

**MODERN VECTORS OF SCIENCE  
AND EDUCATION DEVELOPMENT  
IN CHINA AND UKRAINE**

中国与乌克兰科学及教育前沿研究

Harbin Engineering University

State institution "South Ukrainian National Pedagogical University named after K. D. Ushynsky"

Educational and Cultural Center "Confucius Institute"

Odesa, Ukraine

Harbin, the People's Republic of China

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The ninth issue of the materials represented by the Ukrainian and Chinese scholars are dedicated to the relevant issues of General and Contrastive Linguistics within the Chinese, English, Ukrainian, Turkish and Korean languages; linguodidactic problems of teaching native and foreign languages within polycultural educational space; peculiarities of cross-cultural communication in geopolitical space alongside education-related aspects regarding profession-oriented training of future specialists under conditions of multicultural environment and military actions in Ukraine; post-COVID-19 pandemic challenges.

The given articles may be of use to researchers, graduates, postgraduates and practising teachers who are interested in various aspects of Sinology, Cross-cultural Communication, Linguistics, Pedagogy and Psychology.

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<b>Wang Qingzhong, Li Shengnan, Yin Wenjie, Bai Jing, Guo Yan.</b> <i>An Analysis of the Application of Artificial Intelligence in the Translation of Shipbuilding Engineering English Text - Taking Chatgpt as an Example</i> .....	223
Teacher, School of Foreign Studies, Harbin Engineering University, Harbin, China	
Student, School of Foreign Studies, Harbin Engineering University, Harbin, China	
Student, School of Foreign Studies, Harbin Engineering University, Harbin, China	
Student, School of Foreign Studies, Harbin Engineering University, Harbin, China	
Student, School of Foreign Studies, Harbin Engineering University, Harbin, China	
<b>Wan Qiubin.</b> <i>The Study on the Strategy of Promoting Traditional Chinese Culture to Go Global Through the Translation of Film and Television Works</i> .....	248
Lecture, School of Foreign Studies, Harbin Engineering University, Harbin, China	
<b>Wang Xiaohui, Li Hejuan.</b> <i>Chinese-English Puns and Transmission of Cultural Values in Cross-Cultural Communication</i> .....	256
Master of Arts, Associate Professor Postgraduate School of Foreign Studies, Harbin Engineering University, Harbin, China	
<b>Wang Ying</b> <i>On the Mechanism and Path of Micro Narrative Empowering Ideological and Political Education in Foreign Language Courses in Chinese Universities</i> .....	267
Doctor Of Literature, Associate Professor School Of Foreign Languages, Harbin Engineering University Harbin, China	
<b>Wen Ya.</b> <i>Regional Development and Global Talent Cultivation</i> .....	277
Master Candidate of Translation And Interpretation, Harbin Engineering University, Harbin, China	
<b>Yang Zhibo.</b> <i>Research on the Translation of Culture-Loaded Words in Li Qingzhao's Poems from the Perspective of Relevance Theory: A Case Study of Two Translation Versions of Xu Yuanchong and Zhu Manhua</i> .....	292
Master of Translation, Harbin Engineering University, China	
<b>Yumei Liu.</b> <i>The Comparison and Practice of Two Foreign English Teachers' Teaching Beliefs in Teaching Spoken English in China—The Stories of “Gardener and Tiger”</i> .....	301
Master of American and British Literature, Lecturer, Lecturer of School of Foreign Studies Harbin Engineering University, Harbin, China	

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B29

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## REGIONAL DEVELOPMENT AND GLOBAL TALENT CULTIVATION

**Abstract:** *This paper delves into the intricate relationship between regional development and global talent cultivation, emphasizing their significance in driving sustainable economic growth and innovation. It highlights the historical evolution of these domains, influenced by industrialization, urbanization, and technological advancements, and the impact of globalization on shaping the current landscape. The paper argues for a holistic and integrated strategy that combines education, policy-making, and industry collaboration to foster a skilled workforce capable of contributing to the global market. It explores successful regional initiatives, such as Silicon Valley's technology ecosystem and Singapore's strategic talent development, to draw lessons for effective talent cultivation. The paper also discusses the challenges and opportunities presented by technological changes and globalization, advocating for innovative educational models, corporate strategies for talent attraction and retention, and the importance of lifelong learning. Ultimately, it calls for policymakers and educators to embrace these insights and invest in global talent cultivation as a cornerstone for regional prosperity and innovation.*

