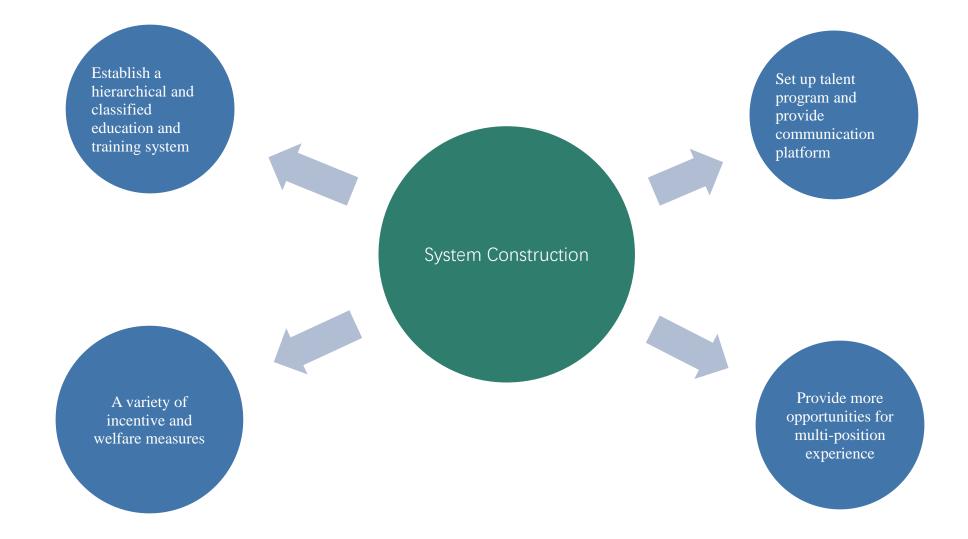
# Create Developing Opportunities and Self-fulfilling Platform for Staff

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#### Create Developing Opportunities and Self-fulfilling Platform for Staff





#### I. Constantly optimize and perfect the system to strengthen policy foundation

NBS headquarter with its regional affiliated survey offices (20,000 staff)

Local statistical bureaus (80,000 staff)

Ministerial statistical departments

- Medium and long term talent development plan
- High-level management constructiont plan
- Education and training program
- Suggestions on reforming the system and mechanism of talent development

In order to accelerate the rejuvenation of high-level management, a special policy has been issued to strengthen the training and use of outstanding young officials.

In order to help staff have a clear direction of career development, a guidance for staff development path has been formulated.



## II. Establish a hierarchical and classified education and training system to accelerate knowledge update

Rotating Training (Full staff Training)	Selective training and party school training	On-Job Training	Professional Training	Local Staff Training	Special job training	Further training	International Training
Trainees: Specific level or all personnel of designated departments	Trainees: High-level leaders or outstanding staff to be cultivated	Trainees: New employees or newly promoted staff	Trainees: Statistical professionals at all levels	Trainees: Leaders and statisticians at local statistical agencies	Trainees: Member of temporary working group who undertakes special work such as census	Trainees: Top talents with outstanding abilities	Trainees: All staff
Contents: The latest and most important national policy or comprehensive professional knowledge in specific areas	Contents: Systematically study of important policies and theories to improve political quality and theoretical level	Contents: Adapt to the role changes and improve the ability to perform duties	Contents: Traditional statistical knowledge and skills, big data, cloud computing and other new theories and methodologies	Contents:  Management methods and executive ability improvement, basic work requirements for carrying out statistical surveys	Contents: Professional skills required for a specific job	Contents: Cutting-edge theories and methods, macroeconomic policies	Contents: International training provided via online or onsite forms, and outbound study visits



## III. Provide more opportunities for post experience to enhance abilities in multiple dimensions

Temporary local working experience

Designate staff to shortterm posts in local statistical agencies or other departments

Staff with potentials can be trained more comprehensively, and young staff can better understand statistical work at local level Study and work at NBS

Select staff from local statistical agencies to work and study at the NBS headquarter

Local staff can learn the work of the NBS personally and the communication between the headquarter and local agencies is improved

Post exchange and rotation

Officials at a certain level can only be promoted by holding posts in different places or across departments, and staff at relevant levels must exchange posts after serving for a certain number of years

To improve their sense of overall thinking and overcome job burnout

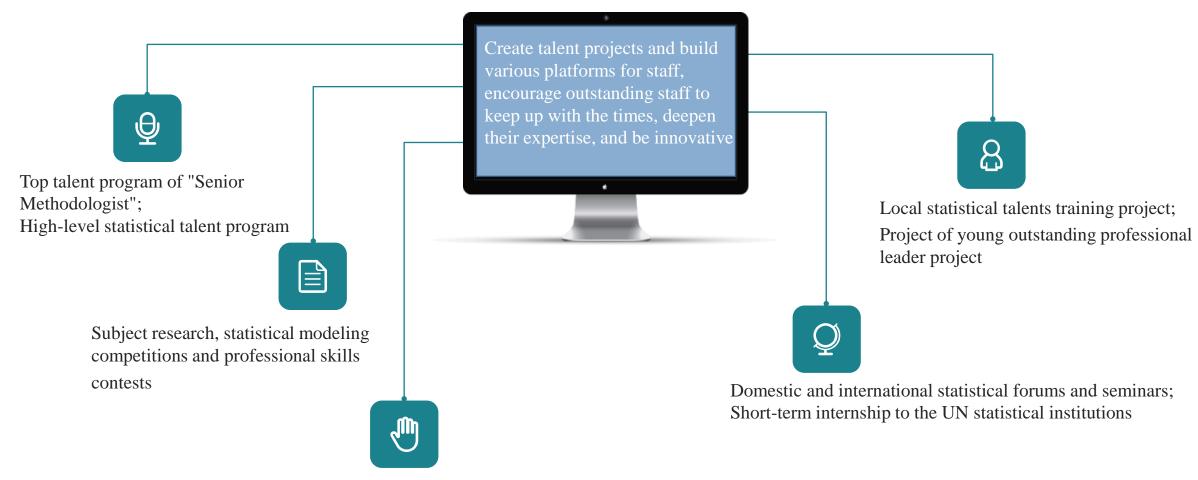
Temporary task teams

Focusing on the important tasks of statistical reform and development, excellent talents of the statistical system are selected to jointly tackle key problems

Develop themselves in the practice of completing major tasks



## IV. Set up talent program and provide communication platform to stimulate creativity and vitality



Establish big data and micro data research centers jointly with local governments and universities, and visit well-known companies, invite experts to give lectures and consultation



#### V. Strengthen incentive and welfare to create an attractive working environment



Timely recognition and reward

Staff with outstanding performance and great contributions are rewarded in time, and excellent statistical experts are recommended to various talent awards



Broaden promotion paths

Optimize the promotion path of expert talents, rationally use the number of position resources and accelerate the frequency of promotion



Improve fault tolerance mechanisms

Improve the fault tolerance and correction mechanisms, and encouraged staff to carry out reform and innovation bravely



Help staff solve practical life difficulties boost their physical and emotional health guarantee welfare benefits such as vacations, festive greetings in kind, etc., sincerely listen to and respond to their needs

#### 感谢您的聆听与观看

## THANKS