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Obstacles and Optimization Paths in the Implementation of High-Quality Farmer Cultivation Policies: An Analysis from the Perspective of T.B. Smith's Policy Implementation Process Model

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Abstract: The cultivation of high-quality farmers is a major means to comprehensively achieve rural revitalization. However, its development faces dilemmas such as imperfect training system construction, insufficient financial support for training work, and limited training supply quality. This paper uses T.B. Smith's Policy Implementation Process Model to analyze the factors affecting the implementation of high-quality farmer cultivation policies. It is found that at the policy itself level, the unbalanced allocation of policy tools and the ambiguity of policy content hinder policy implementation; at the implementation organization level, insufficient self-capacity building and insufficient participation of agriculture-related enterprises and social organizations affect the effectiveness of policy implementation; at the target group level, the aging population and low overall quality, as well as insufficient endogenous motivation, hinder policy implementation; at the environmental factors level, insufficient financial support restricts policy implementation. An in-depth analysis of their interaction mechanisms reveals that the blocked interaction between the policy itself and the implementation organization leads to an imperfect training system; the poor interaction between the environmental factors and the implementation organization leads to insufficient financial support for training work; the blocked interaction between the target group and the implementation organization leads to limited training supply quality. It is recommended to strengthen the construction of the policy system, improve top-level design; strengthen the capacity building of training institutions, and consolidate the cultivation foundation; focus on the characteristics of the target group to stimulate endogenous motivation; and optimize the policy implementation environment to break through the bottleneck of policy implementation.

Keywords: High-Quality Farmer Cultivation, Policy Implementation, T.B. Smith's Policy Implementation Process Model

1. Introduction

Talent revitalization is the foundation of rural revitalization and an important part of realizing agricultural and rural modernization. Accelerating the construction of a high-quality farmer team with culture, technology, business acumen, and management skills is an important measure to

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comprehensively promote rural revitalization [1]. To this end, the State Council and local governments at all levels have issued a series of policy documents to promote the cultivation of high-quality farmers. According to incomplete statistics from relevant departments, more than 9 million high-quality farmers have been cultivated. In 2024, the High-Quality Farmer Development Index was 0.5070, an increase of 4.9% compared with 0.4833 in 2019, showing a steady progress in the development of high-quality farmers. However, some dilemmas have also been encountered in the implementation of high-quality farmer cultivation policies. The National High-Quality Farmer Development Report 2024 mainly summarizes that the cultivation system needs to be strengthened, the precision of cultivation needs to be improved, there is a general lack of financial support for farmer vocational education, the education supply needs to be enhanced, and the gap in the development of high-quality farmers between regions has long existed [2]. How to promote the effective implementation of high-quality farmer cultivation policies is a difficult problem that needs to be solved urgently.

At present, the academic research on high-quality farmer cultivation is still in the stage of active exploration and has achieved some results. Scholars' research on high-quality farmer cultivation mainly focuses on historical evolution [3], value analysis [4], practical dilemmas [5], and effect evaluation [6]. Although some scholars have conducted research on the practical dilemmas of high-quality farmer cultivation, the discussion from the perspective of policy implementation is still scarce. In the process of achieving policy goals, the function of plan determination only accounts for 10%, while the remaining 90% depends on effective implementation [7]. T.B. Smith's Policy Implementation Process Model is a classic policy analysis model and has been applied to the research of public policy analysis in many fields. However, most scholars only draw on the element perspective of the model and pay less attention to the interaction relationship of the four elements in the policy implementation process, which is precisely the core of Smith's model.

Therefore, this research introduces Smith's model. Through typical investigations of high-quality farmer cultivation in Yantai City, it analyzes the dilemmas in the implementation of high-quality farmer cultivation policies from four dimensions: the policy itself, the implementation subject, the target group, and the environmental factors. It also deeply analyzes the interaction relationship of the four elements, explores the formation mechanism of the dilemmas, and attempts to propose optimization paths to provide references for promoting the effective implementation of high-quality farmer cultivation policies.