**Keywords:** *Regional Development Strategies; Global Talent Management; Economic and Social Trends; Technological Innovations and Challenges*

### 1. Introduction

Regional development refers to the economic, social, and political processes that enhance the quality of life and economic well-being of people in specific regions. It

involves strategies aimed at reducing regional disparities and promoting balanced growth across different areas. Global talent cultivation, on the other hand, is the process of identifying, nurturing, and utilizing human skills and abilities on an international scale to meet the demands of the global economy.

The alignment of regional development with global talent needs is crucial for ensuring that the workforce is equipped with the necessary skills to contribute to and benefit from the global market. This synergy is essential for fostering innovation, driving economic growth, and enhancing competitiveness.

This paper will explore innovative and practical approaches to regional development and global talent cultivation. It will argue that a holistic and integrated strategy, which combines education, policy-making, and industry collaboration, is key to achieving sustainable growth and development.

## **2. Historical Context**

The past century has witnessed significant shifts in regional development trends, largely influenced by industrialization, urbanization, and technological advancements. The early 20th century was characterized by the concentration of economic activities in industrialized cities, leading to urban growth and the development of metropolitan regions. However, this also resulted in pronounced regional disparities and the neglect of rural areas.

The evolution of global talent cultivation strategies has been shaped by the changing dynamics of the world economy. In the initial stages, the focus was on developing a skilled labor force to support the manufacturing sector. As the economy transitioned towards services and knowledge-based industries, the emphasis shifted to higher education and specialized skills training.

Globalization has had a profound impact on both regional development and talent cultivation. The increased mobility of goods, services, and people has created a more interconnected world, where talent can be sourced from anywhere, and regions must compete on a global stage. This has led to the rise of global cities and the need for regions to develop unique value propositions to attract and retain talent.

In conclusion, the historical context of regional development and global talent

cultivation reveals a complex interplay between economic forces and human capital. The lessons learned from the past century provide valuable insights into the strategies that can be employed to navigate the challenges and opportunities of the 21st century.

### **3.Current Regional Development Trends**

In the contemporary global landscape, regional development is increasingly influenced by a complex interplay of economic, social, and technological factors. The part delves into these trends, showcases case studies of successful initiatives, and examines the pivotal role of government policies and international cooperation in fostering global talent in line with regional growth.

#### **3.1 Economic Trends**

The global economy is increasingly interconnected, and regional development is influenced by a myriad of economic factors. Technological advancements have enabled the rise of the digital economy, creating new opportunities for regions to attract investment and foster innovation. The shift towards a knowledge-based economy has placed a premium on human capital, making the development of a skilled workforce a priority for regional growth.

Silicon Valley serves as a prime example of successful regional development driven by a high concentration of technology companies and a robust entrepreneurial ecosystem. The region's success is attributed to its ability to attract and retain global talent, foster innovation through research and development, and maintain strong networks of venture capital.

#### **3.2 Social Trends**

Social trends such as urbanization, demographic shifts, and the rise of the middle class in developing countries are reshaping regional landscapes. Urban areas are becoming hubs of economic activity and innovation, while rural regions are exploring ways to capitalize on their unique assets.

Bangalore, India, has transformed into a global IT hub, leveraging its pool of engineering talent and favorable government policies. The city's development has been marked by the growth of IT parks, a vibrant startup culture, and international partnerships that have positioned it as a leading destination for technology firms.



### 3.3 Technological Trends

Technological advancements are at the forefront of regional development. The adoption of Industry 4.0 technologies, such as the Internet of Things (IoT), artificial intelligence (AI), and robotics, is enabling regions to enhance productivity and competitiveness. Moreover, the transition to green technologies is opening up new avenues for sustainable development.

Germany's Industrie 4.0 initiative exemplifies the integration of cutting-edge technologies into manufacturing processes. The initiative has spurred collaboration between industry, academia, and government, leading to increased efficiency, innovation, and the creation of high-quality jobs.

### 3.4 Role of Government Policies

Government policies play a crucial role in shaping regional development. Policies that support education, infrastructure, and innovation can create an environment conducive to growth. Additionally, governments can facilitate international cooperation to leverage global expertise and resources.

