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Attract and use talented people in China

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Abstract
For a country to develop, human resources are extremely important. Many countries focus early on policies to develop high-quality human resources or talent teams that help the economy develop rapidly. China is a typical example of applying talent development policies in its development process. The article focuses on analyzing some policies on talent development in China and applying them to practice in Vietnam.

Keywords: Attract, use talented people, public policy, talents

1. Policies to use breakthrough talents to develop high technology

The journey of "finding talent" to develop China's science and technology began in 1978 when Mr. Deng Xiaoping reformed the science and technology regime with the introduction of a policy of "respecting intellectuals, respecting people". "talent" and do everything possible to quickly increase the number of elite individuals coming to the US and developed countries to study to "make up for decades of loss" by the Cultural Revolution, quickly catch up with scientific and technological progress. world technology. On December 26, 1978, the first 52 scholars set off to study in the US, opening the door to a wave of study abroad in China with hundreds of thousands of people annually, "by 2020 there are about 6.6 million international students." students, mainly in the US". Although the number of returnees was very small, Mr. Deng still insisted that it would be good if only a few returned, and he also asserted that wherever Chinese people go, they are still Chinese people. After the Tiananmen incident in

Vol. 9, No.03; 2025

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1989, the number of returnees was even smaller, however, as Mr. Zhao Ziyang acknowledged in 1987, it was "Chinese intellectual accumulation abroad" that would later be used.

When Mr. Xi Jinping came to power in 2012, China felt that it was "full-fledged" and no longer needed to "hide and bide its time" but needed to seize the opportunity to reach the goal of the "Chinese dream" by 2049. The 4.0 Industrial Revolution is said to be a rare opportunity for China to replace the US's global leadership position and surpass the US in high technology. Therefore, China is determined to focus its breakthrough efforts on high technology, especially emerging technologies. China believes that by promoting its superior advantages, it will soon replace the US's global technological leadership position with advantages over the US. Centralized political institutions help China quickly mobilize state, social and market resources in implementing industrial policies to achieve technological ambitions.

China truly has the world's best source of overseas intelligence in both quality and quantity, most concentrated in the US. As of 2019, more than 300 people of Chinese descent work at the US national academies in science, engineering, medicine and the humanities; More than 320 professors at 8 leading universities in the US, more than 200,000 people work at technology companies or advanced technology institutes. Recently at the end of April 2021, the American Academy of Sciences announced the list of academicians in 2021, with 7 academicians being Chinese. Since the 1990s, China has paid attention to "finding talent" of overseas Chinese talents to become famous abroad with the first attraction program implemented, the 100 Intellectuals Program, to recruit 100 overseas Chinese intellectuals. After becoming famous abroad, he worked at the Chinese Academy of Sciences (now the Chinese Academy of Sciences), followed by the Spring Sunshine Program and Changjiang Intellectuals Program but with insignificant results. It was not until the Thousand Talents Program implemented in 2008 that the situation changed completely. Since then, China has gradually reversed the situation of "brain drain" to "brain gain". At the end of 2008, while the US and the West were still struggling to escape the crisis, China took the opportunity to launch the Thousand Breakthrough Talents Program to recruit Chinese talents to become famous abroad, targeting the US, to quickly acquire high technology from the US and developed countries. Since then, a wave of overseas Chinese talent has flocked to China, and the influx of engineers and entrepreneurs returning from Silicon Valley has contributed to the explosive growth trend of Chinese high-tech companies.

Universities under China's Project 985 also participated fiercely in the "Courage of the Sages" quite early. Typically, Beijing University is one of the first 9 universities selected by Project 985 to build the world's leading universities. When selected for Project 985 in 1998 with large funding and aiming to become a world-class university, Peking University launched an extremely drastic reform plan to purge weak officials to replace with talented people. The plan is to fire about 1/3 of teaching assistants and 1/4 of associate professors who do not meet standards. In 1999, there were 50 candidates registered for 9 positions offered by the school. Most of the candidates were Chinese intellectuals who were well-known abroad, including 6 candidates who won the Presidential Award America.