2. T.B. Smith's Policy Implementation Process Model

2.1. Theoretical Basis

In the 1970s, research on policy implementation was carried out in Western countries. Based on different analysis perspectives, the academic community has proposed a variety of analysis models for policy implementation. Among them, the policy process analysis model proposed by Thomas B. Smith, an American political scientist, in 1973 is one of the classic policy implementation analysis models, which is mainly used to study the elements affecting policy implementation and their action mechanisms. This model believes that policy implementation is a process of interaction, coordination, and feedback among four elements: the idealized policy, the implementation organization, the target group, and the environmental factors. The idealized policy refers to a policy formulated by the government to achieve a given policy goal that meets all standards and can perfectly achieve the set goal, which is an ideal state. The implementation organization refers to the relevant subjects that implement specific policies, specifically including government agencies or other social organizations. The target group is the direct object of the policy, and the target group's perception and attitude towards the policy itself are also important factors affecting policy implementation. The

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environmental factors refer to the sum of various external environments that affect policy implementation, involving politics, economy, culture, and other aspects. The interaction of the four elements generates "Tensions" that restrict policy implementation, but can be adjusted through "timely direct Transaction" and "institutional indirect Transaction" to make them coordinate with each other and jointly promote policy implementation.

2.2. Compatibility Analysis and Construction of the Analytical Framework

T.B. Smith's Policy Implementation Process Model not only pays attention to the impact of the policy itself on the policy implementation process but also focuses on the interaction among the implementation organization, the target group, and the environmental factors during the implementation process [8]. It has been widely used in the analysis of public policy implementation. For example, domestic scholars have used this model to conduct research on the implementation of policies such as rural industrial revitalization [9] and rural talent cultivation [10]. The high-quality farmer cultivation policy is an important measure to promote rural revitalization and accelerate the realization of agricultural modernization. Its implementation process will be restricted by the policy itself, the implementation organization, the target group, and the environmental factors. Therefore, this paper introduces Smith's model, constructs an analytical framework for high-quality farmer cultivation policies (see Figure 1), deeply analyzes the dilemmas and causes of policy implementation, and attempts to propose optimization paths.

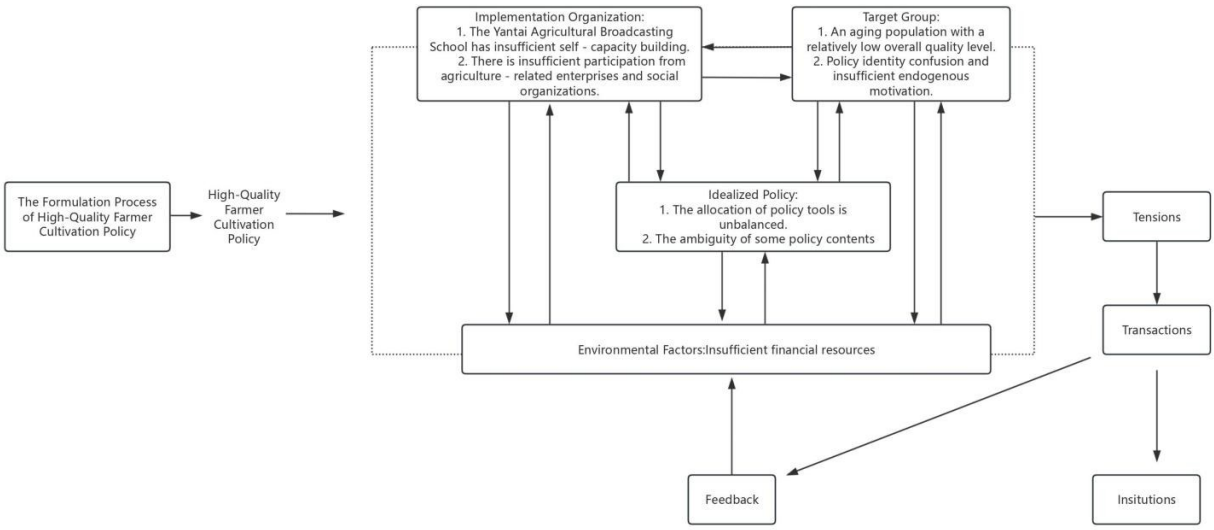


Figure 1: Analytical Framework for the Implementation of High-Quality Farmer Cultivation Policies