Singapore's Smart Nation initiative demonstrates the impact of forward-thinking government policies. The initiative aims to harness technology to improve citizens' lives, create economic opportunities, and build a connected society. It includes investments in digital infrastructure, R&D, and partnerships with global tech leaders.

### 3.5 International Cooperation

In an increasingly globalized world, international cooperation is essential for regional development. Collaborative efforts can lead to the sharing of best practices, access to international markets, and the attraction of foreign direct investment (FDI).

The ASEAN Economic Community (AEC) is a regional initiative aimed at creating a single market and production base within Southeast Asia. The AEC encourages economic integration, promotes the free flow of goods and services, and enhances regional competitiveness.

In conclusion, the current regional development trends underscore the necessity for a holistic approach that integrates economic, social, and technological dimensions. By learning from successful case studies, implementing effective government policies, and

fostering international cooperation, regions can develop sustainably while nurturing the global talent essential for future prosperity.

#### **4. Global Talent Cultivation in the Modern Era**

The modern era has ushered in a dynamic shift in the landscape of global talent needs. As industries evolve and new sectors emerge, the demand for a diverse and highly skilled workforce has become paramount. This shift is not just about the number of talents available but also about the quality and adaptability of the skills they possess.

##### **4.1 The Changing Landscape of Global Talent Needs**

In the modern era, the demand for talent has become increasingly globalized. As businesses expand their operations across borders, the need for employees who can navigate the complexities of international markets and cultures has grown. This shift has been driven by several factors, including technological advancements, economic globalization, and demographic changes.

###### **4.1.1 Technological Advancements**

The rapid pace of technological innovation has created a demand for new skill sets, particularly in the fields of artificial intelligence, machine learning, and data analytics. As automation and digitalization transform industries, workers must adapt to new tools and processes.

###### **4.1.2 Economic Globalization**

The integration of global economies has led to a more interconnected business environment. Companies are looking for talent that can understand and leverage these connections to drive growth and innovation.

###### **4.1.3 Demographic Changes**

Aging populations in developed countries and youth bulges in developing regions are affecting the availability and type of talent. Organizations must consider these demographic trends when planning their talent acquisition and management strategies.

##### **4.2 Innovative Educational Models for Talent Cultivation**

To meet the changing talent needs, educational institutions are exploring innovative models for cultivating global talent. These models emphasize not only technical skills but also soft skills such as cross-cultural communication, adaptability, and problem-solving.

###### **4.2.1 Experiential Learning**

Hands-on experiences, such as internships and co-op programs, allow students to apply their knowledge in real-world settings, making them more attractive to potential employers.

#### 4.2.2 Online and Blended Learning

The rise of online education has made learning more accessible and flexible. Blended learning models, which combine online and in-person instruction, cater to diverse learning styles and schedules.

#### 4.2.3 Lifelong Learning

As the half-life of skills shortens, the concept of lifelong learning has become critical. Educational programs are increasingly offering opportunities for continuous learning and upskilling.

### 4.3 Corporate Strategies for Attracting and Retaining Global Talent

Corporations are also adapting their strategies to attract and retain the best global talent. These strategies focus on creating an inclusive work environment, offering competitive benefits, and providing opportunities for career growth.

#### 4.3.1 Inclusive Work Environment

Companies are striving to create workplaces that are diverse and inclusive, recognizing that a variety of perspectives can lead to better decision-making and innovation.

#### 4.3.2 Competitive Benefits

To attract top talent, corporations are offering benefits that go beyond salary, such as flexible work arrangements, health and wellness programs, and opportunities for professional development.

#### 4.3.3 Career Growth Opportunities

Employees are more likely to stay with a company if they see a clear path for advancement. Corporations are investing in leadership development programs and mentorship initiatives to help employees reach their full potential.

In conclusion, the cultivation of global talent in the modern era requires a strategic approach that considers the changing landscape of talent needs, embraces innovative educational models, and implements effective corporate strategies. By doing so, organizations can ensure they have the skilled workforce needed to thrive in an

increasingly competitive global market.

