

## Talents Building Is the Prerequisite of the Realization of China Dream: A Study of Xi Jinping's Serial Important Speeches on Talents Building

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### Abstract

Talent is the first resource, and talents building is the base for the first resource to take effect. Based on the full understanding of the importance of talents building, Xi Jinping has systematically explained the thought of talents building from the aspects of purpose, content, approach and method, etc., and provided the theoretical and practical guidance for talents building so as to lay the foundation for the realization of China dream.

**Key words:** Xi Jinping; Talents building; Objective; Content; Approach; Method

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### INTRODUCTION

Talent is the first resource, and in the comprehensive reform-deepening today, the importance of talents is

further highlighted. Talents building is the foundation of human resources work, Xi Jinping pays high attention to talents building, and discusses the relevant contents at different occasions. The followings are the simple analysis of Xi Jinping's thought of talents building.

## 1. THE OBJECTIVE OF TALENTS BUILDING

Talents building must have a clear objective which should be the direction of talents building as well as the guideline for the people who struggle for success.

### 1.1 The Consistent Objective of Talents Building

Fostering socialist builders and successors is the consistent objective of our talents cultivation, which has been repeatedly emphasized by the new leadership at the core of Xi Jinping. In the May 2013's reply to Peking University students Xi Jinping emotionally said:

I hope you cherish the youthful days, be enthusiastic and courageous to be the strugglers, exploiters and dedicators who go ahead of the times, strive to be the capable people and backbones for the construction of motherland and contribute your wisdom and strength for the realization of China dream.<sup>1</sup>

Being the capable people and backbones require the youth to become the socialist builders and successors who will not fail in their historical mission.

In the course of fostering talents we should always adhere to the objective of socialist builders and successors in order to ensure that the development of talents will not deviate from the direction of socialism.

### 1.2 The New Objective of Talents Building Endowed by the New Period

In the new period of development, talents building has

<sup>1</sup> Be Encourageous to Be the Strugglers, Exploiters and Dedicators who Go Ahead of the Times. (2013, May 5). *People's Daily*.

been given a new objective, that is, to struggle for the realization of the great China dream. This is consistent with the objective nature of socialist builders and successors, only with the difference of a clearer periodical objective.

Xi Jinping has attached great importance to talents' driving force to China dream and has repeatedly pointed out that the talents should integrate themselves with the realization of China dream. In March 2013 at the group discussion of the First Plenary Session of the Twelfth CPPCC Xi Jinping stressed, "We need to strengthen the scientific and technological talent team building, provide a broader space for talents to display their gifts, and encourage them to dedicate their wisdom and strength to the achievement of the great 'China dream'."<sup>2</sup>

### 1.3 The Strategic Objective of the Talents Development Plan

*The National Medium and Long-Term Talents Development Program (2010-2020)* has defined our goal of talents development by 2020: Foster a large-scale, optimized structural, rationally distributed and high-quality talent team, establish the national talent competitive comparative advantage, enter the rank of world powerful talent counties, and lay the foundation for the realization of socialist modernization within the middle of this century.<sup>3</sup>

In the past three years after *The Program* has been issued, the new CPC Central Committee with the core of Xi Jinping has paid high attention to the implementation of the talents building strategy, and carried out the work of talents building closely around this strategy. The central committee has launched "A Thousand People Plan" to introduce overseas high-level talents, and has introduced a total of nearly 4,000 people so far, including over 40 academicians from the Academy of Science of developed countries and other world's top leading scientists; since the reform and opening up, China has had a total number of 1.09 million returned overseas students, out of whom nearly 0.8 million returned to China in the past five years, which is nearly three times the previous 30 years. These figures are the performance of thorough implementation of the talents building strategy.

## 2. THE CONTENT OF TALENTS BUILDING

The objective of talents in building is the strategic objective of talents building from the macro level, to

be specific, we need to attach great importance to the content of talents building, namely the quality of talents. Xi Jinping attaches great importance to the building of talent quality, who has discussed the connotation of talent quality in different occasions.

### 2.1 Talents Building Should Take Morality as the Priority

Talent quality should take the cultivation of morality as the priority. Xi Jinping has repeatedly stressed the need to achieve "the priority of moral cultivation". The requirement of talent quality in the aspect of "morality" is mainly reflected as the follows.

Firstly, integrate the socialist core value systematic education into the entire process of talents building. In 2013 at the national propaganda and ideological work conference Xi Jinping pointed out: We should strengthen the construction of socialist core value system, actively cultivate and practice the socialist core values, comprehensively improve the moral quality of citizens, and foster the good conventions of being able to distinguish honor from disgrace, advocate integrity and dedication and promote harmony.<sup>4</sup> The quality of talents determines and influences the quality of the entire nation to a large extent, so we must take the learning and practice of socialist core value system as an important part of talents building.

