

Talent Aggregation and Regional Economic Coordinated Development: Exploration and Enlightenment in the Greater Bay Area

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Abstract:In the current global economic landscape, the coordinated development of regional economies has become an important trend, with talent playing a crucial role as a core element. This paper focuses on the relationship between talent aggregation and the coordinated development of regional economies, taking the Greater Bay Area as the research object for in-depth exploration. By analyzing the development overview of the Greater Bay Area, including its economic and talent resource status, this paper elaborates in detail on its practical exploration in promoting talent aggregation and the coordinated development of the regional economy in aspects such as policy promotion, industrial coordination, innovation platform construction, and transportation connectivity. Meanwhile, it also analyzes the challenges faced, such as institutional differences, talent competition, and regional development imbalance, and draws multi-faceted revelations from them. This research aims to provide useful references for the development of other regions and promote the coordinated progress of regional economies and talent.

Keywords: Talent Aggregation; Coordinated Development of Regional Economies; Greater Bay Area; Practical Exploration; Revelations

1. Introduction

In the context of the accelerating process of global economic integration, the world economy has become an increasingly interconnected and interdependent whole. In this new era, the coordinated development of regional economies has emerged as a crucial strategic choice for countries striving to

enhance their competitiveness and achieve sustainable development. This is because, in the face of fierce global competition and complex economic challenges, a single region or city can no longer achieve long-term prosperity and development in isolation. Only through the coordinated development of regional economies can resources be optimally allocated, industrial chains be integrated, and economies of scale and scope be realized, thereby enhancing the overall strength and resilience of a country's economy.

The coordinated development of regional economies, however, cannot be achieved without the strong support of talent. Talent, as the most valuable resource in the knowledge economy era, plays a central role in promoting regional economic development. Talent aggregation can bring a wealth of knowledge, advanced technology, and vibrant innovation vitality to a region. Knowledge is the foundation of technological innovation and management improvement. Talents with different professional backgrounds and expertise can share and exchange knowledge, creating a fertile ground for the generation and dissemination of new ideas^[1]. Advanced technology is the key to enhancing productivity and competitiveness. Talents proficient in cutting-edge technologies can introduce and apply new technologies, promoting the transformation and upgrading of traditional industries and the emergence of new industries. Innovation vitality is the driving force for economic growth. Talents with innovative thinking and entrepreneurial spirit can continuously explore new business models, products, and services, injecting new impetus into the regional economy and promoting industrial upgrading and economic growth.

As one of the regions with the highest degree

of openness and the strongest economic vitality in China, the Guangdong-Hong Kong-Macao Greater Bay Area has unique geographical, economic, and cultural advantages. It is located at the forefront of China's opening up to the outside world, with convenient transportation, a complete industrial system, and a rich cultural heritage. In recent years, the Greater Bay Area has actively explored and practiced in terms of talent aggregation and the coordinated development of regional economies. It has continuously improved its talent policies, optimized its business environment, and strengthened regional cooperation to attract a large number of high-quality talents from home and abroad. At the same time, it has also promoted the coordinated development of regional economies through measures such as industrial transfer, collaborative innovation, and infrastructure connectivity.

In-depth study of the experiences and practices of the Greater Bay Area in talent aggregation and the coordinated development of regional economies will not only help reveal the internal laws of talent aggregation and the coordinated development of regional economies but also provide valuable revelations and references for other regions^[2]. By analyzing the successful cases and challenges faced by the Greater Bay Area, we can better understand the key factors and mechanisms that affect talent aggregation and regional coordinated development, and provide theoretical guidance for formulating more scientific and effective policies. Moreover, the experiences and practices of the Greater Bay Area can also be replicated and promoted in other regions, promoting the coordinated development of regional economies across the country and even globally.

Therefore, this paper takes the Guangdong-Hong Kong-Macao Greater Bay Area as an example to conduct a systematic study on talent aggregation and the coordinated development of regional economies, which has important theoretical and practical significance. Theoretically, it can enrich and expand the research on regional economic development and talent management, providing new perspectives and methods. Practically, it can provide decision-making support for the government and enterprises in the Greater Bay Area to further optimize talent policies and

promote regional coordinated development, and also provide useful references for other regions to learn from.

2. Development Overview of the Guangdong-HongKong-Macao Greater Bay Area

The Guangdong-Hong Kong-Macao Greater Bay Area is one of the most dynamic and promising regions in China's economy, playing a significant strategic role in the overall development of the country.

