



Understanding and Reflection on Cultivating Military Talents Based on Social Resources

Wei Yuan^{1,a}, Min Yuan^{2*}, Yiqian Jia²

¹Beijing Institute of Technology, Beijing 100091, China

²Army Logistics Academy, Chongqing 401331, China

^aTEL:18911697157, E-mail: yuanwang520@yeah.net
*Corresponding author's e-mail: ymm95008@163.com

Abstract. Nowadays, China's military still faces some problems in its talent cultivation work such as the need to improve the pattern and ideas, unclear training needs, extensive organizational management, and the urgent need to improve policies and systems. This article proposes to improve the quality and efficiency of training military talents based on social resources from four aspects: educational philosophy, organizational system, training path, and policy system.

Keywords: Military talents; Relying on cultivation; integration

1 Introduction

President Xi emphasized the need to adhere to the path of independent talent cultivation, broaden training channels, and innovate training models^[1]. Relying on social resources to cultivate military talents refers to the cultivation of new high-quality professional talents including officers, sergeants, soldiers, and civilian personnel for national defense modernization construction by depending on general higher education institutions, local research institutions, and state-owned enterprises and public institutions, leveraging advanced concepts, well-established channels, high-quality resources, and high-end platforms of local education and training, and adopting targeted training, joint and cross training, and continuous training.

2 Strategic Significance

2.1 These are Strategic Measures to Achieve the Goal of Building a Strong Military and Building a World-Class Force

In the context of a new round of international military strategic competition, the commanding heights of military talent competition have become the focus of competition among countries. It's an urgent need to increase the cultivation and introduction of high-level talents by relying on social resources such as the national education system

and the national vocational education system. Since the adjustment and reform of Chinese military academies in 2017, the number and scale of military academies have been significantly reduced^[2], while the structural layout and disciplinary and professional adjustments have been optimized^[3]. Therefore, in order to provide strong talent supply for accelerating the realization of the goal of building a strong military in the new era and building a world-class military, it's important to actively connect the national talent training system and local human resource management system.

2.2 This is An Inherent Requirement for Improving Integrated National Strategic System and Capabilities

Relying on social resources to cultivate military talents is an important experience of military talent team construction and a new way of coordinating the complementary advantages of military and civilian education and training resources by applying to training models with diverse forms, flexible mechanisms, preciseness and efficiency. It can not only shorten the talent development cycle, reduce training costs, and improve training efficiency, but also effectively solve practical problems such as supply and demand imbalance and disconnection between learning and application in the field of military talents, thereby promoting the optimized combination, orderly flow, and benign agglomeration of military and civilian human resources and accelerating the construction of an integrated national strategic system and capabilities.

2.3 This is a Fundamental Need to Support and Win the Competition for Talent among Major Countries

In recent years, the military forces of major countries have been paying attention to and strengthening the cultivation of "talents" and give fully play to the core combat capabilities of "talents" through multiple channels of introduction, engineering training plans, standardized growth paths, and systematic curriculum modules. However, from the perspective of status quo of our military's talent team construction and due to the continuous expansion of new security fields, the continuous increase of new domain and new quality combat forces, and the large-scale installation of new weapons and equipment, the shortage of senior talents, professional talents and reserve talents emerged as a major problem. In the short term, relying solely on military academies to unilaterally expand enrollment scale is neither realistic nor reasonable. In order to meet the urgent need for advanced talents in emerging fields such as the ocean, space, and cyberspace, we should build on the solid foundation of local educational and advantageous disciplines, conduct in-depth military talents training work by exploiting social resources, and explore more practical ways for military-civilian joint training of talents. In this way, we can bridge the gap for military academies and research institutions in this regard, absorb and refer to the most advanced educational concepts, training models, and project modules at home and abroad, and continuously deliver advanced and specialized new military talents to win the great power game.

3 Contradictions and Issues

In recent years, China's awareness of military civilian cooperation and exchange in the field of talent has significantly increased, the atmosphere has become increasingly strong, conditions have continuously improved, and benefits have gradually emerged. The work of relying on social resources to cultivate military talents has entered a "window period" of key breakthroughs and efficiency improvement, but there are still some deep-seated contradictions.

3.1 The Pattern and Ideas Need to be Improved

The relevant work in our country started relatively late and has not accumulated much. Inertia still exists in strategic mindset and operational mode. Especially, military academies at all levels and majors lack sufficient exploration and experience in the introduction of advanced talents, external resource introduction, interdisciplinary establishment, and construction of advantageous platforms. In terms of flexible governance such as job classification, assessment and evaluation, innovation incentives, and cultural construction, there is still a gap compared to local universities at the same level. The regulations and requirement at all levels in the military tend to be rigid and strict while leaving not much room for flexibility and tolerance, which are presumably at odds with the philosophy of open education and full-process education and the trend driven by it. As a result, this may lead to the military talents lagging behind the social talent, and military education and training system disconnecting the national education system.

3.2 The Training Needs are not Clear Enough

The exploration and practice of China's national defense student system in the past 20 years have proven from both positive and negative aspects that the transmission and transformation chain of "job demand- ability demand -training demand" is extremely important for ensuring the quality of military talent training. Practically, the national defense student system in our country has opened up a new path for the training of military officers and is a milestone achievement. The system has once been an important source of military officers and helped meet the need of a special era to significantly improve the cultural level of officers. However, due to the lack of precision of our military's human resources policy and system, as well as the undifferentiated cultivation and training of different types of talents, the Chinese military faced difficulties in accurately matching the demand side and supply side of traditional defense student training.