Secondly, bring the traditional Chinese culture into the talent quality system. Xi Jinping said: it should be clear that the Chinese culture contains the most profound spiritual pursuit of Chinese nation, which is the rich nourishment for the endless development and growth of Chinese nation; it should be clear that the Chinese excellent traditional culture is a prominent advantage of Chinese nation, which is our most profound cultural soft strength.<sup>5</sup> Based on the emphasis of socialist core values, Xi Jinping pointed out the importance of traditional culture, noting that the traditional culture is where our soft strength lies, which is not only a new requirement to the quality of talents, but also an important content of morality cultivation.

Talents cultivation with the accentuation of morality is Xi Jinping's long-standing talents building mode. As early as in 2004 Xi Jinping pointed out, "no morality goes no far. Without a good moral character and ideological accomplishment, even if there is a wealth of profound knowledge, a person is difficult to make outstanding achievements." (Xi, 2013)

### 2.2 Insist the Overall Development and Comprehensive Promotion

Man's free and comprehensive development is the core of the Marxist proposition of human development. The

<sup>2</sup> Xi Jinping and Other People Visited the Attendees of the First Plenary Session of the Twelfth CPPCC and Participated in Discussions. (2013, March 5). *People's Daily*.

<sup>3</sup> *A Hundred Questions of Learning material of The National Medium and Long-Term Talents Development Program*. (2010, June 7). People's Publishing House.

<sup>4</sup> *Xi Jinping's Talks on Governing the Country*. (2014, p.154). Foreign Languages Press.

<sup>5</sup> *Ibid.*, p.155.

comprehensive strength of overall development is an important indicator of talent evaluation.

On the eve of 2013 Labor Day, Xi Jinping stressed at the discussion with the national model worker representatives, “up hold social fairness and justice, allow workers to achieve decent work and all-round development”.<sup>6</sup> Talents in all industries need to have all-round development. The all-round development is reflected as the comprehensive promotion of morality, intelligence, physique and aesthetics. Xi Jinping also requested an all-round development of college education and student's growth and development.

The decision of the Third Plenary Session of the Eighteenth Central Committee pointed out: Fully implement the Party's educational policy, adhere to morality cultivation and talents construction, strengthen the education of socialist core value system, and improve the Chinese excellent traditional cultural education ..... strengthen physical education and extra-curricular activities, promote young people's physical and mental health and physically fit, improve aesthetics teaching, and promote students' aesthetic and humanistic attainments.<sup>7</sup> This strategic plan is aimed to nurture talents from the four aspects of morality (moral education), intelligence (innovative spirit and practical ability), physique (physical and mental health and physically fit), and aesthetics (aesthetic and humanistic attainments).

### 2.3 Empty Talks Jeopardize a Nation, Hard Work Make a Nation Prosperous

A talent needs to have comprehensive qualities in all aspects, but ultimately they need to be translated into practical abilities. During the visit to the “Revival Road” exhibition Xi Jinping pointed out: The great rejuvenation of the Chinese nation is a glorious and arduous undertaking that requires generations of Chinese people to make joint efforts to work hard. Empty talks jeopardize a nation, hard work makes a nation prosperous.<sup>8</sup>

The truth of “empty talks jeopardize a nation, hard work make a nation prosperous” should be always kept in our mind. Leading cadres at all levels should adhere to pragmatism and integrity, effectively change the style of work, tell the truth, honestly work, bravely take the responsibilities, always be true in words and resolute in deed.<sup>9</sup> Leading cadres are an important part of the talented team. Leading cadres should work hard to rejuvenate the nation, and talents from all walks of life should also be competent and well-trained to do solid work. Only with a

practical attitude, we can ensure the work be successfully performed, enable talents to display their gifts, implement theoretical knowledge into practice, and give full play to the role of talents to carry forward our cause.

## 3. THE WAY TO BUILD TALENTS

Talents building must emphasize talents' quality, which requires to nurture talents systematically centering on talents' quality through the integrated use of various methods to cultivate more highly qualified talents.

### 3.1 School Education Is the Main Way of Talents Building

School is a main channel for talents building, and education is an important way of talents building. Xi Jinping said in the video greetings of the “Education First” global initiative: “Education is the fundamental way to inherit human civilization and knowledge, cultivate the younger generation, and create a better life.”<sup>10</sup> Education can nurture talents. General education and lifelong education come along with the every stage of growth of talents. The construction of a learning-oriented society is to take the force of the whole society to vigorously develop various talents.

Xi Jinping has also made a fervent hope for the youth. On the forum of 2013 Youth Day, he said:

Young people are in a golden age of learning. You should take learning as a primary task, as a responsible, a spiritual pursuit and a lifestyle, establish an ideology that ideal is established from the beginning of learning, career is accomplished based on ability increase. Let study-hard be the driving force of youth voyage, let ability growing to be the energy of youth struggle.<sup>11</sup>

Here the emphasis is put on the consciousness of being talented through study-hard and the development of a study-hard habit in order to accumulate energy for success.