From an economic perspective, the Greater Bay Area has a huge economic aggregate and a complete industrial system. It is home to numerous internationally competitive industrial clusters, covering a wide range of fields such as finance, trade, shipping, technology, and manufacturing. Hong Kong, as an international financial, trade, and shipping center, has a highly developed financial services industry and an international business environment. Macao is renowned for its unique gambling and tourism industry and is also actively promoting the development of diversified industries. The nine cities in Guangdong are important bases for manufacturing and technological innovation. They have a strong industrial foundation in traditional manufacturing sectors such as electronics and information, automobiles, and home appliances. Moreover, they have also made remarkable progress in emerging industries such as artificial intelligence, biomedicine, and new energy. The industries among different cities are highly complementary. Through coordinated industrial development, the overall economic strength and competitiveness of the Greater Bay Area are continuously enhanced.

In terms of human resources, the Greater Bay Area has a rich talent pool. Hong Kong and Macao have internationalized education systems and research institutions that have cultivated a large number of highly qualified professionals^[3]. These talents have profound professional knowledge and extensive international experience in fields such as finance, law, and management. Guangdong is home to numerous universities and research institutions, providing a continuous stream of innovative talents and research achievements for the Greater Bay Area. In addition, the open market environment and favorable

development opportunities in the Greater Bay Area have attracted a large number of outstanding talents from both domestic and international sources, forming a diversified and international talent team.

In terms of infrastructure construction, the Greater Bay Area has been continuously strengthening the connectivity of transportation, energy, and other infrastructure. The transportation network has been increasingly improved. The completion of major transportation projects such as the Hong Kong-Zhuhai-Macao Bridge and the Guangzhou-Shenzhen-Hong Kong High-Speed Rail has significantly shortened the time and space distances between cities, facilitating the efficient circulation of people, goods, and information. The energy supply and guarantee capacity has been continuously enhanced, providing a solid foundation for the economic development of the Greater Bay Area.

In terms of policy support, the national and local governments have introduced a series of preferential policies dedicated to promoting the construction and development of the Greater Bay Area. These policies cover multiple fields such as industrial support, technological innovation, and talent introduction, creating a favorable policy environment for the development of the Greater Bay Area.

3. Interconnected Transport Infrastructure Facilitates Talent Mobility and Economic Coordinated Development

The Guangdong-Hong Kong-Macao Greater Bay Area has carried out numerous fruitful practical explorations in talent aggregation and coordinated regional economic development, demonstrating strong development vitality and broad development prospects.

In terms of talent aggregation, the Greater Bay Area has attracted a large number of talents of all kinds by virtue of its unique geographical advantages, abundant industrial resources, and preferential policy environment. Firstly, Hong Kong and Macao, as highly internationalized cities, have advanced education systems and research facilities, cultivating a large number of high-end talents with an international perspective and professional competence. These talents have accumulated rich experience in fields such as finance, law, accounting, and management, providing valuable intellectual support for the

development of the Greater Bay Area. At the same time, the international platforms of Hong Kong and Macao have also attracted outstanding talents from around the world to come for exchanges and cooperation. Secondly, the nine cities in Guangdong have experienced rapid economic development and have a complete industrial system, especially with strong strength in manufacturing and technological innovation. Many emerging industries such as artificial intelligence, biomedicine, and new energy are thriving in the Greater Bay Area, providing a broad development space and innovation platform for various professionals. In addition, the governments of various regions in the Greater Bay Area have successively introduced a series of policy measures to attract talents, including providing housing subsidies, research funding, and tax incentives, further enhancing the attraction for talents.

In terms of coordinated regional economic development, the Greater Bay Area has achieved high-quality economic development by strengthening industrial coordination, innovation cooperation, and resource sharing. Industrial coordination is an important foundation for the coordinated economic development of the Greater Bay Area. The cities within the Greater Bay Area have carried out reasonable industrial division and collaboration based on their own industrial advantages and development orientations^[4]. For example, Hong Kong, with its status as a financial, trade, and shipping center, provides international financial services and trade channels for enterprises in the Greater Bay Area; Macao fully exploits its tourism resources and the advantages of the gambling industry to promote the integrated development of tourism and other industries; and the cities in Guangdong focus on manufacturing and technological innovation, providing solid support for the industrial development of the Greater Bay Area. Through industrial coordination, the Greater Bay Area has formed a complete industrial chain, enhancing the overall competitiveness of the industries. Innovation cooperation is the core driving force for the coordinated economic development of the Greater Bay Area. There are numerous universities and research institutions in the Greater Bay Area, with abundant innovation resources. By

strengthening the cooperation among industries, universities, and research institutions, the transformation and application of scientific and technological achievements have been promoted. For example, the universities and research institutions in Hong Kong have strong capabilities in basic research, while the enterprises in Guangdong have rich experience in applied research and industrialization. Through cooperation, the two sides have achieved complementary advantages and promoted the development of technological innovation. Resource sharing is an important guarantee for the coordinated economic development of the Greater Bay Area. The cities within the Greater Bay Area have different resource endowments in terms of land, energy, transportation, etc. Through resource sharing, the optimal allocation of resources can be achieved. For example, in the construction of transportation infrastructure, the Greater Bay Area has strengthened the connectivity of ports, airports, railways, and other transportation facilities, improving the transportation efficiency within the region and promoting the circulation of people, goods, and information.

