STUDY OF PERSONNEL TRAINING MODE IN CIVIL-MILITARY INTEGRATION

Xu Yang  
Faculty of Finance,  
The Military Finance Academy of PLA, China.  
E-mail: 57774067@qq.com

Sun Zhao Bin  
Faculty of Finance,  
The Military Finance Academy of PLA, China.

ABSTRACT

Chinese army is in the significant period of new revolution with military affairs who has an increasing demand of high-tech military personnel, traditional military personnel cultivation mode is difficult to meet the current needs and civil-military integration personnel training mode is an important way to solve the problem. Firstly, this paper analyze the significance of civil military integration personnel training mode and our country currently exploring issues appeared such as the leadership and management system is not functioning well, personnel cultivate goal is not clear and integration degree of the military and civilian is not combined mutually enough. By the way of drawing on the mature experience of the United States, Russia, Britain and other countries, providing a sound legal system, improving the leadership system, expanding the training path and clearly defining training goals, military personnel training mode will find its right way to develop.

Key words: civil-military integration, military personnel training mode, leadership and management system

1. Introduction

To develop an informatization army and maintain the ability of winning an informatization-based war during the new military changes in the world achieved dominance, the key is to cultivate a group of high political consciousness, military quality excellent new high-quality military personnel. The party's the third Plenary Session of the 18th CPC Central Committee "on the comprehensive deepening reform of the major issues of the decision," reported that "to promote the development of civil military integration depth. Reform and perfect the policy system of training military personnel based on national education". Military personnel training mode, as an important way of personnel training, is an important support for Chinese army to realize the transformation from mechanization to informatization.

2. The significance of military personnel training

2.1 To solve the problem of lack of military personne

The percentage of officers who received either a bachelor's degree or a master's degree is accounted for 43%, who has experienced a PHD education is accounted for only 3%. In the Gulf War time, commanders in U. S. arms in each of the seven officers have six graduate school training, the soldiers of the Patriot missile system with three points is one of technical experts. in the evaluation of the Gulf War, American general said: " in the past 20 years, the outcome of the war owns to the results of our military personnel changes." In our country, the high degree owner in Chinese army, especially high-tech personnel, is relatively scarce, some of our officers' diploma 'gold content' is not very high, majority of officers’ major is even the bachelor of Art, which can scarcely be used in the future military high-tech knowledge learning and working, the lack of necessary science and culture foundation will hinder military transformation to some extent. Additionally, our country's national education resources are
abundant, a large number of high quality personnel can be transfused to civil part of the society every year, and provide a solid guarantee for the military personnel training. In order to develop military personnel training and overcome the shortage of the army's own high-end personnel, civil-military route seems to be the only way.

2.2 To achieve the professional division of personnel
Training of military personnel has two main mode, one is scientific and cultural education, and other one is military professional skills education. For a long time, running the army by military academies independently undertake the whole process of military personnel training, the vertical integration of traditional military training model adapted to the prevailing development. However, with the development in technology and the changes of the form of war, the demand for highly sophisticated military personnel becomes more urgent, the quality and efficiency of the mode functioning needs to be enhanced. Adam Smith proposed the division of labor will improve the professional level and promote economic and social development, the division of labor is the key point to solve the problem of military personnel training issue. Integrated military and civilian military training model complete scientific and cultural education through general education, completed by the Military Academy military skills education, enabling detailed division of labor, reducing the amount of capital investment and improving the efficiency of military spending.

2.3 Innovative the Way to training Military Personnel
At present, PLA’s mechanization task has not yet accomplished, the informatization is facing restructuring. The structure of military personnel is confronted by a few problems. For instance, there are excessive traditional branches of the military personnel and shortage of high-tech branches of the military personnel on military personnel constitute, ordinary personnel is far more than high-tech personnel, personnel who major in management applications are much more than research relevant personnel, logistics officers is more than operational command personnel. Under the new situation, only to rely on the existing military academies and training of military personnel, Chinese army becomes unable to meet its construction needs. Since the objective restrain of military establishment, institutional and financial support and other restrictions, these problems is difficult to solve in the short term. Only expanding new ways, innovating training methods and developing integrated military and civilian personnel training methods can the quality of the army training be improved.