Vol. 9, No.03; 2025

ISSN: 2456-7760

In 2014, after two years in power, Mr. Xi Jinping emphasized that although China leads the world in the number of science and technology experts, it still lacks a large number of high-class science and technology talents. Therefore, he has prioritized implementing a "reform" strategy to bring together all the brightest minds to serve China. By 2017, Mr. Xi required China to attract the best minds from around the world to realize the “Chinese Dream”. Recently, the 14th Five-Year Plan (2021-2025) emphasized that “China needs to implement a more open talent policy and build a foundation for scientific research and innovation, gathering talented people excellence at home and abroad”.

To create a "land for martial arts" for talented people, in addition to institutionalizing a satisfactory remuneration regime according to the motto "special talents, special treatment", creating the best living and working conditions, China also focuses on We aim to create a fair competitive environment in hospitality. In fact, since the Thousand Talents Program was implemented in 2008, everywhere in China, both the public and private sectors, from the Central Government to local governments, universities, research institutes, Technology giants, especially in places like Zhongguancun Science Park on the outskirts of Beijing and industrial parks in Shanghai and Shenzhen, compete fiercely in the race only targeting Chinese talent who are famous abroad but also global talent, recruiting talent from all over the world. Not only cities such as Beijing, Shanghai, Guangzhou, Shenzhen but also newly promoted tier 1 cities such as Chengdu, Wuhan, Nanjing and Tay Do, even tier 2 cities such as Hangzhou also participate. Participate fiercely in the finding talent.

China also established a network of hundreds of recruitment agencies around the world, focusing mainly in the US and countries with advanced science and technology, and set up representative offices in Silicon Valley to act as a bridge with the technology world. Overseas Chinese in the US... Along with rapid economic development, large and continuously increasing investment in R&D from "less than 1%/GDP in 1980 to 2.4% in 2020" also opens up many opportunities. For S&T talents to have a suitable workplace.

As a result, China has reversed the situation from a "brain drain" country to a "brain gain" country. The current rate of Chinese international students returning to work in their home country is more than 70%. China has also successfully recruited many outstanding global minds... In fact, global talent, especially overseas Chinese talent, is widely acknowledged to have brought with them accumulated advanced technological knowledge. Abroad, it is they who transfer modern technology into the Chinese economy, helping Chinese businesses expand globally as well as helping China become more and more successful in mastering advanced technologies up.

Overseas Chinese talent and global talent bring a new look to China's technology industry. Now that China is gradually getting rid of the image of a "copycat" country, China has things it can show to the US and the West. For example, Facebook's Lasso application launched in 2018 is not a "copycat" of Tiktok, but it also did not last long. In fact, in 2019 China surpassed the US to become the world's leading country in the number of patents, and by 2020 it was even further

Vol. 9, No.03; 2025

ISSN: 2456-7760

ahead with 68,720 patents while the US had only 59,230. China is a pioneer in launching quantum satellites into space, leading the world in 5G satellite systems and 5G technology development. Currently, the rapid development of Chinese technology has caused the number of fields in which the US maintains a technology gap with China to increasingly decrease, while the number of fields where the US is in second place is getting longer and longer.

2. Breakthrough policy in recruiting overseas Chinese talent

After a series of small attraction programs with results that did not completely change the situation, China at the end of 2008 launched a breakthrough attraction program with an extremely large scale and scope, called Thousand Talents Program. The program was personally designed and in charge of the Head of the Party Central Committee's Organizing Committee Ly Nguyen Trieu.

The Thousand Talents Program has the goal of recruiting about 2,000 overseas Chinese talents who are leading experts in key technology fields to work in the country within 5 to 10 years to help China quickly master technology. High. In 2010, two more programs were added. Firstly, the Thousand Young Talents Program with the goal of recruiting 2,000 overseas Chinese talents under 40 years old by 2015. Second, the concurrent talent program aims to recruit outstanding talents for both overseas Chinese and foreigners. Participants still keep their current jobs in the host country and return to China to work 3 months each year.