Talent aggregation and coordinated regional economic development are mutually promoting and complementary. The aggregation of talents provides intellectual support and innovation impetus for the coordinated development of the regional economy, while the coordinated development of the regional economy provides a broader development space and better living conditions for talents. In the practical exploration of talent aggregation and coordinated regional economic development, the Greater Bay Area has continuously optimized the policy environment and strengthened cooperation and exchanges, promoting the high-quality development of the Greater Bay Area and making important contributions to the transformation and upgrading of China's economy and the enhancement of its international competitiveness.

4. Challenges Faced by Talent Aggregation and Regional Economic Coordinated Development in the Guangdong-Hong Kong-Macao Greater Bay Area

The talent aggregation and coordinated regional economic development in the

Guangdong-Hong Kong-Macao Greater Bay Area are confronted with a series of challenges that require careful consideration and effective solutions.

One of the major challenges lies in the differences in systems and policies among the three regions. Hong Kong, Macao, and the cities in Guangdong have their own independent legal systems, administrative management systems, and social welfare systems. These differences bring certain difficulties to the free flow and integration of talents. For instance, there are differences in professional qualification recognition. The professional qualifications obtained in one region may not be directly recognized in other regions, which restricts the mobility of talents and increases the cost and time for them to work across regions. In addition, differences in tax policies and social welfare policies also affect the willingness of talents to move and settle in different regions.

Another significant challenge is the imbalance in the distribution of resources. Although the Greater Bay Area has rich resources overall, there is an imbalance in the distribution of resources among different cities. Some core cities, such as Hong Kong and Shenzhen, have concentrated a large number of high-quality resources, including advanced research institutions, high-tech enterprises, and financial institutions^[5]. In contrast, some peripheral cities may face a shortage of resources, which makes it difficult to attract and retain high-level talents. This imbalance not only affects the overall coordinated development of the region but also leads to fierce competition among cities for resources and talents.

The competition for talents within the region is also a prominent issue. With the rapid development of the economy in the Greater Bay Area, each city is eager to attract high-quality talents to support its own development. This has led to intense competition among cities. Some cities may offer overly generous preferential policies and high salaries to attract talents, which may cause a certain degree of talent poaching and disorderly competition. At the same time, this kind of competition may also lead to a situation where talents are overly concentrated in certain industries and cities, ignoring the development needs of other industries and regions, and thus affecting the

overall coordinated development of the region. Moreover, the lack of effective communication and coordination mechanisms is also a bottleneck restricting the talent aggregation and coordinated regional economic development. The cooperation and exchanges among different regions in the Greater Bay Area need to be further strengthened. There is a lack of unified planning and coordination in some aspects, such as talent training, scientific and technological innovation cooperation, and industrial layout. This makes it difficult to achieve the optimal allocation of resources and the maximum utilization of the advantages of each region. In addition, the information asymmetry among different regions also affects the efficiency of talent flow and cooperation.

In addition, external competition and uncertainties pose challenges to the talent aggregation and regional economic development in the Greater Bay Area. In the context of globalization, the Greater Bay Area faces fierce competition from other international and domestic bay areas and economic zones. These regions also offer attractive opportunities and conditions for talents. At the same time, the impact of global economic fluctuations, trade frictions, and public health emergencies also brings uncertainties to the economic development and talent flow in the Greater Bay Area.

5. Enlightenment from Talent Aggregation and Regional Economic Coordinated Development in the Guangdong-Hong Kong-Macao Greater Bay Area

The talent aggregation and coordinated regional economic development in the Guangdong-Hong Kong-Macao Greater Bay Area offer us a wealth of profound insights.

First and foremost, the coordinated innovation of systems and policies should be emphasized. Given the obstacles posed by the differences in systems and policies among different regions within the Greater Bay Area to talent mobility and regional coordinated development, it is necessary to actively explore paths for institutional innovation and policy coordination while respecting the existing systems of each region. For example, a unified mechanism for the mutual recognition of professional qualifications should be established. This can be achieved through the

signing of mutual recognition agreements and the formulation of unified qualification standards, thereby facilitating the unimpeded flow of talents within the region. Simultaneously, in terms of tax policies and social welfare policies, coordination should be strengthened. Some transitional or connecting policy measures should be formulated to reduce the difficulties brought to talents due to policy differences and enhance the convenience and comfort of talents working and living in the Greater Bay Area.

