

CHARACTERISTICS OF TALENT DEMAND AND CONSTRUCTION OF A COLLABORATIVE CULTIVATION MECHANISM FOR SOCIAL GOVERNANCE IN BORDER AREAS

Jing Qu¹, Yun Zhang¹, Jia Shao¹, ShuangLe Fu^{2,3*}

¹Manzhouli International Vocational College, Manzhouli 021400, Inner Mongolia Autonomous Region, China.

²School of Elderly Care Services and Management, Nanjing University of Chinese Medicine, Nanjing 210023, Jiangsu, China.

³School of aging industry, Nanjing University of Chinese Medicine, Nanjing 210023, Jiangsu, China.

*Corresponding Author: ShuangLe Fu

Abstract: This paper aims to explore the characteristics of talent demand for social governance in border areas and the construction of a collaborative cultivation mechanism through a literature review. Based on the particularities and challenges of social governance in border regions, the study analyzes the diverse, professional, and regional characteristics of the demand for social governance talent. By reviewing social theory and collaborative governance theory, this paper proposes practical pathways involving the cultivation of social capital and the co-construction, co-governance, and sharing by multiple stakeholders. The goal is to provide a theoretical basis and practical guidance for the collaborative cultivation of social governance talent in border areas. The research finds that constructing an effective collaborative cultivation mechanism is of significant importance for enhancing the level of social governance in border regions.

Keywords: Border areas; Social governance; Collaborative cultivation; Talent demand; Multiple stakeholders

1 INTRODUCTION

1.1 Research Background

Border areas, as crucial strategic regions of a nation, have their stability and effectiveness in social governance directly impacting national security and social harmony. With the acceleration of globalization and the deepening of regional economic integration, border areas face increasingly complex and volatile social environments and governance challenges. In this context, the characteristics of talent demand for social governance in border areas and the construction of a collaborative cultivation mechanism have become focal points for both academia and practitioners. In recent years, although some studies have explored the particularities and challenges of social governance in border regions, there remains a lack of systematic and in-depth discussion on how to effectively cultivate talent that meets the social governance needs of border areas and how to construct a collaborative cultivation mechanism.

1.2 Research Purpose and Significance

As vital components of a nation, the stability and effectiveness of social governance in border areas are directly linked to national security and social harmony. However, due to the unique geographical environment, cultural diversity, and varying levels of economic development in border regions, social governance faces numerous challenges, such as talent shortages and insufficient governance capacity. Therefore, exploring the characteristics of talent demand for social governance and constructing a collaborative cultivation mechanism holds significant theoretical and practical importance. This study aims to clarify the characteristics of talent demand for social governance in border areas by analyzing existing literature and to propose an effective collaborative cultivation mechanism. It seeks to provide theoretical support and practical guidance for improving the level of social governance in border regions.

2 CHARACTERISTICS OF TALENT DEMAND FOR SOCIAL GOVERNANCE IN BORDER AREAS

2.1 Current State of Social Governance in Border Areas

2.1.1 Particularities of social governance in border areas

This section will elaborate on the particularities of social governance in border areas and how these particularities influence the construction of social governance mechanisms. Some researchers have studied a new public governance model in the Inner Mongolia border region, finding that this model comprises three functional systems: a multi-stakeholder linkage system for comprehensive social security management, an emergency management command system, and a public service system. These systems complement each other and have positively impacted the production and lives of farmers and herders in border areas. Furthermore, other studies have analyzed innovative pathways for social governance mechanisms in ethnic border regions, pointing out that social governance in these areas possesses

characteristics of borderland and ethnicity. These particularities necessitate considering the influences of economic, social, institutional, ideological, and cultural factors in the governance process[1]. Relevant research has further explored the process of socialization of social governance in border areas, emphasizing relationship building based on public services, the shift from "collaborative governance" to "multi-party cooperation," and multi-domain cooperation in social governance. In summary, the particularities of social governance in border areas require that the construction of social governance mechanisms fully considers their regional, ethnic, and social characteristics to achieve effective governance.