Xi Jinping also proposed a missionary requirement for teachers, he said:

I hope the teachers to firmly establish the ideal and belief of socialism with Chinese characteristics, take the lead to practice the socialist core values, consciously establish the sense of honor and responsibility of imparting knowledge and educating people with a good morality, behave as the model to students, and be the mentor and guider for students' healthy growth; firmly establish the ideology of lifelong learning, strengthen learning, broaden horizon, update knowledge and continuously improve the occupational capacity and educational quality to become students' favorite high-quality teachers; firmly establish the sense of reform and innovation, actively participate in the innovative practices of education and make contributions for the

<sup>6</sup> *Xi Jinping's Talks on Governing the Country*. (2014, p.46). Foreign Languages Press.

<sup>7</sup> *Selected Important Documents Since the Eighteenth National Congress of the CPC* (Part 1). (2014, p.535). People's Publishing House.

<sup>8</sup> *Ibid.*, p.84.

<sup>9</sup> *Xi Jinping's Discussion Abstract on the Realization of the Chinese Nation's Dream of the Great Rejuvenation*. (2013, p.78). People's Publishing House.

<sup>10</sup> *Xi Jinping's Talks on Governing the Country*. (2014, p.191). Foreign Languages Press.

<sup>11</sup> *Selected Important Documents Since the Eighteenth National Congress of the CPC* (Part 1). (2014, p.278). People's Publishing House.

establishment of a world-class modern education with Chinese characteristics.<sup>12</sup>

The three “firmly establish” to teachers has been proposed from the aspects of politics, post responsibility as well as the requirement of overall qualities. The teachers who achieve the three points can cultivate more excellent talents.

### **3.2 Actively Develop a Variety of Ways of Talents Building**

School education is the main way of talents building, but it is not the only way. Self-education, part-time learning and lifelong learning are the other ways of talents building, which also cannot be ignored.

The decision of the Third Plenary Session of the Eighteenth Central Committee has pointed out: We should speed up the construction of modern vocational education system, deepen the integration of production and education, cooperation between school and enterprise, and cultivate high quality workers and skilled talents. .... Promote the reform and development of preschool education, special education and continuing education..... try credit transfer between colleges, universities, higher vocational colleges and adult colleges, and broaden the channels of lifelong learning.<sup>13</sup> The preschool mentioned here is to lay a foundation for talents building; vocational education and college education can form complementary advantages and develop more practical talents; school-enterprise cooperation can be targeted to cultivate more technical talents who can properly fit their jobs and have practical abilities; continuing education can expand the scope of education and provide a security for lifelong learning. Therefore, the above various forms are the important ways to cultivate talents. We need to combine school education and various forms of education to establish a variety of talents building pathway and mechanism.

## **4. THE METHODS FOR TALENTS BUILDING**

A variety of methods need to be used for talents building, not only focusing on the traditional theory education, but also paying attention to the combination of theory and practice as well as teaching by personal examples and verbal instructions.

### **4.1 Theoretical Education Is the Basic Method of Talents Building**

Theoretical education is the primary method of talents building, which includes relevant professional theoretical

<sup>12</sup> Xi Jinping’s Consolatory Letter to the Teachers of the Country. (2013, September 10). *People’s Daily*.

<sup>13</sup> *Selected Important Documents Since the Eighteenth National Congress of the CPC* (Part 1). (2014, pp.535-56). People’s Publishing House.

education as well as ideological and political education. Ideological and political education includes ideals and beliefs, political theories, morality, spirits and other aspects. Without an ideal and belief, or the ideal and belief are not firm, we will get a spiritual “calcium deficiency” or “rickets”. In real life, some party members and cadres have this or that kind of problems, in the final analysis it is due to the belief confusion and spiritual loss.<sup>14</sup> The ideal and belief of talents is a major problem affecting the overall situation, we must guide the talents to serve socialism. The political theoretical education is mainly reflected in the learning of theoretical system of socialism with Chinese characteristics. In Xi Jinping’s words of morality, it refers to the expansion of knowledge radius, including reading books in words as well as books without words. Temper morality, masters genuine knowledge and learns excellent skills.<sup>15</sup> Spiritual education is particularly important to talents, Xi Jinping pointed out: we should have the will of opening a road when come to a hill and building a bridge when meet a river. In order to create and innovate, we will never yield in spite of reverses. We should have a pragmatic attitude to explore the truth, continue to accumulate experience and achieve results based on the innovation and creation in our jobs.<sup>16</sup> Theoretical education is an important method for talents building. Only through theoretical education, we can learn and improve all necessary professional theoretical knowledge and ideological and political quality so as to become talents in the true sense.

