TALENT POLICY

Core Highlights of Shenzhen Talent Policy

In this study, time series analysis and trend prediction model are used to quantitatively study the evolution of Shenzhen 's talent policy, analyze the evolution of the four major development stages of Shenzhen 's talent ' exploration, reform, transformation and deepening ', and find the focus of talent policy in each stage. In-depth analysis of highlights, analysis is as follows.

Attracting talents: looking at home and abroad, focusing on ' high precision and lack ', high incentive

First, fully integrate digital technology, according to the national, local and reserve levels of talent to introduce talent level division, different levels to different incentives, work funding, rent-free housing, housing concessions and other policies. Second, relying on digital talent gathering platform and online international competition, overseas talent comprehensive service platform, international talent exchange conference and other forms to introduce overseas ' high-precision and shortage ' talents. Third, through the employer 's digital open recruitment and intelligent matching system, open recruitment, dispatch introduction, part-time introduction, entrepreneurship introduction, R & D institution introduction and other forms of multi-channel flexible talent introduction. Fourthly, we should take measures such as high material funding and incentives, talent introduction Bole Awards, entrepreneurship subsidies for overseas students, and housing security for talents to provide high-level entrepreneurial funding and incentives for high-level talents.

Cultivating talent: establishing universities, post-doctoral reserve, high-skilled talents

The first is to build a digital education platform, linking famous universities at home and abroad to run schools in Shenzhen, through the construction of Shenzhen University City and virtual university park, and gradually form a market-oriented, enterprise-oriented, mainland universities and research institutes as the basis, foreign research and development institutions as a supplement for the development of high-tech industries. Second, the enterprise linkage mainly cultivates the post-doctoral, 90 % of the post-doctoral sites are set in the enterprise, and the high-tech enterprises account for more than 70 %. The third is to build a digital skills training and certification system, implement a high-skilled talent revitalization plan, ' Pengcheng Craftsman ', ' Skilled Elite ', ' Chief Technician ' and other systems, and cultivate a knowledge-based, skilled and innovative workforce.

Table 2. The main problems of Jiangsu talent policy under the background of digital economy

Dimension	Question
Talents Attract	Employers lack blockchain technology to create a transparent compensation and reward system to attract more talents.
	Talent attraction is still directly affected by the overall planning.
	The satisfaction of children 's enrollment supporting services is low.
	The acquisition process of the settlement fee is cumbersome, and it is urgent for the online platform to simplify the application process and achieve rapid response.
	Lack of national laboratory supporting platform support.
	Basic research talents are weak and lack of leading talents.
Talents Cultivation	The seniority is more serious, and the development of young talents is limited. It is urgent to analyze and formulate personalized training plans for big data intelligent technology.
	The government talent project lacks continuous training, and it is difficult for the digital platform to continuously track talent development and provide customized resources and support.
	The training objects of government talent projects pay attention to assessment and lack the support of training process other than funds.
	Internal exchanges and cooperation are not deep enough, exchanges are limited, and there is a lack of international exchanges and cooperation.
Talent Incentive	The quantification of performance appraisal is too strict, lack of intelligence, multi-dimensional comprehensive evaluation and process support, and lack of spiritual and cultural incentives.
	The evaluation of professional titles lacks industry standards and the degree of marketization is insufficient.
	The employer 's position as the main body of professional title evaluation is not enough.
	Salary standards cannot be determined based on market data analysis to achieve differentiated incentives.
	Improve the form of compensation and implement a diversified compensation strategy.
Talent Service	Expect personalized, one-stop intelligent, accurate and convenient talent service.
	It is expected that the service will be more international, networked, precise and convenient.
	The degree of marketization of financing services is limited, and financing is still difficult.
	In the process of entrepreneurship, policy publicity, management consulting, law, accounting audit, personnel agency services are not enough.
	The financial reimbursement of scientific research funds is too cumbersome and limited in flexibility.
Policy Implementation	The departmental coordination is insufficient, and there is no cross-departmental digital collaboration platform, so it is difficult to achieve real-time sharing and coordination of policy information.
	The satisfaction degree of talent policy implementation is limited.
	Some of the talent policies are cumbersome and not easy to understand.
	The talent policy lacks the accuracy of industrial classification, and there is a one-size-fits-all phenomenon.

Incentive services: market-oriented, socialized, diversified talent incentive

The first is to build a digital policy support platform around the talent cause, and give talent innovation and entrepreneurship incentives throughout the cycle through policy support, funding, project support, government assistance, market operation, awards and encouragement. The second is that industry organizations undertake the reform of talent evaluation. Enterprises are the main body to create "special positions" and build a market-oriented talent classification evaluation incentive system of "who uses who evaluates." The third is to build a digital talent service system. Market entities such as personnel and talent public service centers at all levels, social organizations, and employers create a diversified one-stop talent service system that is in line with international standards around talent work and life.