2.1.2 Challenges facing social governance in border areas

This section will detail the challenges confronting social governance in border areas and how these challenges affect its effectiveness. Some studies have noted that with developments in the international situation and the comprehensive advancement of reforms in China's political, economic, and social spheres, demands for comprehensive social security management, emergency management capabilities, and public services in border areas have rapidly increased, imposing higher requirements on local governments[2]. Additionally, relevant research has indicated that economic, social, institutional, ideological, and cultural factors in ethnic border regions influence the process and outcomes of governance. Therefore, innovating social governance mechanisms in these areas must be centered on building a positive interactive relationship between the state and society, addressing political, economic, social, and cultural dimensions[1]. Other researchers have analyzed the practical dilemmas of grassroots social governance in western border regions, identifying issues such as insufficient public services and social security, strong public spirit and participation awareness among border residents, the limitation of governance scope and depth by unidirectional governance approaches, suboptimal allocation of governance resources, and the inadequacy of the traditional government-dominated management model[3]. Relevant studies have also highlighted the challenges social organizations face from institutional, environmental, and capacity perspectives when participating in and promoting the socialization of social governance in border areas[4]. In summary, social governance in border areas faces multifaceted challenges, including comprehensive social security management, emergency management capabilities, public service demands, lagging governance concepts, insufficient optimization of governance resources, and limitations in social organization capacity. These challenges necessitate multi-dimensional innovation in governance mechanisms.

2.2 Characteristics of Talent Demand for Social Governance

2.2.1 Diversity of talent demand

This section will explore the diversity of talent demand for social governance in border areas. Through literature review and qualitative analysis, some researchers have pointed out that the development and attraction of high-level talent in remote ethnic minority areas face numerous problems, such as serious brain drain and inflexible talent management markets. They suggested that the state should formulate tailored support policies and optimize the environment for the allocation and utilization of human resources in ethnic minority regions. Furthermore, through case studies and field research, other studies have found that social governance innovation in multi-ethnic border regions requires enhancing the capacity to serve various ethnic groups and strengthening their ethnic, social, and national identities. They emphasized the importance of social governance innovation in multi-ethnic border regions, particularly in improving border management and control efficiency[5]. In summary, talent demand for social governance in border areas exhibits diversity, requiring collaborative cultivation from multiple aspects such as policy support, optimization of human resource allocation, enhancement of service capabilities, and strengthening of ethnic identity.

2.2.2 Professionalism of talent demand

This section will discuss the demand for professional talent in border area social governance. Some researchers have pointed out that current grassroots social management practices in China suffer from unclear relationships among management entities and underdevelopment of some participating entities. They argued for strengthening social governance mechanisms to improve grassroots social management and facilitate its transition towards social governance. They emphasized the core role of talent in grassroots social management, considering it the most fundamental guarantee for maintaining high-quality operation[6]. Additionally, relevant studies have noted that the development and attraction of high-level talent in China's remote ethnic minority areas are particularly problematic, characterized by a small talent pool and a severe shortage of high-level professionals. Through literature review and qualitative analysis, they proposed countermeasures and suggestions, highlighting the importance of talent in promoting development in these regions. In summary, the demand for professional talent in border area social governance is evident, requiring strengthened cultivation and attraction of talent from multiple aspects to promote regional development.

2.2.3 Regional specificity of talent demand

This section will examine the regional characteristics of talent demand for social governance in border areas and their impact on talent cultivation mechanisms. In research on local governance in China's ethnic regions, some scholars have noted that social governance in ethnic regions has particularities requiring research based on actual conditions. This indicates that talent demand in border area social governance possesses distinct regional characteristics. Furthermore, in studies on high-level talent development and attraction in remote ethnic minority areas, researchers have found issues of insufficient total talent and a shortage of high-level professionals, further illustrating the regional specificity of talent demand. Relevant research exploring the inherent compatibility between social capital and borderland social governance has pointed out that the insufficient stock of social capital in ethnic border regions severely constrains local

development. This suggests that special attention must be paid to cultivating social capital in border area social governance to foster innovation in governance practices[7]. In summary, talent demand for social governance in border areas has clear regional characteristics. Therefore, constructing a collaborative cultivation mechanism must fully consider the particularities of these regions to ensure that talent cultivation meets practical needs.