3. Analysis of the Causes of Obstacles in the Implementation of High-Quality Farmer Cultivation Policies

3.1. Internal Limitations of the Policy Itself Hinder Policy Implementation

An idealized policy can provide clear goals and ensure feasibility during its implementation. Evaluating the quality of public policies requires not only paying attention to the overall supply level of policies but also conducting an in-depth analysis of the internal coordination degree of elements such as policy tools [11]. Regarding the high-quality farmer cultivation policy, the unbalanced allocation of its policy tools and the ambiguity of its content hinder policy implementation.

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3.1.1. Insufficient Balance in the Allocation of Policy Tools and Impairment of the Overall Function of the Policy System

Policy tools are the control means adopted by the government to achieve policy goals [12]. Whether the allocation of policy tools is balanced determines the scientific nature of the policy and affects the policy implementation effect. This study draws on the classification method proposed by British scholars Rothwell and Zegveld, divides policy tools into three categories: supply-side, environment-side, and demand-side, and conducts a coding analysis of 29 high-quality farmer cultivation policy texts at the national, Shandong provincial, and Yantai municipal levels from 2019-2024. It is found that there is a structural imbalance in the allocation of high-quality farmer cultivation policy tools, showing a pattern of "emphasizing supply, neglecting the environment, and lacking demand" (see Table 1). Currently, the implementation of high-quality farmer cultivation policies mainly relies on direct supply, such as carrying out skills training, providing talent support, improving cultivation infrastructure, and providing information technology support. As a systematic project, the current cultivation system for high-quality farmers is not perfect. The direct supply led by the government can better play the government's overall coordination role and resource endowment advantages, with obvious short-term results. In the long run, ignoring the use of environment-side and demand-side policies is likely to lead to a lack of a good implementation environment for policy implementation, making it difficult to meet farmers' needs, being unfavorable to the sustainable development of high-quality farmer cultivation, and restricting the overall function of the policy.

Table 1: Distribution of Policy Tools

Policy Tool Type	Quantity	Percentage
Supply-side	219	49.10%
Demand-side	84	18.83%
Environment-side	143	32.07%
Total	446	100%

3.1.2. Semantic Ambiguity in Policy Content Leads to Low Operability of Some Policies

From the perspective of information transmission, as an authoritative instruction, the core function of a policy is to convey a clear action orientation to executors and the target group. If the policy is semantically ambiguous, it will hinder information transmission and affect the implementation effect. For example, in the "Notice of the Department of Agriculture and Rural Affairs of Shandong Province on Doing a Good Job in the Cultivation of High-Quality Farmers in 2021", it is stated that "places with conditions should offer special classes according to industries", but the standard of "with conditions" is not clearly defined. Localities lack a basis for implementation and it is difficult to judge whether they have the conditions to offer special classes, with a large space for independent choice. Moreover, expressions such as "with conditions" and "meeting the standards" appear many times in the policy, but the conditions and standards are not clearly defined, and it is mostly based on "actual needs", which is likely to lead to unclear implementation boundaries. The policy implementation effect is also related to its operability. If the expected effect of the policy is difficult to achieve in reality, law enforcement officers tend to focus on form rather than effectiveness. In addition, there are no clear requirements for teaching models such as hierarchical and classified teaching and the farmer credit bank, resulting in the implementation being difficult to achieve the expected effect.

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3.2. Insufficient Capacity Building and Synergy of the Implementation Organization Affect the Effectiveness of Policy Implementation

The implementation of public policies requires the joint participation of multiple subjects. The research on the implementation organization not only involves the behavior of the implementation subject itself but also the operation norms and interaction relationships among them [13]. Taking the high-quality farmer cultivation policy in Yantai City as an example, its implementation organization is mainly the Agricultural Broadcasting and Television School (ABTS) in Yantai's counties and districts, which has problems of insufficient self-capacity building and insufficient participation of agriculture-related enterprises and social organizations.

