



# Research on the Development History of Education and Training in State Owned Enterprises and the Requirements of the New Era

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**Abstract.** The purpose of this study is to review the development history and proposes development requirements for cadre education and training of the state-owned enterprises in the new era, in order to provide inspiration for state-owned enterprises to effectively carry out cadre education and training. The research results indicate that the new situation has put forward new and higher requirements for the spiritual state, ability quality, and style image of the cadre team in state-owned enterprises. State owned enterprises need to aim to cultivate a high-quality cadre team that is loyal, clean, and responsible. At the same time, it is necessary to coordinate the training content of theoretical education, party spirit education, and ability training, and further improve the education and training system and methods.

**Keywords:** Education and Training, State-owned Enterprises, Development History, Development Requirement.

## 1 Introduction

Cadre education and training is a pioneering, fundamental, and strategic project for building a high-quality cadre team. It plays an irreplaceable important role in promoting the great cause of socialism with Chinese characteristics and the new great project of party building. The CPC has always attached great importance to cadre education and training, taking cadre education and training as an important part of Party building[1]. The Party has always considered and planned from a global and strategic perspective, and has created and accumulated valuable spiritual wealth and many effective methods in long-term practice. This provides basic experience and profound insights for the current and future development of cadre education and training work[2]. In the new era, the CPC has put forward a series of new ideas, new ideas and new requirements on strengthening and improving cadre education and training. The purpose of this study is to review the development of education and training of cadres of the CPC and state-owned enterprises, and summarize successful experience. The research proposes development requirements for cadre education and training in the

new era, providing inspiration for state-owned enterprises to effectively carry out cadre education and training.

## **2 Analysis of the Development History of Education and Training for State Owned Enterprise Cadres**

### **2.1 The Period of Planned Economy**

From 1949 to 1980, education and training in state-owned enterprises were mainly divided into policy learning organized by higher-level departments, and internal on-the-job and vocational skills training organized by enterprises themselves for cadres and employees. Before the separation of government and enterprises, the education and training of party cadres covered the group of party members and cadres in state-owned enterprises[3].

### **2.2 The Period Dominated by Universities**

From 1980 to 1996, after the initial establishment of the market subject status and operational autonomy of enterprises, the education and training of state-owned enterprise cadres and the education and training of party cadres were organically coordinated. At the headquarters level of the group, a cadre training system has been established with one institution and two brands of state-owned enterprise party schools and management cadres colleges as organizational structures[4]. At the same time, state-owned enterprises are integrating the development of socialized enterprises and inviting university professors to provide "popularization education" for employees, in order to broaden their thinking, grasp the macro situation, and provide basic education on modern enterprise management knowledge.

### **2.3 The period of industrialization**

Around 1997, a group of professional training companies began to emerge in the market. After 1999, enterprises began to focus on personalized services, and the internal training market of enterprises increased significantly. State owned enterprise cadres are gradually exploring the use of market-oriented education and training resources. In the 21st century, a large number of enterprises have begun to establish their own corporate training systems, including corporate business schools and corporate universities, which independently or together with external institutions develop training courses and mechanisms[5].

### **2.4 The Period of Leapfrog Development**

After the National Conference on Party Building in State owned Enterprises in October 2016, the education and training system for state-owned enterprise cadres achieved a leapfrog development. In terms of organizational system, at the group

level, the organizational structure of the joint office of the Party School and the Management Cadre College has been mostly continued, but the functions of the Party School have been strengthened. Some state-owned enterprises have further integrated functions such as online universities, leadership construction, and talent evaluation centers into the functions of the Party School (Management Cadre College)[6].

State owned enterprises widely carry out cadre education and training with Chinese characteristics. More emphasis is placed on the accuracy and effectiveness of training methods, designing training systems based on categories, levels, and positions. The training has strengthened case teaching, situational teaching, and practical training. At the same time, it organically combines classroom teaching with discussion and exchange, topic training, on-site practice, and job rotation. The ultimate goal of education and training for state-owned enterprise cadres is to cultivate outstanding entrepreneurs who govern and develop enterprises in the new era, as well as high-quality and specialized management talents.

### **3 Analysis of the Development Requirements for Education and Training of Cadres in State Owned Enterprises in the New Era**

In 2023, the Central Committee of the Communist Party of China issued the "Regulations on Cadre Education and Training Work" and the "National Cadre Education and Training Plan (2023-2027)", further pointing out the direction for the education and training of cadres in the new era. By systematically sorting out the important discussions made by the Party on the education and training of cadres, this article summarizes the new era development requirements for the education and training of Party and state cadres from three aspects: requirements for cadres, requirements for the construction of Party schools (administrative colleges), and requirements for cadre training.