3 THEORETICAL FOUNDATIONS FOR CONSTRUCTING A COLLABORATIVE CULTIVATION MECHANISM

3.1 Social Theory

3.1.1 Development of social governance theory

This section will explore the development of social governance theory and its application in different regions and contexts. In research on mechanisms and models of grassroots social governance in China, some scholars have noted that governance theory has risen to become a fundamental theory for state governance in China, holding significant importance for comprehensively guiding social management work. They argued that current grassroots social management practices suffer from unclear relationships among management entities and require strengthened social governance mechanisms for improvement. Relevant research focusing on local governance in China's ethnic regions has emphasized that the rise of governance theory has laid a solid foundation for conducting local governance work in these areas. It has also pointed out the need to innovate research methods, seek new approaches, promptly summarize experiences from local governance practices, and explore local governance models and pathways suited to the actual conditions of ethnic regions. Other studies have further discussed theoretical considerations for innovating social governance mechanisms in ethnic border regions, arguing that social governance in the Chinese context must be premised on upholding the Party's leadership and adhering to and improving socialism. They proposed that innovation in social governance mechanisms in ethnic border regions should address political, economic, social, and cultural dimensions. From the perspective of enhancing grassroots social governance capacity, some researchers have emphasized the importance of comprehensively strengthening this capacity, noting the need to actively explore new governance channels, properly handle relationships among the government, society, and market, and continuously optimize the level of grassroots social governance and governing capabilities. Relevant research has analyzed the socialization of social governance in border areas, indicating that it involves integrating social resources and mobilizing social forces and public participation while adhering to Party committee leadership and government responsibility. In summary, the development of social governance theory provides a solid theoretical foundation and practical guidance for social governance in different regions and contexts in China, emphasizing the importance of multi-stakeholder participation, mobilization of social forces, and the leading role of the Party and government.

3.1.2 Application of social governance theory in border areas

This section will discuss the application of social governance theory in border areas, analyzing the particularities and influencing factors of social governance there. Some studies have studied a new public governance model in the Inner Mongolia border region, finding that this model effectively improved the quality of life for farmers and herders by integrating three functional systems: a multi-stakeholder linkage system for comprehensive social security management, an emergency management command system, and a public service system. Furthermore, relevant research has explored innovative pathways for social governance mechanisms in ethnic border regions, noting that social governance in these areas possesses characteristics of borderland and ethnicity, requiring innovation in governance mechanisms from political, economic, social, and cultural dimensions. Taking Xishuangbanna Prefecture as an example, some studies have studied social governance innovation in multi-ethnic border regions, emphasizing the importance of enhancing the capacity to serve various ethnic groups and strengthening ethnic and social identities. Other research has analyzed the action strategies of stakeholders in the socialization process of social governance in border areas, suggesting that socialization can be achieved by integrating social resources and mobilizing social forces and public participation. In summary, social governance in border areas needs to combine their particularities, enhance governance effectiveness, and promote social harmony and stability through the participation of multiple stakeholders and the construction of innovative governance mechanisms adapted to local conditions.

3.2 Collaborative Governance Theory

3.2.1 Core concepts of collaborative governance theory

This section will explore the core concepts of collaborative governance theory and their application in border area social governance. Some scholars have noted that governance theory has risen to become a fundamental theory for state governance, emphasizing the diversification of governance subjects, the basic approach of multi-party consultation over coercion in addressing public affairs, and the equality among participating entities. Furthermore, some researchers, starting from the actual conditions of ethnic regions, have highlighted the importance of governance theory in local governance, believing it can help explore local governance models and pathways suited to ethnic regions[8]. Relevant studies have proposed that collaborative governance theory aims to integrate resources from government and non-governmental stakeholders to address governance challenges. They argued that building a collaborative governance framework can promote democracy, improve livelihoods, coordinate inter-ethnic relations, and consolidate border security[9]. Some studies have taken specific border city communities as the research object, using methods such as field interviews, questionnaires, and literature review to analyze the current status, effectiveness, and problems of

collaborative governance, proposing countermeasures and suggestions[10]. In summary, the core of collaborative governance theory lies in the organic collaboration among governance subjects. Through consultation and cooperation among multiple stakeholders, it establishes a cooperation model of joint deliberation, action, risk-sharing, and benefit-sharing, maximizing resource integration, resolving conflicts of interest, and promoting the realization of public interests, providing a solid theoretical foundation for social governance in border areas.