3.2.1. Insufficient Capacity Building of the Implementation Organization and Lack of Effectiveness in Policy Implementation

The self-capacity building of the implementation organization directly affects the quality of policy implementation. Through investigations of high-quality farmer training institutions in Yantai City, the following two problems are found: First, there is a shortage of teaching staff. The ABTS in Yantai City has formed a teaching staff for high-quality farmer cultivation that combines chief lecturers of the provincial ABTS, experts from the agricultural system, and local talents, with a total of 84 full-time teachers and 237 part-time teachers. As of the third quarter of 2024, the ABTS in Yantai City has cultivated 30,231 high-quality farmers in total, resulting in an unbalanced ratio between teachers and trainees. The teaching staff structure also needs to be optimized, showing the characteristics of "few full-time and many part-time", which has a certain impact on the systematicness and stability of training work. Second, the training content needs to be innovated. Under the guidance of the "combination of two-level and two-type training and the combination of three-stage and three-dimensional management" model, the ABTS in Yantai City has carried out county-level skills training, municipal-level operation and management training, and provincial- level special class promotion training for trained farmers for many years, with remarkable training results. The ABTS in Yantai City has also won many provincial, municipal, and national honors. However, with the development of the Internet and the popularity of new media and self-media, the training content and training mode need to be further innovated, which is a common problem across the country.

3.2.2. Insufficient Participation of Agriculture-Related Enterprises and Social Organizations and Lack of Synergy Among Implementation Subjects

The cultivation of high-quality farmers requires the joint participation of multiple subjects such as government departments, training institutions, agriculture-related enterprises, and social organizations. Government departments play a leading and coordinating role in the cultivation of high-quality farmers. Training institutions are the "main front" for high-quality farmer cultivation and the "converters" that implement theoretical policies. Agriculture-related enterprises and social organizations mainly cooperate with government departments and training institutions to provide supporting services for high-quality farmer cultivation and play a supplementary role. For example, agriculture-related enterprises should do a good job in connecting with training institutions, providing training bases and internship opportunities for trained farmers. Social organizations such as the Women's Federation and the Communist Youth League should assume social responsibilities and build platforms for farmers to interact and communicate to enhance the training effect. In the high-quality farmer cultivation work in Yantai City, it mainly relies on the full cooperation of the ABTS in Yantai City and its affiliated ABTS institutions at lower levels. Although there is cooperation with agriculture-related enterprises and vocational colleges, the participation of agriculture-related enterprises and social organizations is low, and the synergy among subjects is poor. It is difficult to

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form a joint force for policy implementation, hindering the implementation of the cultivation concept of "integrating learning and application, with application as the main focus".

3.3. Poor Quality and Identity Dilemmas of the Target Group Hinder Policy Promotion

"If the target group complies with and accepts the policy, the policy implementation will succeed; if the target group does not comply and refuses to accept the policy, the policy implementation will fail; if the target group partially accepts it, it will also increase the difficulty of policy implementation."[14] The quality of the target group of the high-quality farmer cultivation policy and their degree of identification with the policy are key factors restricting the effective implementation of the policy.

3.3.1. Serious Aging and Low Overall Quality, Heavy Training Workload

The overall quality of the target group determines its cognitive and learning abilities and influences policy advancement. Farmers are the target group for high-quality farmer cultivation. In this study, a questionnaire survey was conducted among the trainees of four training courses at the ABTS in Yantai City through Wenjuanxing. A total of 338 valid questionnaires were collected. Among them, the proportion of people aged 55 and above was 42.31%, and the proportion of those with a junior high school education or below was 69.82%. The trained farmers are characterized by an aging population and a relatively low overall quality level. This characteristic reduces the ability of most farmers to accept new knowledge, especially in terms of network usage and the acceptance of network-related knowledge. It causes inconvenience for the subsequent implementation of distance education through the "Smart Farmer on Cloud" APP and brings great difficulties to the training work.