3.3 Organizational Management is Still Relatively Extensive

Currently, due to the exploration and improvement of strategic planning, operational mechanisms, and resource support across military and civilian sectors, departments,

and fields, the overlapping work and responsibilities among relevant functional departments, education and training institutions, and employers have not been clearly defined, and situations such as lack of management and unclear functions still exist. Practically, the common pain points facing some military units responsible for training work, such as being willing to manage but no grasp, having needs but no guarantee, having risks and no standards, have become common. As a result, they are forced to adopt short-term training, course selection and day reading, teacher introduction and other "short-and-fast" models, which are manifested as temporary, general, and more single-type projects, and fewer normalized, targeted, and composite projects.

3.4 Policy and System Urgently Need Improvement

At present, the reform of the human resources system at the national level is being conducted across the board with measures stepping up significantly, and the military has also formulated and introduced a number of urgently needed policy systems. However, due to historical reasons, there are still inconsistencies and mismatches in institutional design, policy guidance, and support measures between relevant national laws and regulations, military regulations, and policy provisions at all levels. In addition, some policy systems have not been revised for a long time, and the objects, contents, standards, etc. of regulations have become disconnected from new situations and problems, which to some extent restricts the cooperation and innovation vitality of both military and civilian sides.

4 Countermeasures and Suggestions

4.1 Establishing a Scientifically Advanced Educational Philosophy

Firstly, strengthen the concept of educating for combat. Adhere to the fundamental starting point and ultimate goal: cultivating military talents capable of fighting and winning battles. Actively adapt to the development and evolution trends of the national security environment, military missions and tasks, and modern warfare forms. Focus on the "four types of talents," such as joint combat command talents, and carefully design their training and utilization path. Prioritize meeting the urgent needs of information and intelligent warfare. Secondly, establish the concept of integrated education. Efforts should be made to break down barriers in systems, regions, and identities. Precisely regulate the direction and volume of high-quality education and training resources nationwide and throughout the military. Strengthen the connection between military and civilian planning, policies, and work to promote the connotative development of military talent cultivation. Thirdly, adhere to the concept of shared education. Implement the new development concept and grasp the essential requirements of open education. Achieve the goal of "not for ownership, but for use." Prioritize the sharing of courses, teachers, projects, and infrastructure. Explore and launch successful examples of cross-military and civilian training of military talents. Lead the formation of a healthy development pattern with organic connections and deep integration of military and civilian talent training systems.

4.2 Building an Efficient and Orderly Organizational System

Firstly, optimize the top-level design. Establish the leading position of the country in the cultivation of military talents, and highlight the main role of the military in the cultivation of military talents. Secondly, strengthen cooperation at the regional level. We can establish communication and cooperation channels between various military education cooperation zones and local university alliances, explore the establishment of regional level military civilian university alliances based on the provincial military region system, deepening and expanding the depth and scope of talent cultivation and military civilian exchange and cooperation. Thirdly, deepen cooperation between military and civilian units. Currently, many military academies and research institutions have signed strategic cooperation agreements with local relevant units for joint talent training.

4.3 Creating a Modern and Open Training Path

Firstly, promote the transformation and upgrading of military disciplines. Combining with the fifth round of China Discipline Ranking, drawing on the construction standards of modern discipline systems such as new engineering, new medicine, new agriculture, and new humanities, we will carry out the demonstration and construction of the discipline system of military science in the new era, and cultivate new growth points for military science disciplines. Secondly, explore new models for attracting, retaining, and utilizing talents. To added special cultivation programs targeting relevant expertise in emerging fields, such as aerospace, electronics, cyberspace and joint combat guarantee^[4], and to facilitate the direct introduction of special professional talents through "introduce a comprehensive new recruitment model^[5]" to enrich and strengthen the military reserve talent team, attract and gather high-quality talent resources both domestically and internationally. Meanwhile, the most cost-effective strategy for meeting end strength goals could be to retain rather than recruit—particularly in career fields where training costs are high. Thus, recruiting and retention policies and resource decisions should be synchronized^[6].

4.4 Establishing Sound Policy Systems

Firstly, strengthen macro guidance. Implementing the strategy of building a strong country through talent, science and education, and a strong military through talent, We will formulate and issue authoritative, standardized, and unified guiding opinions, and clarify and regulate the principles, universality, and commonality of cultivating military talents based on social resources. Secondly, break through policy barriers. To implement the strategy of prioritizing universities, we will simplify the approval process, facilitate communication channels, improve incentive and exemption mechanisms to promote the scientific, standardized, and legal path of military talent training by introducing and utilizing local faculty, teaching and research facilities, and innovative achievements to serve military universities.

5 Conclusion

Relying on social resources to cultivate military talents is of great significance for promoting the modernization of military talents. However, at present, China still faces some contradictory problems in terms of pattern and thinking, training needs, organizational management, policy and system in relying on social resources to cultivate military talents. In this regard, it is suggested to establish advanced educational concepts, build an orderly organizational system, optimize modern training paths, improve supporting policies and systems, further expand and standardize the ideas, methods, approaches, and channels of "bringing in" local resources, "sending out" training objects, and "integrating" military and civilian resources, and strive to improve the quality and efficiency of relying on social resources to cultivate military talents.

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