3.2.2 Application of collaborative governance theory in border area social governance

This section will discuss the application and importance of collaborative governance theory in border area social governance. Some studies have studied a new public governance model in the Inner Mongolia border region, finding that this model formed a multi-stakeholder linkage governance mechanism by integrating three functional systems, playing a positive role in enhancing social governance effectiveness in border areas. Furthermore, some researchers have pointed out that grassroots social governance in western border regions faces transnational, public, and cross-domain issues. It requires establishing new governance concepts such as good governance and modernization and promoting the co-construction, co-governance, and sharing by multiple stakeholders to achieve harmony and stability at the grassroots level. Some studies have taken specific border city communities as examples, through field interviews, questionnaires, and literature review, analyzing the current status and effectiveness of community collaborative governance. They proposed that in the transition from community management to community governance, multi-stakeholder participation in urban community collaborative governance is an inevitable trend for future urban communities. In summary, collaborative governance theory holds significant application value in border area social governance. Through the collaborative cooperation of multiple stakeholders, it can effectively address complex social governance issues and promote harmony, stability, and development in border regions.

4 PRACTICAL PATHWAYS FOR CONSTRUCTING A COLLABORATIVE CULTIVATION MECHANISM

4.1 Cultivation of Social Capital

4.1.1 The connotation of social capital

This section will explore the connotation of social capital and its role in social governance. Some researchers have pointed out that social capital is a structured social resource that can be invested in and utilized by actors through social network relationships to achieve their goals. Furthermore, relevant studies have emphasized the importance of social capital in borderland social governance, arguing that it holds significant value in integrating social values, compensating for institutional shortcomings in the governance process, broadening resource pooling for social governance, and more. They also noted that the composition and nature of social capital influence the behavior and motivations of social individuals and collectives, affecting institutional arrangements and governance models in social governance. In summary, social capital plays a crucial role in social governance, and its connotation and functions require further in-depth research to better guide social governance practices.

4.1.2 The role of social capital in border area social governance

This section will discuss the role of social capital in border area social governance and how to enhance governance capacity through its cultivation. Some studies have studied the importance of social capital in borderland social governance, indicating its significant value in integrating social values, compensating for institutional shortcomings, broadening resource pooling for social governance, promoting inter-ethnic interaction, and enhancing governance capacity in ethnic border regions. Furthermore, through case analysis of specific border prefectures, relevant research has emphasized the importance of enhancing the capacity to serve various ethnic groups and effectively managing borders, considering it key to social governance innovation in multi-ethnic border regions. In summary, social capital plays a vital role in border area social governance. By cultivating social capital, governance capacity can be effectively improved, promoting harmony and stability in border regions.

4.2 Co-Construction, Co-Governance, And Sharing By Multiple Stakeholders

4.2.1 Composition of multiple stakeholders

This section will explore the composition and roles of multiple stakeholders in border area social governance. Some studies have studied a new public governance model in the Inner Mongolia border region, finding that this model achieved the common participation of multiple stakeholders by integrating three systems, positively impacting the production and lives of farmers and herders. Furthermore, through case analysis of specific border prefectures, relevant research has suggested that social governance innovation in multi-ethnic border regions should stimulate the enthusiasm of governance subjects and enhance their capacity to serve various ethnic groups. From a broader perspective on grassroots social governance mechanisms, some researchers have emphasized the importance of multi-party collaboration and equal participation, arguing that grassroots social governance mechanisms should promote interconnection and coordination among various subjects. Relevant studies have further analyzed the action strategies of social organizations as stakeholders in border area social governance, pointing out the challenges these organizations face from institutional, environmental, and capacity perspectives when participating in and promoting the socialization of social governance. From the perspective of a social governance community, some researchers have emphasized the importance of the people as one of the governance subjects. They noted that in multi-ethnic border regions, the participation of various ethnic groups helps strengthen interactions, exchanges, and integration, meeting their aspirations for a better life. In summary, the multiple stakeholders in border area social governance include the

government, social organizations, enterprises, citizens, etc. Each plays different roles in the governance process, jointly promoting the modernization of social governance.