3. Problems of civil-military integration personnel training methods

3.1 Commanding and management system needs to be improved
July 1998, the PLA General Political Department signed an agreement with Beijing University and Tsinghua University to cultivate pilot training defense students in association, which is the prelude of military and civilian integration in the field of military personnel training. After ten years of development, the establishment of a military headquarters, military units and three-level system of leadership and management training in the school to do the election is formed. Currently, Chinese army has built up 15 training and election branches on the theatre level, resident office established in 82 famous universities which almost covered all major. Relying on military personnel training work involved in the military and the local number of levels, a number of departments, but the existing policy documents is not clear to define the functions and responsibilities of various departments at all levels in military. Whatsmore, the authority is not strong enough to exert its leadership system smoothly. Relying on training work is not reflected in the "National Defense Law", "Military Service law" and other national-level laws, the culture of relying on monitoring evaluation system is not standardized, training work also not function well.

3.2 Military personnel training goals requires further clarification
By 2016, a total of 65 common academies and institutions recruit national defense students, they recruit nearly five thousand students, of which 60 per cent are the national "985 Project" and "211 Project" academies and institutions, the rest 40 per cent are institutions professional in some special major. Academies and institutions which have Undertaken national defense students training program almost covered our national education resources in high quality, whose major include electronic informatization, intelligence computer technology, military spaceflight, aerospace medicine and other major expertise talents that Chinese army needs eagerly. However, due to our long-term military and civilian separated training system, the national education system in Chinese domestic universities and academies are not qualified with cultivating suitable military personnel so during a long period the high-rise in the military suspects the ability of civil-military integration training. Although those personnel trained in domestic universities seems to have relatively solid theory fundamental knowledge, but their political awareness is relatively weak, so a large number of them hardly want to make contributions to the national defense construction. Additionally, some of them are difficult to adapt to military basic environment, they thought their knowledge cannot be well valued. Relying on national education and training to cultivate military personnel, the goals of the army should be further clarified, and be adjusted abide by the training guide and learning content settings.

3.3 Military and civilian personnel training should integrate tighter
The current military and civilian integration in military personnel training is still relatively loose, because both the military and the domestic training system are functioning well relatively separate for almost two decades, they lack of communication in many
aspects, the integration process is still lag in a single direction stage which is from military to domestic only. On one hand, both side lack of a shared educational exchange ideas, quality resources. In general, they have not yet find their common interests so the cooperation is not sustainable and short of inspiration, the mere collaboration is experts and professors mutual invitation, on students level, military and domestic institutions communicate little. On the other hand, the scale of the collaboration is a bit small. 2016 program showed that the enrollment of defense students in domestic universities and institutions is about 4700, including all military services: army 34%, navy 27%, air force 15% and rocket troops 24% (we call it second artillery corps before).

4. foreign military and civilian integration formula Military Training Mode Reference

4.1 US ROTC Training System

When mentioned US officers, most people would first think of West Point academy. However, if we only look at the number of military culture, we are cheated. The US ROTC (ROTC, The Reserove Office Training Corps) is the main source of the growth of American officers. Resources showed new officer in the US army come from the reserve officer training corps amounts up to 60% (of which up to 75% proportion serve the navy), and 30% incumbent colonel officers and 40% general officers are from ROTC program.