The Reference of Shenzhen Talent Policy

Talent introduction: strong, targeted, system advancement, dynamic update

Jiangsu Province has shown strong momentum in talent introduction, but there is still room for improvement compared with Shenzhen. In the classification of talent introduction, Shenzhen has achieved remarkable results through the classification of A, B and C three types of talents, and accurately matching the subsidy and funding for talent introduction. Although there are funds for 'double-innovation talents' and 'double-innovation teams' in Jiangsu's double-innovation plan, the classification of talents is not clear and accurate enough. In line with the demands of the digital economy, Jiangsu can learn from this model, use big data analysis to refine the classification of talents, deepen the classification of talents, cover basic research, high-tech, cultural creativity and other fields and levels, clarify funding standards, and enhance policy transparency and pertinence. In terms of the way of attracting talents, Jiangsu should further liberalize the evaluation mechanism, build an intelligent evaluation platform, integrate the identification and evaluation process, encourage market players, industry experts and social organizations to participate, and ensure that the evaluation is fair and efficient. At the same time, keep up with the pace of economic and social development, dynamically adjust the talent introduction policy, increase the amount of funding in a timely manner, and maintain the continuous attractiveness and rolling update of the policy. In terms of talent settlement, although Jiangsu has relaxed the conditions, it should foresee the future urban carrying capacity. During the "14th Five-Year Plan" period, digital means should be fully utilized, such as establishing an online settlement application system to achieve rapid review and feedback. At the same time, the trend of talent flow should be predicted through data analysis.

Talent training: new platform, multiple models, market players, integration and co-education

Jiangsu needs to pay more attention to internationalization and precision in personnel training. Learn from the experience of Shenzhen, establish an international online education platform, integrate global high-quality educational resources, and cultivate high-end talents with an international perspective. At the same time, it focuses on key areas such as basic research and young scientific and technological talents, uses big data analysis to identify talent gaps, formulates targeted training plans, and provides personalized learning paths through intelligent recommendation systems. In the construction of talent training carrier, we should focus on building a number of national laboratories similar to Pengcheng Laboratory, develop digital experimental platform, support remote experimental operation, data sharing and collaborative research, and improve the openness and innovation efficiency of the laboratory. Combined with the advantages of Jiangsu manufacturing industry, we will cultivate international high-skilled intelligent talents and use VR / AR technology to enhance practical ability. In addition, we will increase support for postdoctoral workstations, establish a postdoctoral talent database and online collaboration platform, promote interdisciplinary and cross-disciplinary exchanges and cooperation, and enhance the innovation ability and scientific research conversion rate of postdoctoral talents.

Talent incentive: both material and spiritual, market-oriented evaluation, international standards

Jiangsu should realize the dual incentive of material and spirit in talent incentive, and promote market-oriented and international evaluation. A digital evaluation system based on post and performance is constructed to allocate incentive funds to employers and realize intelligent distribution. At the same time, innovative spiritual incentives, such as the establishment of talent days, online recognition activities, etc., enhance the social recognition and sense of belonging of talents. Strengthen the construction of market-oriented evaluation system, introduce industry

associations, industry experts and the public to participate in the evaluation, realize the openness of the evaluation process and the fairness of the results through the digital platform, promote the fairness and scientificity of talent evaluation, and enhance the diversification and transparency of evaluation.

Talent service: talent legislation, service ecology, international standards

Jiangsu needs to promote legislative protection in talent service, incorporate the content of talent service into the legal framework, and provide a solid legal backing for talents. At the same time, build a digital service platform, provide multi-language customized services, and use big data analysis to continuously optimize service content to meet the diversified needs of talents. Based on the Shenzhen talent group model, we set up provincial talent groups in Jiangsu, integrate resources and market operations, and build an efficient talent service ecosystem. Use cloud computing, artificial intelligence and other technologies to provide comprehensive services such as career development, education and training, and health consultation to improve service quality and efficiency. In addition, we should cultivate talent service benchmarking enterprises with market competitiveness, and enhance service capabilities through digital transformation, such as online services and intelligent recommendation, so as to provide more convenient and efficient service experience for talents. We should build a big data platform for talents, realize the seamless connection between online and offline, deepen the integration and cooperation of industry, university and research, promote information sharing and resource integration, and promote collaborative innovation.

SUGGESTIONS ON THE OPTIMIZATION OF JIANGSU TALENT POLICY UNDER THE BACKGROUND OF DIGITAL ECONOMY

Carefully Increase the Quantity, Gather the Quality, Introduce Highly Sophisticated Talents

Jiangsu should scientifically predict the carrying capacity of talents in various cities, accurately implement policies according to urban development goals, industrial layout and development trends, and focus on introducing 'high-precision and lack of' talents. In terms of settlement policy, talent classification, settlement standards and housing subsidies, it is necessary to increase support and avoid blind increments to ensure efficient allocation of resources. We should continue to strengthen the introduction of innovative and entrepreneurial talents and young scientific and technological talents, especially in the field of basic research and applied basic research, and increase the attraction of basic research talents and international high-end talents. Using big data analysis to accurately identify the needs of urban talents, build an intelligent talent matching system, and improve the accuracy and efficiency of talent introduction.