### **4.2 Practice and Exercise Are Crucial in Talents Building**

Theory and practice must be combined in order to make talents’ ingenuity to get externalized and applied. For talents building, practice-oriented exercise is an important part.

The decision of the Third Plenary Session of the Eighteenth Central Committee put special emphasis on freeing students, especially the students of primary and secondary schools from excessive course burdens, so they could devote more time to explore and think, strengthen exercises, understand the society and participate in practices.<sup>17</sup> The cultivation of talents in the party and government must also stand the test of practice. Xi Jinping stressed at the national conference of organizational work: For those young cadres who have foresights, potentials

<sup>14</sup> Stick to and Develop Socialism With Chinese Characteristics Study and Implement the Spirit of the Eighteenth CPC National Congress.(2012, November 19). *People’s Daily*.

<sup>15</sup> *Xi Jinping’s Talks on Governing the Country*. (2014, p.59). Foreign Languages Press.

<sup>16</sup> *Selected Important Documents Since the Eighteenth National Congress of the CPC* (Part 1). (2014, p.279). People’s Publishing House.

<sup>17</sup> *The Guidance Book of CPC Central Committee’s Decisions on Major Issues Concerning the Comprehensive Social Reform*.(2013, p.278). People’s Publishing House.

and prospects, we should have the courage to give them more responsibilities, and make a plan to arrange them for more exercises.<sup>18</sup> Practice is more indispensable to the scientific and technological professionals. Xi Jinping said: Since the establishment of the Chinese Academy of Science, it has gathered a large number of the most outstanding talents. They inherit and carry forward the glorious tradition, make a large number of remarkable major innovative results for the national strategic needs and the world technological frontier. They have played a locomotive role in the development of science and technology in our country. This kind of fighting spirit should continue to maintain and develop.<sup>19</sup>

Whether students as the future talents, or government cadre talents, or scientific and technological talents, are inseparable from the practical education. Only when we apply, develop, and discover the theory in practice, combine theory and practice we can give full play of the role to talents.

### 4.3 The Method of Impart, Help and Demonstrate Is Not Yet Out of Date

When it comes to the method of impart, help and demonstrate, Xi Jinping had a deep experience when he worked at the grass-roots units. When recalled those days Xi Jinping said:

The whole team was composed of old comrades. It was really a process of being educated, a process of following and learning, so I said Mr. Feng (secretary of the county party committee Feng Guoqiang) played a role of impartment, help and demonstration. We were fortunate to learn from them in such a period of time.<sup>20</sup>

According to *Zhengding County Chronicle 1949-1983*, in the three levels of cadre's conference of "open the policy to revive the economy" in April 1983, Xi Jinping, the deputy secretary of the county party committee at that time, stressed the importance of talents, and required leaders and cadres at all levels to implement the new idea of talents appointment, to earnestly carry out the county party committee's nine measures of "invite wise people", to promote economic revitalization, and gave a wide propaganda in the province as well as the country through newspapers and radios.<sup>21</sup>

"Impart" is the transfer of knowledge and experience, "help" is to help growth and success, "demonstrate" is to lead the cultivated objects to work together. The "impart, help and demonstrate" approach is indispensable to talents building. In the forum of 2013 Youth Day Xi Jinping pointed out: Party committees and governments at all levels should fully trust the young people, enthusiastically care for them, be strict with them, open a more vast sky for their thoughts, build a broader stage for their innovative practices, provide richer opportunities for their struggles, and create more favorable conditions for them to make contributions. Leading cadres at all levels should focus on young people's expectations to help their development, support their entrepreneurship, be their intimate friends, and be enthusiasts on the work of young people.<sup>22</sup>

Theoretical education, practical education and the method of imparting, help and demonstration are the important methods for talents building. We should adopt different approaches based on the characteristics of talents. Only with the integrated use of different sorts of methods we are able to cultivate more high quality talents.

In the historical process of comprehensively deepening the reform, the role of talents is further highlighted. Sizing up the situation, Xi Jinping has proposed a lot of new ideas and thoughts on talents building. We should have an in-depth study on them and carry out into practice so as to better promote the undertaking of talents and lay a foundation for the achievement of China dream.

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<sup>19</sup> Deepen the Reform of Scientific and Technological System, Strengthen the Innovative Vitality of Science and Technology, and Fully Implement the Strategy of Innovation's Promotion to Development. (2013, July 18). *People's Daily*.

<sup>20</sup> *Zhengding: The Political Origin*. The Economic Observer, 2012-11-19.

<sup>21</sup> *Ibid*.

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<sup>22</sup> The Speech at the Meeting with Outstanding Young Representatives in Different Industries. (2013, May 5). *People's Daily*.