## **5. Synergy between Regional Development and Talent Cultivation**

In an era where knowledge is the main currency, the synergy between regional development and talent cultivation has become increasingly significant. This essay aims to dissect the intricate relationship between the two, exploring how regional development strategies can be leveraged to nurture talent and, conversely, how a skilled workforce can propel regional growth and competitiveness.

### **5.1 The Role of Regional Development in Talent Cultivation**

Regional development is a multifaceted concept that encompasses economic growth, infrastructure enhancement, and social progress. It is the bedrock upon which talent cultivation must be built. By providing state-of-the-art facilities, funding research and development, and fostering a culture of innovation, regions can attract and cultivate a pool of talented individuals. For example, Silicon Valley's success is not merely a result of individual brilliance but a concerted effort in creating an ecosystem that values and nurtures talent.

### **5.2 The Impact of a Skilled Workforce on Regional Competitiveness**

A region's growth is inextricably linked to the quality of its workforce. Skilled professionals drive innovation, improve productivity, and enhance the quality of services and products. They are also more adaptable to changes, such as technological advancements and shifts in the global economy. A region that can boast a highly skilled workforce is more likely to attract foreign investment, encouraging a virtuous cycle of growth and development.

### **5.3 Strategies for Cultivating Global Talent**

To become a nexus of global talent, regions must implement strategies that go beyond traditional education and training. This includes creating an environment that supports lifelong learning, cross-disciplinary collaboration, and entrepreneurship. Regions should also focus on attracting global talent by offering competitive benefits, a high quality of life, and opportunities for professional growth. Furthermore, regions can establish themselves as global talent hubs by promoting cultural diversity, which is often a key attractor for international professionals.

The synergy between regional development and talent cultivation is a cornerstone of modern economic strategy. By fostering an environment conducive to learning and innovation, regions can not only enhance their own growth and competitiveness but also contribute to the global economy. As the world becomes increasingly interconnected, the regions that succeed will be those that can effectively harness the potential of their human capital.

## **6. Challenges and Opportunities in Regional Development and Talent Cultivation**

In the dynamic interplay between regional development and talent cultivation, several challenges and opportunities emerge, shaped by the forces of technological advancements and globalization. This section explores these elements, aiming to provide a comprehensive and innovative perspective on the future of regional growth and talent development.

### **6.1 Barriers to Aligning Regional Development with Talent Cultivation**

The synergy between regional development and talent cultivation faces several barriers that can impede progress. One of the primary challenges is the educational system's inertia in adapting to the dynamic needs of the regional economy. Educational institutions often struggle to keep pace with the rapid technological changes, resulting in a workforce that is ill-prepared for the evolving job market. This skills gap is exacerbated by the lack of coordination between policymakers, educators, and industry leaders, leading to a misalignment of objectives and resources.

Another barrier is the disparity in economic development across regions, which can create a brain drain effect. Talented individuals tend to migrate towards more developed areas in search of better opportunities, leaving their home regions deprived of the human capital necessary for growth. This imbalance poses a significant challenge for policymakers aiming to foster equitable regional development.

### **6.2 Opportunities Arising from Technological Advancements and Globalization**

Despite these challenges, there are substantial opportunities for aligning regional development with talent cultivation, primarily driven by technological advancements and globalization. The digital revolution has introduced new ways of learning and

working, enabling regions to overcome traditional barriers. Online education platforms, for instance, offer access to quality education regardless of geographical location, allowing for the cultivation of a globally competitive workforce.

Globalization has also facilitated the exchange of ideas and best practices across borders, enabling regions to learn from each other's experiences in talent development. This interconnectedness can lead to more harmonized approaches to education and training, tailored to the needs of the global economy.

### 6.3 Future Predictions for Regional Development and Talent Cultivation Synergy

The future of regional development and talent cultivation is likely to be shaped by the continued integration of technology in all aspects of life. Regions that can effectively leverage technology to enhance education and skill development will be better positioned to attract and retain talent. Moreover, as the global economy becomes increasingly knowledge-based, regions that prioritize innovation and creativity in their development strategies will likely see greater success.

In conclusion, while there are challenges to aligning regional development with talent cultivation, the opportunities presented by technological advancements and globalization offer a pathway to overcome these obstacles. By embracing innovation and fostering a culture of lifelong learning, regions can build a resilient and skilled workforce that can adapt to the demands of the future economy.

