Research on Optimization of Statistical Talent Development

Action Area E. Having requisite skills sets(SE1)

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**NBS of China—Agency Structure**

**HR data:**
- Total: $1000 + 17000$
- Proportion of professional staff: 80%
- Average age: 40.3
- Under 40: 57.8%

**Professional scope:**
- National economic accounting, national censuses, industrial, agricultural, culture and technology, etc.
2. Problems

1. Age structure imbalance/Talent loss
   • Aging leadership and shortage of middle-aged (40-50)

2. Narrow career channel
   • Specialization; Pyramid structure of positions

3. Incomplete training system
   • Insufficient training plan and backward model

4. Shortage of high-end and urgently needed talents
   • The number; exploring and fostering method

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3. Methodology and Result

Age structure/Talent loss—Analysis, judgement and adjustment

1. Analysis and judgement
   • Find out the shortcomings and timely put forward countermeasures

2. Increase the proportion of middle-aged and young in the leadership

3. Accelerate the growth of the youth into backbone

4. Retain talents: Important post practice, spiritual rewards, etc

Results:
• 3 reports since 2017, age structure fault is being made up gradually
• Talent loss rate dropped from 0.9%(2016) to 0.6%(2019)
3. Methodology and Result

Career channel—Broaden career channels and stimulate talent vitality

1. Improve the talent flow
   • Internal flow across departments, regions and different levels
   • Bottom up selection from the grass-roots

2. Policy: Parallel System of Post and Rank
   • Establish a “dual channel” career path

3. Flexible introduction
   • Attract external talents for use (not through employment)
   • Recommend internal talents to the outside
3. Methodology and Result

Career channel—Broaden career channels and stimulate talent vitality

Results:

• Non-leading positions are estimated to increase by 200%
• Classification of management and professional talents has become more accurate
• Experts exchange and cooperation with colleges and universities
3. Methodology and Result

Training system—Enhance the planning and systematization of talent fostering

1. Establish a classified and hierarchical training plan and optimize training methods
   • Induction training, position holding training, advanced training, professional training, etc.

2. Strengthen the development of young talents
   • Ideology, ability, attitude, creativity, etc.

3. Foster talents in multiple ways
   • Take on important/difficult work, assume a temporary post, to the grass-roots, international short-term work, etc.
3. Methodology and Result

Training system—Enhance the planning and systematization of talent fostering

Results:

• 5-year training plan (2018-2022) for all staff.
• Established an excellent young cadre database, hierarchical management, tracking and training mechanism.
• More targeted to shape and develop all aspects of talents.
3. Methodology and Result

High-end talent—Accelerate the exploration and cultivation

1. Improve the evaluation system
   • Professional title system, talent project and other means

2. Build a higher and broader platform
   • Give full play of their role, expand influence

3. Internal potential tapping and external wisdom introduction
   • “Chief statistician” senior talent project
3. Methodology and Result

High-end talent—Accelerate the exploration and cultivation

Results:

• Set up a higher-level titles of Statistics professional; Classified evaluation on high-end talents

• More and more talents were selected by national or provincial high-end talent project (90)

• “Chief statistician” project has cultivated more than 60 high-end talents; all regions are establishing local talent project by reference
4. Model

Talent Development Path

Training
Exercise
Promotion channel
5. Discussion, Conclusion and Recommendation

1. Pay attention to the match between the needs of statistical reform and development of talents

2. The systematic, differentiated and chain fostering mode is a beneficial attempt

3. Mission of human resource managers: with open and inclusive thinking to build an arena for talents
Thank you!