Satisfactory remuneration, high salary, large living allowance, thoughtful support for spouses and children, extensive research funding of up to millions of yuan, provided with laboratories and staff. research support. There are many other benefits such as priority to buy a house, salary for spouse, tuition for children, social insurance, health insurance for the whole family… For example, living allowance and research funding include three levels for three different subjects. For young talents, the living allowance is 500,000 yuan, the research grant is from 1 to 3 million yuan. For experts, the living allowance is 1 million yuan, and the research grant is 3 to 5 million yuan. For top talent, it depends on the special level of the project involved, but in general, it is extremely generous. Combined with the Chinese people's "fallen leaves and return to their roots" mentality, the Thousand Talents Program quickly exceeded its goal, and by 2017 had recruited 7,000 leading scientists and technology experts, some of whom were award Nobel laureate, notably leading physics expert Yang Zhenning and computer science expert Andrew Yao, renounced their American citizenship to become Chinese citizens.

3. Policy to favor outstanding global minds

Right after reform and opening up in 1978, Chinese leader Deng Xiaoping identified science and technology as one of the four modernizations, the key factors to bring the country to "prosperity and power". China's leaders have carried out groundbreaking reforms in science and technology institutions, implementing the policy of "respecting intellectuals, respecting talents". They do everything they can to quickly increase the number of elite individuals coming to the US and

Vol. 9, No.03; 2025

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other developed countries to study in order to "make up for decades lost" by the Cultural Revolution, and quickly catch up with scientific and technological advances world.

China uses preferential treatment to attract outstanding global minds to help China quickly acquire advanced technology. Local governments, universities, and Chinese technology enterprises are racing to offer preferential packages to attract outstanding global minds. Nankai University in Tianjin offers a special package that includes a salary of up to 1.2 million NTD/year (185 thousand USD), a research budget of 12 million Yuan, and a housing allowance of 3 million Yuan. For Shenzhen, in addition to the salary like Tianjin, there is also a living allowance of 2.75 million yuan. Xi'an University provides an apartment of 160m2 or 190m2 with a budget to set up a Lab of up to 15 million yuan.

For the world's top outstanding minds, with the Nobel Prize or the Turing Award or other major scientific awards, the preferential treatment is extremely generous. For example, Hangzhou City offers incentives of up to 100 million yuan (16 million USD). China is also very skillful in showing respect in welcoming outstanding global minds such as guests with business class airline tickets, luxury hotel stays, transportation by Mercedes..., especially with the presence representatives of high-ranking officials. For example, in January 2020, French Professor Gérard Mourou, Nobel Prize in Physics 2018, was solemnly welcomed at the Great Hall of the People in Beijing. He was the star guest at a symposium with high-caliber international experts working in China in the presence of Premier Li Keqiang.

Chinese technology giants also have very generous incentives for excellent minds to help them quickly acquire advanced technology. For example, Chinese Semiconductor Group SMIC offers a very generous incentive package for CEO Liang Mong-song with a salary of 1.53 million USD in 2020, an apartment worth 3.4 million USD, and a number of shares, preferential vouchers worth millions of USD... Mr. Liang Mong-song is the former senior director of R&D of TSMC Semiconductor Group, Taiwan (China) from 1992 to 2009, he also helped Samsung develop its products chips with 28 and 14 nm processes. Currently, CEO Liang Mong-song leads a team of 2,000 engineers tasked with developing chips with processes ranging from 28 to 7 nm for SMIC, a task that would take other companies more than 10 years to complete.

Chinese localities offer many preferential policies regarding salary, housing, and household registration. This is one of the main contents reflected by many newspapers in this country.

"Shanghai relaxes hukou policy to attract talent" is the headline in China Daily newspaper. Conditions for hukou admission are students graduating from the world's top 50 universities as ranked by Times Higher Education (USA), work stably in Shanghai for one year; or graduates from the world's top 100 universities, work for 6 months, pay social insurance Before that, Shanghai city was also good Offering household registration for students graduating from Tsinghua University, Peking University, Fudan University, Shanghai Jiaotong University... In China, household registration is important for children to go to school and buy a house.