## 7. Case Study Analysis

The synergy between regional development and global talent cultivation is a critical driver of economic growth and innovation. This in-depth analysis examines regions that have exemplified this synergy, providing a comprehensive look at their strategies and the lessons that can be gleaned from their experiences.

### 7.1 Silicon Valley: Fostering a Global Talent Magnet

Silicon Valley's success as a global talent magnet is the result of a deliberate strategy that combines education, culture, and economic opportunity. The region's universities not only provide a world-class education but also foster a spirit of entrepreneurship. This is complemented by a vibrant startup culture and a plethora of venture capital firms ready to invest in innovative ideas. The result is a self-sustaining

ecosystem where talent from around the world converges to innovate and collaborate.

## 7.2 Singapore: Strategic Vision in Talent Development

Singapore's strategic vision in talent development is evident in its comprehensive approach to education and professional growth. The government's initiatives, such as 'SkillsFuture', are designed to build a resilient workforce capable of adapting to the ever-changing demands of the global economy. Singapore's focus on lifelong learning and skills mastery has made it a model for other nations seeking to enhance their human capital.

## 7.3 Bangalore: Capitalizing on Educational Infrastructure

Bangalore's rise as an IT hub is closely linked to its robust educational infrastructure. The city's numerous engineering institutions have become the foundation for a highly skilled workforce, which in turn has attracted multinational corporations seeking technical expertise. The government's support for IT parks and special economic zones has further incentivized companies to invest in the region, creating a virtuous cycle of growth and development.

## 7.4 Finland: Pioneering an Education-First Strategy

Finland's education-first strategy has been pivotal in its development. The Finnish education system, known for its high standards and innovative teaching methods, has produced a workforce that is creative, critical, and collaborative. This has been a key factor in Finland's ability to compete in the global economy, particularly in technology and design.

## 7.5 Germany: Technical Excellence through Vocational Training

Germany's commitment to technical excellence is reflected in its vocational training system, which is regarded as one of the best in the world. The dual system of education, which combines apprenticeships with classroom learning, ensures that students are well-prepared for the demands of the industrial sector. This approach has been instrumental in maintaining Germany's reputation as a manufacturing powerhouse.

## 7.6 South Korea: Education and Innovation as Pillars of Growth

7.6.1 South Korea's emphasis on education and innovation has been central to its economic success. The nation's rigorous education system and substantial investment

in R&D have fostered a culture of innovation that has propelled South Korea to the forefront of various technological fields. The government's active role in supporting startups and small businesses has also contributed to a dynamic and competitive economy.

#### 7.7 Switzerland: Precision and Innovation in Talent Cultivation

Switzerland's precision and innovation in talent cultivation are exemplified by its high-quality education system and strong apprenticeship programs. The country's focus on precision engineering, pharmaceuticals, and finance has created a demand for a highly skilled workforce. Switzerland's educational institutions and private sector collaborate closely to ensure that the talent pipeline meets the needs of these industries.

### 8. Synthesis of Best Practices and Lessons Learned

#### 8.1 The analysis of these regions highlights several best practices:

- A thriving ecosystem that promotes innovation and entrepreneurship is essential.
- Strategic government vision and policies play a crucial role in talent development.
- Educational infrastructure is a key component in building a skilled workforce.
- An education system that emphasizes quality and innovation can drive economic competitiveness.
- Vocational training that combines practical and theoretical learning prepares students for industry needs.
- A strong focus on education and R&D is vital for fostering a culture of innovation.
- Collaboration between education and industry ensures that talent development aligns with economic needs.

In conclusion, the synergy between development strategies and talent cultivation is evident in the success stories of these regions. The lessons learned from their experiences underscore the importance of a holistic approach that encompasses government foresight, industry-academia collaboration, and a commitment to lifelong learning and innovation. As globalization continues to reshape the economic landscape, these insights become increasingly relevant for regions looking to enhance their competitiveness and economic vitality. The future of development hinges on the ability to nurture and harness global talent effectively.



## **9. Innovative Approaches to Regional Development and Talent Cultivation**

In an era marked by rapid globalization and technological change, regional development and talent cultivation have become pivotal in shaping the economic destiny of nations. The interplay between local initiatives and global trends is creating a dynamic environment where innovative approaches are not just beneficial but necessary for sustainable growth.

