



# Analysis on the Innovation Governance Strategy of Human Resources Public Service in Sichuan Province

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**Abstract.** In the process of China's reform and opening up, the development of economic level is also constantly improving, the speed of urbanization has also accelerated significantly. According to the data from the Statistical Bulletin on the Development of Sichuan Province and Human Resources and Social Security from 2016 to 2020. The goal and the situation of Sichuan Province as the background, make a general analysis from the aspect of human resources public service, by analyzing the present situation, development trend, existing problems and influencing factors of human resources public service, and finally by proposing a new period Innovate governance strategies, summarize and look forward to them.

**Keywords:** human resources · public service · innovation governance

## 1 Introduction

Over the 39 years of reform and opening up, my country's floating population has grown rapidly. As of 2017, the national floating population reached 247 million. The National Health and Family Planning Commission predicts that by 2020, the national floating population will reach 290 million [1]. However, while the floating population has made great contributions to China's economic development and urbanization, their own survival and development are not optimistic [2]. At the same time, economic transformation and industrial upgrading, along with the consequent shrinking of the manufacturing industry and the rapid development of the tertiary industry, pose new challenges to the floating population. The author believes that the employment quality of the floating population, who account for one-fifth of the national population, has an important impact on the urban integration ability of the floating population, economic growth, the national household registration population urbanization strategy and social stability.

## 2 Development Status of Human Resources Public Service

### 2.1 Human Resources Public Service

In 2020, the province's human resources service industry achieved a total revenue of 174.77 billion yuan, a year-on-year increase of 14.7%, of which enterprises above designated size achieved an operating income of 89.46 billion yuan, a year-on-year increase

of 14.7%. After preliminary accounting, the added value of the entire industry was 82.51 billion yuan, equivalent to 1.7% of the province's GDP and 3.2% of the added value of the service industry. The industrial added value increased by 4.1% year-on-year, which was 0.3 percentage points higher than the provincial GDP growth rate and 0.7 percentage points higher than the service industry growth rate. There are 13,246 human resource service market entities in Sichuan Province. In terms of scale, there are 617 enterprises with an annual operating income exceeding 50 million yuan, and 313 enterprises with an annual operating income exceeding 100 million yuan. It has operated 1 national-level, 3 provincial-level and 3 city (state)-level human resources service industrial parks, gathering 336 high-quality enterprises, with an annual operating income of 17.13 billion yuan, an increase of 80.3% year-on-year. In 2020, the province's human resources service market entities helped 7.917 million people to achieve employment and mobility, organized labor dispatch (cooperation) 406,000 people, and headhunters recommended 78,600 senior talents; the annual evaluation and appraisal of 32,000 senior titles, intermediate and below 28.08 million people. 573 vocational colleges (including technical colleges) have a total number of 1.6734 million students and 498,700 annual graduates. There are 847 fixed recruitment sites, 813 human resources service websites, and 2,165 human resources databases in various places. More than 17,000 offline job fairs were held throughout the year, and 13.891 million new job-hunting information was added to the database [3].

Sichuan's first full-scale statistical survey data on the human resources service industry released by the Department of Human Resources and Social Security in conjunction with the Department of Commerce and the Provincial Bureau of Statistics [4]. In 2020, the province's human resources service industry achieved a total revenue of 174.77 billion yuan, a year-on-year increase of 14.7%, of which enterprises above designated size achieved an operating income of 89.46 billion yuan, a year-on-year increase of 14.7%. After preliminary accounting, the added value of the entire industry was 82.51 billion yuan, equivalent to 1.7% of the province's GDP and 3.2% of the added value of the service industry. The industrial added value increased by 4.1% year-on-year, which was 0.3 percentage points higher than the provincial GDP growth rate and 0.7 percentage points higher than the service industry growth rate. There are 13,246 human resource service market entities in Sichuan Province. In terms of scale, there are 617 enterprises with an annual operating income exceeding 50 million yuan, and 313 enterprises with an annual operating income exceeding 100 million yuan. It has operated 1 national-level, 3 provincial-level and 3 city (state)-level human resources service industrial parks, gathering 336 high-quality enterprises, with an annual operating income of 17.13 billion yuan, an increase of 80.3% year-on-year. In 2020, the province's human resources service market entities helped 7.917 million people to achieve employment and mobility, organized labor dispatch (cooperation) 406,000 people, and headhunters recommended 78,600 senior talents; the annual evaluation and appraisal of 32,000 senior titles, intermediate and below 28.08 million people. 573 vocational colleges (including technical colleges) have a total number of 1.6734 million students and 498,700 annual graduates. There are 847 fixed recruitment sites, 813 human resources service websites, and 2,165 human resources databases in various places. More than 17,000 offline job fairs were