3.3.2. Loss of Policy Identity and Insufficient Endogenous Motivation

The endogenous motivation of the target group to participate in the policy is a key factor in promoting the efficient development of the cultivation work. Only when farmers have a clear understanding of the policy content and spontaneously identify with the policy can their training willingness be enhanced, and thus their endogenous motivation can be improved. In the process of agricultural production, traditional farmers, restricted by their own cultural qualities, have long relied mainly on self-accumulated production experience and remained in a conservative and self- enclosed state [15]. Traditional and conservative ideas lead to farmers' low acceptance of new things, insufficient willingness to actively participate in high-quality farmer training, and relatively weak endogenous motivation. Even when participating in training, most trainees express that "they have nothing better to do anyway" or "the training provides food and accommodation", indicating that their purpose of participating in training is not for long-term self-development but for immediate practical benefits. They remain in a state of "being forced to learn". The lack of initiative and enthusiasm among trained farmers during the training process, along with the loss of policy identity, leads to inefficient training.

3.4. Insufficient Financial Support in the Implementation Environment Weakens the Implementation Foundation

Policy implementation is the realization of policy content in specific situations, and environmental factors are also important variables affecting policy implementation. Insufficient financial support is a major constraint on the implementation of high-quality farmer cultivation policies, mainly manifested as a single source of funds, delays in fund allocation, and insufficient positive incentives. Currently, the funds for high-quality farmer cultivation in Yantai City mainly come from government financial support. The profit-seeking nature of enterprises conflicts with the public welfare of high-quality farmer cultivation, resulting in insufficient participation of enterprise social capital and a

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single source of funds, which increases the sustainability risk of the cultivation work. In addition, the implementation of financial funds is delayed, forcing many training projects to rely on the self-raised funds of the ABTS. The implementation organization faces great pressure in fundraising, and there is a lack of positive incentives for it.

4. The Generation Mechanism of "Tensions" in the Implementation of High-Quality Farmer Cultivation Policies

According to Smith's model, taking the high-quality farmer cultivation policy as an example, the poor interaction among the four elements of the policy itself, the implementation organization, the target group, and the implementation environment generates "Tensions" such as an imperfect training system, insufficient training funding support, and limited training supply, restricting policy implementation.

4.1. Blocked Interaction between the Policy Itself and the Implementation Organization Leads to an Imperfect Training System

At present, although China has achieved remarkable results in the cultivation of high-quality farmers, it is still in an active exploration stage. A coordinated and orderly high-quality farmer cultivation system first requires an idealized policy to encourage and guide the participation of all parties and a government-led establishment of system norms. Although there are relevant policy provisions in existing policies to encourage and guide agriculture-related enterprises and social organizations to participate in the cultivation work and play a supplementary role. For example, in the "2023 High-Quality Farmer Cultivation Work Plan" of Shandong Province, it is stated that "agricultural enterprises are encouraged to engage in farmer education and training work, and family farms, farmers' cooperatives, etc. are supported to undertake farmers' internship and training tasks on a compensatory basis", and "it is necessary to do a good job in the work linkage with units such as culture and tourism, veterans' affairs, the Communist Youth League, the Women's Federation, the Science and Technology Association, and the Disabled Persons' Federation to strengthen the organizational leadership and process supervision of high-quality farmer cultivation work". However, there are currently no supporting incentive measures, so the incentive effect on social forces is insufficient. The profit-seeking nature of enterprises conflicts with the public welfare of high - quality farmer cultivation work, resulting in a tension. In specific practices, the participation of agriculture - related enterprises is not high. At the same time, influenced by the government's "path - dependence" strategy, existing high-quality farmer cultivation policies mainly rely on supply-side policies. The government directly provides training resources to quickly cover the target group in a short period, while environmental and demand-side policy tools have been lacking for a long time. Insufficient attention to the market and social forces has also led to the absence of agriculture - related enterprises and social forces in the training system. Training resources are scattered, making it difficult to form a resource-based synergy. It is difficult to establish a high-quality farmer cultivation system in which the government takes the lead and departments, institutions, and society work together. As the main implementation organization, the ABTS is forced to assume full-chain responsibilities beyond its scope of duties. For example, since 2019, the Yantai ABTS has established 44 training bases, which could have been assisted by agriculture-related enterprises. However, due to factors such as the teaching staff, the ABTS itself has certain deficiencies in capacity building and is prone to falling into the "goal - ability" mismatch trap, resulting in "over-implementation" and making it difficult to improve the quality of high- quality farmer cultivation.

