







equipment or apparatus, and its primary content consists of manufacturing products like machines, equipments and various materials such as chemical substances and composition. The latter means the technological proposals in operation, manufacturing and process made out in order to manufacture products or solve a certain technological issue. It mainly consists of approaches in manufacturing, measuring, analyzing and telecommunication, etc. The fast increase in the output value, sales income and invention patents of new products in Wuhan industry says that the innovative potentials of the talents have been remarkably developed and that the creative labor of the talents is more targeting and more recognized in the market.

## **Conclusions and Enlightenment in Developing the Innovative Talents in the Industrial Transformation and Upgrading in Wuhan**

Analyzing the actual situation developing R&D talents in Wuhan, we can be enlightened as follows:

First, the industrial transformation and upgrading requires a change of the production mode, namely, that from the traditional production one with high energy consumption, high pollution to the one with low energy consumption and low pollution. This change requires that the enterprises should increase the hi-tech content in the processing and materials and the rise of technological levels and the technological innovation can't be kept away from the creative work of the talents. It demands the enterprises to be based on the hi-tech project promote the application of the hi-tech in the environmental protection and guide the talents flow into these fields.

Then, the industrial enterprises in Wuhan also need to highlight the introduction of the intelligence resources with international level and elbow their way to join in the international competition by introducing international projects or increase the supports to the international cooperative item.

Next, the industrial transformation is the change of the commercial service model. The new commercial model aims at realizing value-added service by inner business process, design of the basic framework and integrating the outer resources so as to segment the market and create demands on the base of internet and new technology. The commercial model is another innovation following that of the technology, products and organization and a remarkable feature of new economy. Its core to transform its model lies in talents, or in developing the talents familiar both with technology, with management and with market.

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