**Table 1.** Human resource service industry data in Sichuan Province

Years	In 2019	In 2020
Human resource service agencies/homes in the province	1420	2278
Employees/10,000 people	3.20	3.57
Promote employment and mobility/10,000 people	520.7	791.64
Participate in entrepreneurship training/10,000 people	10.90	13.72
Support self-employment persons/10,000 people	1.5	2
Drive (absorb) employment/10,000 people	5.6	6.2
Migrant workers returning home to start businesses/10,000 people	6.10	10.94
All kinds of job seekers in urban and rural areas apply for job registration / 10,000	110.30	107.93
Provide career guidance/10,000 person-times	83	102.83
Employment introduction service/10,000 person-time	93	100.32

Source: Full-caliber statistical survey data released by Sichuan Provincial Department of Human Resources and Social Security, Department of Commerce and Provincial Bureau of Statistics.

held throughout the year, and 13.891 million new job-hunting information was added to the database [5].

The Table 1 show human resource service industry data in Sichuan Province, thus it can be seen, from 2019 to 2020, in terms of supporting entrepreneurship in the human resources service industry, the number of people participating in entrepreneurship training has increased from 109,000 to 137,200, the number of self-employed entrepreneurs has increased from 15,000 to 20,000, and the number of migrant workers returning home to start businesses has increased from 61,000 people grew to 109,400. In terms of employment, the number of employment has increased from 56,000 to 62,000. Although the number of job-seekers registered in urban and rural areas has decreased by 23,700, the number of people provided with vocational guidance and employment referral services has benefited a lot, which has further benefited the job seekers.

### 3 Innovative Measures for Human Resources Public Services

Gather talents, strengthen innovation drive, establish and improve the coordinated and integrated development mechanism of human resources regions, industries, services and supply forces, and comprehensively plan and deploy the high-quality development of employment and human resources services in the province during the “14th Five-Year Plan” [6].

### **3.1 Innovative Measures of Human Resources Public Service**

#### **Attract Global Multi-level Talents to Serve the High-Quality Development of Sichuan**

The first is to attract and serve the construction of party and government talents; the second is to attract and serve the construction of enterprise management talents; the third is to attract and serve the construction of high-skilled talents; the fourth is to attract and serve the construction of rural practical talents; the fifth is to attract and serve Social work talent team building [7].

#### **Optimizing the Ecological Construction of Innovation and Entrepreneurship in Sichuan to build the “Western Innovative Talents Highland”**

The first is to serve the development of key industries, major projects and key disciplines in Sichuan, and to cultivate strategic scientific and technological talents; the second is to serve the construction of leading scientific and technological talents, young scientific and technological talents, basic research talents and high-level innovation and entrepreneurship teams; the third is to deepen and expand the strategy of government, industry, academia and research. Cooperate to fully activate the innovation vitality of talents; the fourth is to advocate the formation of an innovation and entrepreneurship culture of dedication, leanness, focus, and tolerance of failure; the fifth is to promote the spirit of labor, science, and craftsmanship, and serve to improve the scientific quality of the whole people [8].

#### **Build an Internationally Competitive “Tianfu Yingcai” Human Resources Service System**

The first is to serve Sichuan to implement major talent plans; the second is to serve Sichuan to focus on “high-quality, top-notch” outstanding talents; the third is to serve the coordinated development of Sichuan talents and the regional cooperation between Chengdu and Chongqing; the fourth is to encourage the flow of talents to the grassroots and the front-line, and to those most needed by the motherland Local mobility; the fifth is to serve the construction of talent development platform and the guarantee of talent team development; the sixth is to promote the formation of a good environment for innovation and entrepreneurship in Sichuan [9].

#### **Accelerate the Promotion of Sichuan’s Human Resources Service Industry to Specialization and the High-end Extension of the Value Chain**

The first is to cultivate a new carrier of the human resources service industry model to guide the development of the sharing economy and platform economy; the second is to promote the legalization, standardization and branding of the human resources service industry; the third is to speed up 5G, block chain, big data, artificial intelligence, etc. The new infrastructure lays out the human resources service industry; the fourth is to serve the formation of a new model of human resources learning, online and offline learning, and distance learning; the fifth is to accelerate the formation of a regional talent ecosystem in the Chengdu-Chongqing economic circle [10].

## 4 Conclusions

At present, while my country's human resources public service system has made great progress, there are still many problems and deficiencies; while government procurement of public services brings opportunities to improve public service performance, it also proposes new measures for the Chinese government. The challenge is how to break through the defects of the demand side and the supply side and become a "smart buyer" [11]. Therefore, I believe that China still has a long way to go to achieve the goal of equal access to public services for all. Therefore, continuously improving the public service system and striving to build a service-oriented government are related to the development of the socialist market economy and the construction of a harmonious society, and to the construction of the socialist political system with Chinese characteristics.

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