Secondly, attention should be paid to the balanced allocation of resources. The issue of unbalanced resource distribution within the Greater Bay Area restricts the overall coordinated development. Therefore, it is essential to strengthen the overall planning and allocation of resources among regions. On the one hand, core cities should play a radiating and leading role. They can diffuse some resources to surrounding cities through industrial transfer, technological cooperation, and other means to promote the development of surrounding cities. On the other hand, the government should increase its support for regions with relatively weak resources, guiding resources to tilt towards these areas. This includes improving their infrastructure, education, medical care, and other conditions to enhance their attractiveness to talents. For instance, in terms of industrial layout, a rational division of labor among industries can be planned according to the resource endowments and development foundations of each city, forming an industrial pattern of complementary advantages and coordinated development. This can avoid the over-concentration of resources in a few cities and industries.

Furthermore, benign competition and cooperation within the region should be promoted. Talent competition among cities is inevitable, but malignant and disorderly competition should be avoided. Each city should establish an overall perspective and a sense of cooperation, seeking cooperation in competition to achieve mutual benefits and win-win results. This can be achieved by establishing talent cooperation alliances and sharing talent resources, thereby strengthening talent exchanges and cooperation among cities. For example, joint talent training programs can be carried out to jointly cultivate compound

talents who meet the development needs of the Greater Bay Area. A talent information sharing platform can also be established to realize the real-time docking of talent supply and demand information and improve the efficiency of talent allocation.

In addition, an effective communication and coordination mechanism needs to be established and improved. Different regions within the Greater Bay Area should strengthen communication and collaboration to form a synergetic development force. The government should play a leading role in building a cross-regional communication and coordination platform, formulating unified development plans and policy measures, and strengthening the macro-guidance for regional economic coordinated development and talent aggregation. At the same time, the role of social organizations such as industry associations and chambers of commerce should be fully utilized to enhance exchanges and cooperation among enterprises and promote the free flow of factors such as talents, technologies, and funds. For example, regular joint meetings among cities in the Greater Bay Area can be held to jointly discuss major issues and cooperation matters in regional development. An industrial coordinated development fund can also be established to support cross-regional industrial cooperation and innovation projects.

Finally, the ability to cope with external competition and uncertainties should be enhanced. In the context of globalization, the Greater Bay Area faces fierce competition from the outside and the influence of various uncertainties. Therefore, it is necessary to strengthen the construction of its own innovation capacity and improve the core competitiveness of the region. Investment in scientific and technological innovation should be increased to cultivate a number of high-tech enterprises and innovative talents with international competitiveness. The international market should be actively expanded, and exchanges and cooperation with other international bay areas and economic zones should be strengthened to learn from advanced experiences and technologies. A sound risk warning and response mechanism should be established to improve the ability to cope with external risks and ensure the stable development of the regional economy and the

stable aggregation of talents.

6. Conclusion

In conclusion, the talent aggregation and coordinated regional economic development in the Guangdong-Hong Kong-Macao Greater Bay Area is a complex and systematic project that requires comprehensive efforts from various aspects. The coordinated innovation of systems and policies is the cornerstone for breaking down barriers and facilitating talent mobility. By establishing unified mechanisms for the mutual recognition of professional qualifications and coordinating tax and social welfare policies, the Greater Bay Area can create a more favorable environment for talents to work and live.

The balanced allocation of resources is crucial for promoting overall coordinated development. Core cities should play a leading role in diffusing resources, while the government should provide more support to regions with relatively weak resources. Through rational industrial layout and division of labor, the over-concentration of resources can be avoided, and a pattern of complementary advantages and coordinated development can be formed.

Promoting benign competition and cooperation within the region is also of great significance. Cities should establish a sense of cooperation and seek mutual benefits through cooperation in competition. By establishing talent cooperation alliances and sharing platforms, talent exchanges and cooperation can be strengthened, and the efficiency of talent allocation can be improved.

Moreover, an effective communication and coordination mechanism is essential. The government should build a cross-regional platform and formulate unified plans and policies, while social organizations should play an active role in promoting exchanges and cooperation among enterprises. This will help form a synergetic development force.

Finally, enhancing the ability to cope with external competition and uncertainties is a long-term task. By strengthening the construction of innovation capacity, expanding the international market, and establishing a risk response mechanism, the Greater Bay Area can improve its core competitiveness and ensure stable development.

Looking forward, the Guangdong-Hong Kong-

Macao Greater Bay Area has broad prospects for talent aggregation and regional coordinated development. With the continuous deepening of cooperation and the continuous improvement of policies and mechanisms, the Greater Bay Area is expected to become a world-class bay area with strong innovation ability and international competitiveness. It will attract more high-quality talents from around the world, promote the in-depth integration of industries, and achieve higher-quality economic development. At the same time, it will also play an important role in promoting regional cooperation and global economic development, making important contributions to the prosperity and progress of the world.

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