

Flie S2**Table S2.** Detailed information on effective experts.

Individual characteristics	Items	Percentage (%)
Gender	Male	57.69%
	Female	42.31%
Education level	Doctorate degree	19.23%
	Master's degree	50.00%
	Others	30.77%
Occupation	College teachers	19.23%
	Government employee	3.85%
	Manager of the enterprise	46.15%
	Others	30.77%
Working experience	More than 5 years	19.23%
	3 to 5 years	15.39%
	1 to 3 years	26.92%
	Less than 1 year	38.46%