4.2.2 Roles of multiple stakeholders in social governance

This section will discuss the roles of multiple stakeholders in social governance and how they interact to achieve effective governance. Some studies have studied a new public governance model in the Inner Mongolia border region, finding that multiple stakeholders jointly participate in public governance, including police, citizens, military, government, and enterprises, participating through multiple channels to provide public services, which helps build a public service supply model. Furthermore, some researchers have analyzed mechanisms and models of grassroots social governance, pointing out that grassroots social governance emphasizes multi-party collaboration and equal participation, achieving multi-stakeholder involvement by increasing the participation of citizens and social organizations based on the original governance structure. Relevant research has further explored innovation in social governance mechanisms in ethnic border regions, emphasizing that the governance process must be centered on building a positive interactive relationship between the state and society, addressing political, economic, social, and cultural dimensions to promote innovation in social governance mechanisms. Through case analysis of specific border prefectures, some studies have proposed that social governance innovation in multi-ethnic border regions should be based on reality and focus on the long term, fully utilizing current social governance advantages to achieve resource integration and complementary strengths among administrative, market, and social systems. Taking specific multi-ethnic border regions as examples, relevant research has emphasized the significance of a social governance community in advancing borderland social governance. They noted that the operation of a social governance community is inseparable from the joint participation of multiple parties, including the Party as the core leader, the government as the main responsible body, society as the collaborative coordinator, and the people as the key subjects[11]. In summary, multiple stakeholders play crucial roles in social governance. Through cooperation and consultation, they jointly achieve social governance objectives. Therefore, constructing a multi-stakeholder collaborative governance mechanism is key to enhancing social governance capacity.

4.2.3 Mechanisms for co-construction, co-governance, and sharing by multiple stakeholders

This section will explore how multiple stakeholders can enhance the level of social governance in border areas through mechanisms of co-construction, co-governance, and sharing. Some studies have studied a new public governance model in the Inner Mongolia border region, noting that this model effectively improved social stability in border areas by integrating relevant systems, achieving multi-stakeholder participation in social governance. Furthermore, relevant research has discussed the construction of a collaborative governance framework for grassroots society in China's border rural areas, emphasizing that by cultivating social capital, providing institutional frameworks, and designing collaborative processes, the shortcomings of the traditional "township administration and village self-governance" framework can be addressed, promoting democracy, improving livelihoods, coordinating inter-ethnic relations, and consolidating border security. Some researchers have analyzed the socialization of social governance in border areas, indicating that by integrating social resources and mobilizing social forces and public participation, the socialization of social governance can be achieved. At the same time, social organizations face challenges from institutional, environmental, and capacity perspectives when participating in and promoting this socialization. Relevant studies have studied boundary governance in grassroots social governance, proposing the construction of a boundary collaborative governance network involving adjacent government departments, market entities, social entities, and the public. This network achieves collaborative co-governance among governments through collaborative governance, jointly promoting regional economic and social development[12]. In summary, the mechanism of co-construction, co-governance, and sharing by multiple stakeholders plays a significant role in border area social governance. By integrating resources and strengths from all parties, The level of social governance can be effectively enhanced, promoting regional stability and development.

5 CONCLUSION

5.1 Research Summary

Through the study on the characteristics of talent demand and the construction of a collaborative cultivation mechanism for social governance in border areas, this paper systematically reviews the theoretical foundations and practical pathways in related fields. The research finds that social governance in border areas possesses particularities and complexities, resulting in a demand for social governance talent characterized by diversity, professionalism, and regional specificity. The construction of a collaborative cultivation mechanism needs to rely on social theory and collaborative governance theory, forming an effective supply system for social governance talent through the cultivation of social capital and the co-construction, co-governance, and sharing by multiple stakeholders. However, existing research still has shortcomings in empirical analysis and specific operational aspects. Future research should further explore how to effectively implement collaborative cultivation mechanisms in specific contexts to better meet the talent demand for social governance in border areas[13].

5.2 Research Outlook

Through the study on the characteristics of talent demand and the construction of a collaborative cultivation mechanism for social governance in border areas, this paper systematically reviews the theoretical foundations and practical

pathways in related fields. The research finds that social governance in border areas possesses particularities and complexities, resulting in a demand for social governance talent characterized by diversity, professionalism, and regional specificity. The construction of a collaborative cultivation mechanism needs to rely on social theory and collaborative governance theory, forming an effective supply system for social governance talent through the cultivation of social capital and the co-construction, co-governance, and sharing by multiple stakeholders. However, existing research still has shortcomings. Future studies could delve deeper into the following aspects: first, further specifying the concrete characteristics of talent demand for social governance in border areas to guide more precise talent cultivation; second, exploring the applicability and effectiveness of collaborative cultivation mechanisms in different border regions to promote the optimization and improvement of these mechanisms; third, strengthening empirical research, using methods such as case studies to verify the actual effects of collaborative cultivation mechanisms and provide a scientific basis for policy formulation.

COMPETING INTERESTS

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