### **9.1 Emerging Trends in Regional Development Smart Specialization Strategies (S3)**

Regions are increasingly adopting Smart Specialization Strategies, which involve identifying and prioritizing unique areas of competitive advantage. This approach leverages local strengths to foster innovation and drive economic transformation.

### **9.2 Circular Economy Models**

The circular economy is gaining traction as a model for sustainable regional development. By maximizing resource efficiency and minimizing waste, regions can create a resilient economic system that supports long-term prosperity.

### **9.3 Collaborative Ecosystems**

Inter-regional and cross-border collaborations are forming ecosystems that pool resources, knowledge, and innovation. These networks are crucial for regions to remain competitive in a globalized economy.

## **10. The Role of Technology and Innovation**

### **10.1 Digital Transformation**

Digital technologies like AI, IoT, and blockchain are revolutionizing industries. Regions that embrace these technologies can unlock new growth pathways and enhance their economic profiles.

### **10.2 Data-Driven Policymaking**

Big data analytics is empowering regions to make informed decisions. By understanding patterns and trends, policymakers can craft strategies that are more responsive to the needs of their constituencies.

## **11. Talent Cultivation in a Globalized World**

### **11.1 Global Talent Acquisition**

The hunt for talent has gone global, with strategies focusing on attracting skilled

individuals from across the world. This approach helps fill skill gaps and brings diverse perspectives to local industries.

### 11.2 Inclusive Talent Development

Inclusive strategies ensure that talent cultivation benefits all segments of society. By providing equal opportunities, regions can harness the full potential of their populations.

### 11.3 Lifelong Learning and Upskilling

As the job market evolves, continuous learning becomes essential. Regions that promote upskilling and reskilling can maintain a workforce that is adaptable and ready for future challenges.

## 12. Recommendations for Policymakers and Educators

### 12.1 For Policymakers

- Develop policies that encourage innovation and entrepreneurship.
- Invest in infrastructure that supports the digital economy.
- Create an environment that attracts and retains global talent.

### 12.2 For Educators

- Integrate global competencies into the curriculum.
- Foster partnerships with industry to provide practical experience.
- Encourage cultural exchange programs to broaden students' horizons.

Innovative approaches to regional development and talent cultivation are essential in today's interconnected world. By embracing technology, fostering collaboration, and nurturing a diverse talent pool, regions can position themselves for success in the global economy.

## 13. Conclusion

In conclusion, the intricate dance between regional development and global talent cultivation is pivotal for the sustainable progress of societies. As we have explored, the synergy of these two facets can lead to a dynamic workforce, driving regional competitiveness and growth. The historical context and current trends underscore the transformative power of aligning talent strategies with regional needs. Innovative educational models and corporate strategies have emerged as beacons of progress,

illuminating the path forward. However, challenges persist, and it is the collective responsibility of policymakers, educators, and industry leaders to navigate these waters with foresight and agility. The case studies provide a blueprint for success, showcasing the profound impact of strategic integration.

As we stand on the cusp of a new era, it is imperative that we embrace the opportunities presented by technological advancements and globalization, forging a future where regional development and talent cultivation are harmoniously intertwined. Let this be a clarion call to action for all stakeholders to invest in the cultivation of global talent as the cornerstone of regional prosperity and innovation.

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温雅

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## 区域发展与全球人才培养

**摘要：**本文深入探讨了区域发展与全球人才培养之间的复杂关系，强调了它们在推动可持续经济增长和创新方面的重要性。文章突出了这些领域的历史演变，这些演变受到工业化、城市化和技术进步的影响，以及全球化对塑造当前格局的影响。文章主张采取全面和综合的策略，结合教育、政策制定和行业合作，培养能够为全球市场做出贡献的技能劳动力。文章探讨了成功的区域性倡议，如硅谷的科技生态系统和新加坡的战略人才培养，从中提取有效人才培养的经验教训。文章还讨论了技术变革和全球化带来的挑战和机遇，倡导创新的教育模式、企业吸引和留住人才的策略，以及终身学习的重要性。最终，文章呼吁政策制定者和教育工作者采纳这些见解，并将全球人才培养视为区域繁荣和创新的基石进行投资。

**关键词：**区域发展战略；全球人才管理；经济与社会趋势；技术创新与挑战