After years of exploration and reformation, the United States ROTC has formed a perfect system. In 1916, the United States carried out "National Defense Law" formally identified in legislative form the ROTC system clarifies the responsibilities and obligations of the army and the local university, the scale of training, training content and enrollment conditions for the combination of American officers Training and National Education offers effective legal protection recruiting, Training and testing in US ROTC are very strict, the US military believes that the US military training symbolizes the future leaders of US military. Meanwhile, they also acclaimed the performance can never be judged by the number, but the quality must be high. ROTC students’ scientific and cultural knowledge and ability to carry out assessment and ordinary undergraduates together, unanimously demanded assessment standards, assessment and evaluation time content with universities, ROTC students can apply for scholarships by the rank of the examination results as one reference. On the aspects of Curriculum and training in the military, the US ROTC also have a comprehensive assessment mechanism, and stressed the assessment and exclusion criteria will be as crucial as the standards of West Point Military Academy and other professional institutions such as the principle "students can be phase-out during their whole school time." Implement periodic assessment and training at different stages of the course will be frequent, after participants complete a full course of training before serving to undertake a comprehensive assessment. Such strict rules results in high mortality: 10% of the army cadets were weede out, the air force is 30%, and sometimes can reach up to 60%. ROTC needs Rigorous training and evaluation mechanism to ensure the quality of the training.

There are two major characteristics of US ROTC: Firstly, students training content and the troop needs combine much closer. ROTC instructors are selected from experienced officers and NCOs, their knowledge is very familiar with combat troops. Secondly, students have plenty of opportunity to practice forces, carry on regular training and learning interspersed with a variety of practice to visit the troops. During the summer vacation, the ROTC students can even choose their own favorite practical projects in the army of various institutions troops. What’s more, the scholarship incentive system are improve all the time. Unlike Chinese national defense scholarship donated by the central Defense department, scholarship students have a great difference from the US military ROTC, if students in that program want to get a scholarship, they must make their performance in academic, military theory courses, military training, and troop training camp practice outstanding all seminar.

4.2 Russia’s "national defense cadets program"

The institutional culture and function system to cultivate military personnel at domestic universities in Russia is similar to Chinese national defense cultivation system. In 1992 and 1998 Russia defense department conducted two large-scale reformation and cropping, after the adjustment, Russian navy set up a number of humanities and engineering disciplines military system in some domestic universities, culture and humanities section engineering and technical professionals. Students should learn quartermaster department at the domestic colleges and institutions for at least three years, then attend the military academy for another two years of study, after that they will be assigned by the army after graduation. Most famous domestic university in Moscow has launched majors which are specialized in military training and education integration management, such as military training departments in M University. Department of military training teaches them how to use new weapons and how the high-tech battlefield weapons works, operational use and safe operation knowledge. Additionally, there are shooting range, military practice range or the course of the implementation of the weapons field prepared in the domestic universities for the military use, these students at the M University confronts militarization management from life to training, so we can also say there is not much difference between a military college and a domestic university which possesses civil-military training program.

In order to broaden the horizons of these potential future military engineer and expert on military work, and improve the students’ hands-on ability, many domestic universities and academies in Russia which does not have training program of "national defense cadets" still launched a variety of military practice courses.
4.3 Britain's "recruit" and "allocation" mode

Apart from taking the advantage of primary training academy, British military officers also conduct "recruit" and "allocation" approach, relying on teaching resources from the local colleges and universities, the UK MOD save much money to train professional personnel serving in the army. Trained personnel in the four cases below can also be recruited as an formal officer, they will be confer the title of primary lieutenant:

1. Recruit directly from domestic medical, lawyers and priests and other professional college graduates, after a short term training in military academies less than half a year.
2. Part of domestic university students are allocated to get the relevant professional degree, some institutions cultivate less than one hundred graduates per year.
3. Some much-needed professions in the army will consider domestic college students if they grant to serve the army after graduation, every year there are about one or two such kind of program.
4. Establish science and engineering preparatory school. The main recruiting is from junior high school graduates, after two years in high school and one year in military training colleges, they can attend domestic universities to study science and after graduation they need to service military. Consistent principle of integrated military and civilian personnel training held by the British is that the major which is not facing military urgent needs and unnecessary or inability for military academies to set up, the training program will be allocate to domestic universities and MOD will give financial support to those academies and institutions.

