

China To Build World-Class Talent Base To Gain “Competitive Advantage”

By Cindy Hurst
OE Watch Commentary

The Chinese Communist Party (CCP) is creating a national system of talent-building to address China’s poor track record of technological innovation. During a speech in late September, President Xi Jinping talked about his goals. His speech and news about it were posted on various Chinese state-controlled and government websites, including the *Ministry of Education* website. The following excerpts recap some key parts of Xi’s speech.

According to Xi, by 2025, investment in research and development will increase significantly and China will have made great strides toward building a “main force of scientific and technological innovation.” The country’s ability to gather top scientists, to build its talent base, and to have teams of scientists on hand for key technological fields will improve significantly. By 2030, China will have in place a national system to develop high-quality talent. It will also have a noticeable ability to attract world-class talent and will be home to a number of leaders of new cutting-edge technologies. By 2035, China will have the “comparative advantage” in the competition for talent in many disciplines and will be among the top ranked countries

in terms of national strategic strength in science and technology and in high-level talent.

China’s ability to innovate has long been stifled by the government’s control over society. Schools favor rote memorization over creative thinking. Propaganda and censorship are rampant. While Xi did not talk about these or other specific weaknesses, he highlighted the need to loosen the reins of government control by giving more power to employers, loosen constraints on “talented people,” and create a “talent management system” in which the people are “trusted, respected, treated well, and included.” However, according to Xi, the government should still maintain control through a system of accountability and a strong “military order system” to oversee the success of scientific research projects. Finally, based on Xi’s speech, much of the high-caliber talent building and innovation will likely take place in Beijing, Shanghai, and the Guangdong-Hong Kong-Macao Greater Bay Areas.

“We (China) are closer than ever to realizing the lofty goal of the great rejuvenation of the Chinese nation and we also need talents more than at any time in history.”



DF-15B short-range ballistic missile.

Source: <https://en.wikipedia.org/wiki/DF-15#/media/File:Dongfeng-15B.JPG> Attribution: CC BY-SA 4.0

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Source: “习近平在中央人才工作会议上强调深入实施新时代人才强国战略 加快建设世界重要人才中心和创新高地 (Xi Jinping Stresses the Need to Comprehensively Implement a Strategy to Become a Talent-Rich Country in the New Era and Speed Up the Building of a Major World Center of Talent and Innovation),” *China’s Ministry of Education Website*, 29 September 2021. http://www.moe.gov.cn/jyb_xwfb/s6052/moe_838/202109/t20210929_568037.html

Since the 18th Party Congress, the party central committee has made the important assessment that talents are strategic resources for realizing national rejuvenation and for winning the initiative in international competitions... The Party’s leadership over talent management has been comprehensively strengthened. The ranks of talents have grown rapidly, their efficiency have continued to be heightened, and their comparative advantage has steadily increased...China’s talent-related work stands at a new starting point in history.

Today, China has entered a new journey to completely build a modern socialist country and to march toward the second centenary goal. We are closer than ever to realizing the lofty goal of the great rejuvenation of the Chinese nation and we also need talents more than at any time in history. To realize the goal of our struggles, a high level of independence and self-strengthening in science and technology is key. The competition over comprehensive national strength is ultimately the competition for talents and Talent is an important indicator for measuring the comprehensive national strength of a country. Both the development of a country and the rejuvenation of a nation depend on talents. We should therefore enhance our sense of urgency, attach greater importance to the independent cultivation of talents, and speed up the establishment of a competitive advantage in talents.

Our goals are: By 2025, dramatically increase the total funds and investments in research and development of all of society, make major advances in the building of a main army for scientific and technological innovation, make marked improvement in assembling top-tier scientists, continue to raise the capability for independent cultivation of talents and areas of key technologies of a large number of talents in the strategic area of science and technology and of first-class leaders and innovation teams; By 2030, have established a basic human resource system capable of high quality development, have made marked improvement in independent cultivation of innovation talents, have made marked improvement in attracting world-class talents, and have developed a number of leaders within main areas of science and technology including those that are newly emerging, interdisciplinary, and cutting edge technologies. By 2035, China will have a comparative advantage in the competition for talents in many areas and will be among the top ranked countries of the world in terms of national strategic strength in science and technology and of teams of high-level talents.

In order to speed up the development of a major world center for talent and innovation, we should carry out a strategic layout... we can build centers for high caliber talents in Beijing, Shanghai, and the Guangdong-Hong Kong-Macao Greater Bay Areas.

It is necessary to give full authority to employers according to the needs and reality and give full play to their positive role in the cultivation, introduction, and use of talents...We should actively loosen the constraints on people with talents as well as improve the talent management system so that talents are at the core and are trusted, respected, treated well, and included. We should grant scientists greater power over technological routes, on the disbursement of funds, and on the allocation of resources. At the same time, we should establish a strong accountability system and a strong military order system to ensure success in scientific research projects.

Fangs of the Lone Wolf

Chechen Tactics in the Russian-Chechen Wars
1994-2009

Dodge Billingsley
with Lester Grau

Fangs of the Lone Wolf is about combat experience in urban, mountain and fairly open terrain. It is not a comprehensive history of conflict. This book is a series of snapshots — of vignettes — describing the difficulty, the hardship, the victories and the defeats of the participants. It is an examination of the raw data of combat in a foreign land, and is aimed to advance the professional military study of conflict.

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