Focus on Science and Technology, Innovation, Train Scientific Technological Research Talents and Industrial Backbone Talents

Jiangsu should focus on scientific and technological innovation, deepen the training of basic research talents, and promote the breakthrough from 0 to 1. Drawing on the experience of Shenzhen, we regularly select potential talents in colleges and universities, scientific research institutes, medical institutions and high-tech enterprises, set up training cycles, and give adequate financial support. At the same time, relying on the two platforms of universities and enterprises, we will strengthen the training of young scientific and technological talents, especially through the postdoctoral training mechanism, to promote the deep integration of scientific and technological innovation and industrial development. In the training of industrial backbone talents, we should learn from the Shenzhen school-enterprise cooperation model and create a new mechanism for resource sharing and collaborative education. Establish a database of scientific and technological talents, identify talent needs in key areas through data analysis, develop online education and training platforms, and provide continuous career development opportunities.

Select People by Post, Pay Attention to Performance, Build a Market-Oriented Talent Classification Evaluation System

Jiangsu should learn from Shenzhen's "special post system," establish a talent evaluation system based on professional attributes and job requirements, and integrate "ability + performance." Fully give the employer autonomy, explore the implementation of the industry expert recommendation system and the external peer evaluation, the employer self-assessment as the auxiliary medium and long-term assessment system. Support new

R & D institutions and innovative enterprises to carry out independent evaluation of professional titles and broaden the field of professional title evaluation. Deepen the reform of the evaluation mechanism of skilled talents, build a multi-evaluation system, use artificial intelligence technology, establish an intelligent talent evaluation system, and build a "ability + performance" talent evaluation system based on professional attributes and job requirements.

Relying on the Platform, Consolidate the Carrier, Create an International Talent Innovation and Entrepreneurship Ecosystem

Jiangsu should learn from the Shenzhen Pengcheng laboratory model, focus on the "neck" technical problems, unite enterprises, universities and research institutes, deploy scientific research projects, and apply for national and provincial key projects. Through the two-wheel drive of the project research center and the academic research center, it organizes activities such as summit forums and international seminars to enhance academic influence. Establish a digital innovation platform, promote the integration of industry, university and research, use blockchain technology to protect intellectual property rights, create an open and inclusive, structurally diverse and self-evolving international talent innovation and entrepreneurship ecosystem, and realize the integration of talent chain, innovation chain and industrial chain, open and inclusive, structurally diverse and self-evolving international talent innovation and entrepreneurship ecosystem.

Settled in Housing, Salary, Construct International First-Class Talent Service Ecology

In terms of talent service, Jiangsu should further optimize the settlement policy, focus on the shortage of talents urgently needed by the industry in the province, develop an intelligent settlement service system, simplify the process and improve efficiency. In terms of talent housing, we will explore the group operation mode, and build a digital housing service platform through diversified housing security measures, such as housing subsidies, shared property houses, provident fund loan concessions and talent apartments, so as to fully meet the needs of talent housing. At the same time, it provides professional and technical personnel with market-competitive remuneration, establishes a salary data analysis platform, ensures the market competitiveness of the salary level, and attracts and retains elite talents. In addition, Jiangsu Talent Group was established to accurately meet the needs of talents and enterprises, deepen the cooperation between industry, university and research, form a high-end service product chain, fully integrate into cutting-edge technologies such as digital economy, computer and artificial intelligence, and build an all-round, multi-level and high-efficiency talent service ecology.

RESEARCH CONCLUSIONS

Through investigation and interview, this study uses the big language model to deeply analyze and draw lessons from the highlights of Shenzhen's talent policy, and analyzes the shortcomings of Jiangsu's talent policy, and puts forward some suggestions for reference and optimization. The study found that in the context of the digital economy, the application of computer intelligent technology is the key to improving the accuracy and efficiency of talent policy. Jiangsu should seize the opportunity of digital economy development, and build a more open, efficient and transparent talent policy system through cutting-edge technologies such as big data analysis, artificial intelligence algorithms, and blockchain. In terms of talent introduction, big data analysis is used to refine talent classification and achieve accurate talent introduction; in the training of talents, through the intelligent recommendation system and online education platform, personalized career development opportunities are provided; in terms of talent incentive and service, a digital evaluation and service system is established to realize intelligent distribution and market-oriented evaluation. In addition, building a digital innovation platform and a talent big data platform not only promotes the deep integration of industry, university and research, but also provides strong support for the construction of an international talent innovation and entrepreneurship ecosystem. On the whole, the optimization of talent policy in Jiangsu under the background of digital economy should fully integrate computer intelligent technology, realize the digital transformation of talent policy through intelligent means, attract, train, motivate and serve talents more effectively, provide strong talent support and intellectual support for Jiangsu's economic and social development, and promote Jiangsu to win the initiative in the new round of scientific and technological revolution and industrial transformation.

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