5. Suggestion of integration of civil-military personnel training mode

5.1 Set up Sound legal system

To promote China's military and civilian integration type on military personnel training and throw them into the right orbit of the rule, the personnel training work formation and the rule of law, in accordance with the law, administering and developing socialist market economy should adapt at the same time. Let the laws and regulations and even detailed rules to be carried out smoothly, in the legislative level from high to low, coverage of both the military and the relevant departments, connected to each other and coordination of supporting system of laws. To improve the legal system, in the first place, we should enhance the level of the existing laws and regulations and strengthen its prestige and executive power. Learning from the U.S. military, the national defense law clearly defined the duties and obligations of both the military and domestic universities, explained clearly about their training scale, training content and enrollment conditions and other relevant issues. Secondly, the establishment of supporting laws and regulations even rules is also important, according to the military personnel training plan, the corresponding recruitment system, standard system, evaluation system and incentive system should be formulated at the same time.

5.2 Improving the Leadership System

Keep the long-term strategic of relying on domestic education resource to train military personnel as a task to strengthen the organization and leadership. Establish leadership system of hierarchical management, detailed responsibilities and tasks at all levels of the military departments to form their duties, fulfill their duties in the work. Put the integration of military and civilian personnel training system blueprint into the top-level design of civil-military integration national strategy development. In addition, coordinate the personnel development plan with the military co-ordination and Clear obstacles interdict between leadership and management system. To ensure policy functions smoothly and performs orderly, the key point is to clarify the leadership level of the division, with a total planned deployment by the Joint Military Commission for the State Board of Education, through tight cooperation between the Defense department and each domestic universities.

5.3 broaden the culture path

Integrated civil-military personnel training model should be an integration allocation process of resources from military side and civilian side. Optimizing the allocation of resources from both side should be its final goal. At present, the current personnel training mode is relatively old which needs to broaden the civil-military integration path of military personnel training. Deepen the integration between military and civilian is the key to solving the problem. We can learn successful experiences from foreign armies:

1. Make great efforts to cultivate traditional national defense students in domestic universities. Our annual demand for science and technology personnel to serve the army is about 40%, and approximately only 10% new officers are enrolled from national defense students program, national defense enrollment has huge potential to improve.
2. Set up "Recruit" and "Allocation" training mode. As to some military special major, we can learn the experience of UK personnel introduction mode, which is directly recruiting from civilian and allocate military officers to further their professional skills in domestic universities.
3. Found up joint civil-military academies which have Chinese characteristics. The defense department give financial support and the army troops provide management officers while domestic universities offer professors and venues to educate. Thus both side can take advantage of the resources from the other side. On one hand, the military can provide advanced management ideas and methods for schools to form a mutually beneficial situation. On the other side, domestic universities has enough financial support to further their research. That seem to be a win-win case.
5.4 clear training objectives

Current major setting in Chinese domestic universities lag far behind modern national defense system requirements, personnel trained by domestic universities can hardly adapt to the military environment when entering the national defense forces, thus make the utilization of human resources greatly reduced. Informationized commanders under the current condition must be "technical-knowledge integration” military personnel, in the personnel training of civil-military integration process, modern warfare requirements needs to be taken full consideration. Keeping close with the army's training objectives, trained people not only needs to have a strong ideological and political quality, physical and mental qualities, but also needs to have good professional quality and military qualities, professionalism, it is the only way to achieve the goal of civil-military integration personnel training.

Reference

3. Tong Yu. A comparative study on the training mode of national defense students and US "reserve officer training corps” training mode in China [D]. Beijing: Department of higher education of China University of Geosciences, 2010
4. Su Su. Research on the cultivation mode of national defense students in Ordinary Universities -- Taking the national defense students of L University as an example [D]. Gansu: Department of public administration, Lanzhou University, 2013