On the other hand, whether the implementation organization can accurately and correctly understand the policy content will affect the possible results after policy implementation. Some

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contents of the high-quality farmer cultivation policy are ambiguous, and the information-transmission chain is damaged. Government departments, the ABTS, agriculture-related enterprises, and social organizations may interpret the policy and issue instructions from their own interests, often leading to disagreements. As a result, the implementation organization lacks clear implementation standards, affecting the coordination of policy implementation. The rights and responsibilities of each subject in the cultivation process are not clear, making it difficult to form a coordinated and orderly training system.

4.2. Poor Interaction between the Implementation Environment and the Implementation Organization Leads to Insufficient Funding Support for Training Work

The smooth implementation of high-quality farmer cultivation work requires sufficient investment of human, material, and financial resources, including the construction of teaching staff, the allocation of teaching facilities, and the rational layout of training venues. All of these rely on solid financial support. At the implementation environment level, the funds used by training institutions, namely the ABTS, to carry out training highly depend on government financial subsidies. Social capital from agriculture-related enterprises, social organizations, etc. is insufficiently involved. The financing channels are single, and the implementation of funds is delayed. The start-up funds for training are mostly self-raised by the ABTS. The single-financing model makes the financial environment for the implementation of high-quality farmer cultivation policies fragile. Constrained by the financial environment, the ABTS is forced to mainly spend funds on direct training supply, improving training facilities, etc., while the funds for strengthening the construction of the teaching staff and timely updating of training content are relatively scarce. Affected by the resource- crowding-out effect, the implementation organization's own capacity has been difficult to effectively improve over a long period. This in turn restricts the quality of training supply. In return, it is difficult to attract the investment of social capital. It falls into a cycle of "delayed funds - resource crowding - slow improvement in capacity building - limited supply quality - low social - capital investment", resulting in insufficient funding support for training work and making it difficult to improve the quality of high-quality farmer cultivation.

4.3. Blocked Interaction between the Target Group and the Implementation Organization Leads to Limited Training Supply Quality

The key variable affecting the effectiveness of high-quality farmer cultivation policies lies in the effectiveness of the coordination mechanism between the target group and the implementation organization. The realization of policy goals depends on the positive interaction between the implementing subject and the target group. If there are structural contradictions such as an imperfect interaction mechanism or blocked communication channels between the two, risks such as inefficient resource allocation and mismatches between supply and demand are likely to occur. At present, constrained by the financial environment, the implementation organization of high- quality farmer cultivation policies has problems of insufficient self-capacity building, which limits the quality of training supply. At the same time, the aging of the target group and their low educational level result in limited cognitive abilities. Their understanding of high-quality farmer cultivation policies is only at the shallow motivation of "getting food and accommodation during training", with a loss of policy identity and insufficient endogenous driving force. Thus, their enthusiasm and initiative for participating in training are not high. The low participation and low cooperation of the farmer group further increase the work difficulty of the implementation organization and restrict the quality of training supply provided by the implementation organization. The quality of training supply in turn directly affects farmers' perception and evaluation of the policy, and then influences their initiative

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and enthusiasm for participating in the policy. This cycle is likely to lead to a deadlock in policy implementation. Moreover, if there is insufficient interaction and communication between the implementation organization and the farmer group, and both sides do not understand each other's needs, it will also affect the precision of cultivation, causing a mismatch between cultivation supply and farmers' demands.

5. Optimization Paths for the Implementation of High-Quality Farmer Cultivation Policies

To get out of the dilemma of policy implementation, Smith believed that adjustments could be made through "responses". Therefore, during the implementation of high-quality farmer cultivation policies, attention should be focused on the "Tensions" and timely responses should be made to coordinate the four elements in the policy implementation process and solve the obstacles to policy implementation.