Vol. 9, No.03; 2025

ISSN: 2456-7760

Shenzhen, China's technology hub with 13 million people and the country's highest per capita income, uses housing policies to attract talent. According to the plan, by 2035, Shenzhen will build 1.7 million housing units, of which the proportion of housing for talented people and rental housing will be no less than 60%. In 2022, the residential land supply in Shenzhen will especially lean towards "housing for talent" with more than 15,000 houses at preferential prices.
In the top wealthy province of Zhejiang, it was chosen as a pilot for Common Prosperity, offering a policy to attract talent that is difficult for any candidate to refuse. Good graduates who come to work are subsidized with housing and living expenses from 20,000 to 400,000 Yuan (about 70 million VND to 1 billion 400 million VND). Graduates want to start approved projects from 100,000 to 500,000 Yuan (equivalent to 350 million VND to 1 billion 750 million VND) with extremely low interest rates. If the project fails, the Chinese Government will compensate the bank from 80 - 100%... Zhejiang is the province with many of the richest billionaires in China, and is also the most dynamic business locality second in this country.

4. Experience and implications for Vietnam

Korea's success in implementing Meritocracy to build and develop a team of talented civil servants to create the "Miracle on the Han River" and China's success in implementing its Human Resources Recruitment Policy The talent to create rapid breakthrough development in high technology is a vivid and clear demonstration of the power of the Meritocracy, the selection of excellent individuals, and satisfactory remuneration, placed in a favorable working environment, using science will create extraordinary power. Just as Veteran Leader S. Rajaratnam (2009) emphasized that “I believe in meritocracy simply because I cannot think of any other better way to manage a modern society, even for a primitive tribal society" or thinker Kishore Mahbubani (2009) asserts that "Not democracy, meritocracy is the core value that determines a Does the country have good governance or not”.

Two important implications for our country today:
The first, for the country to take off towards the goal of becoming a high-income developed country by 2045, public sector reform is inevitable and needs to start from the staff team, first of all, needs to implement a fair competition mechanism to select the best people to be leaders and managers, capable of leading the public sector to operate effectively and efficiently to promote the country. take off. The selection mechanism creates equal opportunities for everyone. Children from ancestors must have excellent abilities to be promoted to leadership or management positions. Children from commoner families must have talent and make every effort. If you achieve excellence, you will also be promoted to a worthy position. Once an individual's talent, effort and contribution are rewarded with worthy results, it will strongly encourage and motivate individuals to do their best and maximize their talent to achieve excellence. If each individual moves and strives continuously, society will develop continuously. These are the key steps to start a new way of doing things, contributing to creating a team of talented and dedicated leaders and managers capable of leading the public sector to operate effectively, efficiently, and promote Vietnam is moving fast and far in the 4.0 Era.

Vol. 9, No.03; 2025

ISSN: 2456-7760

Second, implementing a breakthrough policy in attracting and appreciating established Vietnamese talents abroad and global talents to develop science and technology, especially advanced technology, needs to be done realistically to have results. Indeed, just calling and exhorting will not create a favorable environment, assign worthy responsibilities and tasks, create space large enough for talented people to fully develop their talents and abilities, and wholeheartedly devote themselves to their work. Taking on the responsibility for a strong Vietnam in the 4.0 era will result in nothing. Sometimes you will find people who pretend to be talented, are greedy for fame, and are only good at praising and praising you. Industrial Revolution 4.0 opens up opportunities for us to catch up with developed countries, but requires new thinking, new breakthrough approaches, "non-traditional, non-sequential" speed, requiring appropriate strategies and steps, proportionate. Just like previous revolutions, only a few developing countries successfully broke through, in this 4.0 Industrial Revolution, institutional breakthroughs, especially breakthroughs in attracting and appreciating global talent, will Developing science and technology, especially advanced technology, is the key to helping developing countries create breakthrough development and successfully catch up with developed countries.

Acknowledgments

Vietnam is a country with a one-party leadership, so it can quickly impose breakthrough institutional reforms in attracting and using talents. Therefore, more than ever, this is a once-in-a-lifetime opportunity for the country's leaders to clearly demonstrate and promote their foresight and inherent pioneering role to create breakthroughs in attracting and using talents to have a team of talented people capable of leading the public sector and Vietnam's science and technology sector to develop the country to catch up with developed countries by 2045, worthy of a country with a glorious past and a thousand-year history of civilization.

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