#### **3.1 Requirements for Cadres**

It is explicitly stated that the training goal is to cultivate a high-quality cadre team with strong political skills, adaptability to the requirements of the new era, and the ability to lead socialist modernization construction. It is necessary to enhance theoretical cultivation, strengthen political training, practical training, and professional training. We need to focus on enhancing the four major abilities of leading cadres, which refer to promoting high-quality development, serving the people, preventing and resolving risks, strengthening the spirit and cultivation of struggle skills. It is necessary to cultivate seven major thinking abilities, which refer to strategic thinking, historical thinking, dialectical thinking, systematic thinking, innovative thinking, rule of law thinking, and bottom line thinking abilities. We need to focus on enhancing our ability to prevent risks, overcome difficulties, face challenges, and resist suppression. It is necessary to educate and guide cadres to establish correct views on power, political

achievements, and career, and improve their political judgment, understanding, and execution abilities[7].

At the Party building work conference of state-owned enterprises, it was proposed that state-owned enterprise leaders should have the courage to take on responsibilities and achieve "loyalty to the Party, courage to innovate, effective governance of enterprises, promising development of enterprises, and integrity". This clarified the standards for good cadres in state-owned enterprises and also pointed out the direction for the education and training of state-owned enterprise cadres.

For youth league cadres, it is required to cultivate a strong political character of loyalty to the Party, consciously practice the mass line, firmly establish the views of the masses, cultivate a responsible and practical work style, and cultivate a moral cultivation of integrity and self-discipline[8].

For young cadres, it is required to hone their political character of loyalty to the Party, establish a patriotic sentiment that does not disappoint the people, pursue a noble and pure ideological realm, develop strong skills that are worthy of heavy responsibilities, and strive for dedication to the cause of the Party and the people.

### **3.2 Requirements for the Construction of Party Schools**

Nurturing talents for the Party and providing suggestions for the Party are always the original aspiration of the Party School. We must solidly provide the basic guarantee for cadre education and training, and give full play to the main channel and battlefield role of cadre education and training. Cadre education and training institutions should focus on teaching, deepen teaching reform, improve training content, scientifically set training classes and academic systems, optimize subject structure, improve curriculum design, innovate teaching methods, build a high-quality training faculty, strengthen theoretical research, and improve teaching level.

Regarding the education and training institutions for state-owned enterprise cadres, the central government proposes to give full play to the role of state-owned enterprise training institutions. Special training should be conducted for leaders of state-owned enterprises to govern and develop enterprises, improve their core competitiveness, and strengthen their position as the main body of scientific and technological innovation[9]. We should pay attention to teacher training and curriculum construction, improve the level of education, and build a training system with our own characteristics. At the same time, it is necessary to encourage cadre education and training institutions to carry out regional cooperation and exchange, and promote the sharing of high-quality training resources.

### **3.3 Requirements for Cadre Training**

We need to promote the precise matching between the supply and demand of cadre education and training, and better meet the needs of organizations, positions, and cadres. In terms of training content, we adhere to the emphasis on ideal beliefs, party spirit cultivation, political theory, policies and regulations, and moral education and training, and pay attention to professional knowledge, scientific and humanistic litera-

cy, and other aspects of education and training. In terms of training methods, professional courses are scientifically designed, and various teaching methods such as case teaching, scenario simulation, structured discussions, student forums, experience exchange, and field research are comprehensively applied. The application of modern information technology should be encouraged in the process of education and training[10]. We should encourage the application of technologies such as virtual reality, augmented reality, mixed reality, and artificial intelligence in cadre education and training, and promote the digitization and intelligence of cadre learning.

## 4 Conclusions

Entering a new era and a new journey, the instability and uncertainty of the external environment have significantly increased. The problems that need to be solved in domestic reform and development are becoming increasingly diverse and complex. There are not only many deep-seated contradictions and problems accumulated over a long period of time, but also new contradictions and problems constantly emerging on the road to progress.

This study found that the new situation has put forward new and higher requirements for the spiritual state, ability quality, and style image of the cadre team in state-owned enterprises. In terms of training objectives, it is necessary to adhere to the standards of good cadres in the new era and focus on cultivating a high-quality cadre team of loyal, clean, and responsible state-owned enterprises. In terms of training content, it is necessary to comprehensively consider theoretical education, party spirit education, and ability training, so as to make theoretical education more systematic and in-depth, party spirit education more touching on the soul, and ability training more precise and efficient. In terms of training methods, it is necessary to further improve the education and training system, scientifically set up professional courses, enrich training methods, effectively utilize modern information technology to innovate training methods, and continuously improve the professional level of state-owned enterprise cadres.

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