5.1. Strengthen the Construction of the Top-Level System of High-Quality Farmer Cultivation Policies

The quality of high-quality farmer cultivation policies is a prerequisite for determining whether the policies can be effectively implemented. To promote the effective implementation of policies, the primary task is to improve the quality of policy content. First, policy tools should be rationally allocated. The proportion of supply-side policies should be appropriately reduced, while demand-side and environment-side policies should be increased to give full play to the pulling effect of demand-side policies on policy implementation and the indirect impact of environment-side policies on policy implementation [16]. Second, the policy content should be further clarified to provide clear process guidance and evaluation standards for training carried out by implementation organizations. At the same time, attention should be paid to the operability of the policy to ensure that each policy regulation is practical and in line with the actual situation, avoiding formalistic policy implementation and ensuring that the policy is truly implemented.

5.2. Strengthen the Basic Training Capacity Building of Training Institutions

Training institutions are the "main front" for high-quality farmer cultivation, and their training capabilities are related to the effectiveness of policy implementation. First, capacity building should be strengthened to improve the quality of training supply. Efforts should be made to construct a comprehensive teacher recruitment system to attract high-level talents, optimize the teacher structure, expand the number of full-time teachers, and provide high-level training services. At the same time, the curriculum system should be innovated to enhance the effectiveness of training content. Regular teacher training should be carried out to improve teachers' control over training content and update training content in a timely manner. Second, a multi-party collaborative cultivation network should be constructed to integrate social resources. Agriculture-related enterprises are encouraged to strengthen cooperation with training institutions to provide practical training bases and visiting places. Social organizations such as the Women's Federation and the Communist Youth League should give full play to their resource integration roles to build interactive communication platforms and enhance training effectiveness.

5.3. Focus on the Characteristics of the Target Group to Stimulate Endogenous Motivation

The effectiveness of high-quality farmer policies cannot be judged solely based on the logic of policy makers. It is also necessary to enhance policy identification from the perspective of the direct beneficiaries of the policy [17]. On the one hand, precise policies should be formulated based on the characteristics of farmers. Currently, the trained farmers are severely aging and have a relatively low

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overall quality. The target group can be segmented according to age groups and educational levels, and personalized cultivation plans can be developed. For example, for elderly but experienced farmers, training that combines traditional agricultural techniques with modern management can be carried out. For young and potential farmers, emphasis can be placed on cultivating their innovation and entrepreneurship capabilities to improve the effectiveness of training. On the other hand, it is necessary to strengthen the policy-identification awareness of the target group and stimulate their endogenous motivation. Government departments should use channels such as short-video platforms, rural radio stations, and brochures to strengthen publicity and guidance, explain policy goals and contents, increase farmers' awareness and understanding, and correct cognitive biases. Training institutions need to continuously optimize training programs in combination with farmers' production realities and cognitive levels, so that farmers can realize that participating in training not only brings immediate benefits but also has long-term development potential, thus stimulating their enthusiasm for participation and achieving a transformation from "being forced to learn" to "wanting to learn".

5.4. Optimize the Policy Implementation Environment

Based on Smith's model, the effective promotion of policies is inseparable from a favorable implementation environment. In response to the problem of insufficient financial support in the implementation of high-quality farmer cultivation policies, it is necessary to broaden financing channels and optimize the fund-implementation mechanism. Government departments can encourage agriculture-related enterprises and social organizations to provide financial support for high-quality farmer cultivation through measures such as tax incentives and honorary commendations, attract the participation of social capital, construct diversified financing channels, and enhance the sustainability of cultivation work. At the same time, government departments should also strengthen their own construction and disburse project funds in a timely manner to avoid affecting the smooth progress of training plans due to delayed funds.

6. Conclusion

Talent is the linchpin of rural revitalization, and the cultivation of high-quality farmers serves as the crucial focal point for talent-driven revitalization. The cultivation of high-quality farmers is an ongoing process. Currently, the construction of the high-quality farmer cultivation system in China remains incomplete. Summarizing the existing issues in high-quality farmer cultivation is of great significance for the subsequent advancement of cultivation efforts. Only by rectifying and resolving the problems related to the policy itself, the implementation organization, the target group, and the implementation environment during the policy implementation process can the policy objectives be effectively achieved and rural revitalization be promoted.

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