



Virtual Event 15-18 June 2020
**2020 Asia-Pacific
Statistics Week**

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Research on Optimization of Statistical Talent Development

Action Area E. Having requisite skills sets(SE1)

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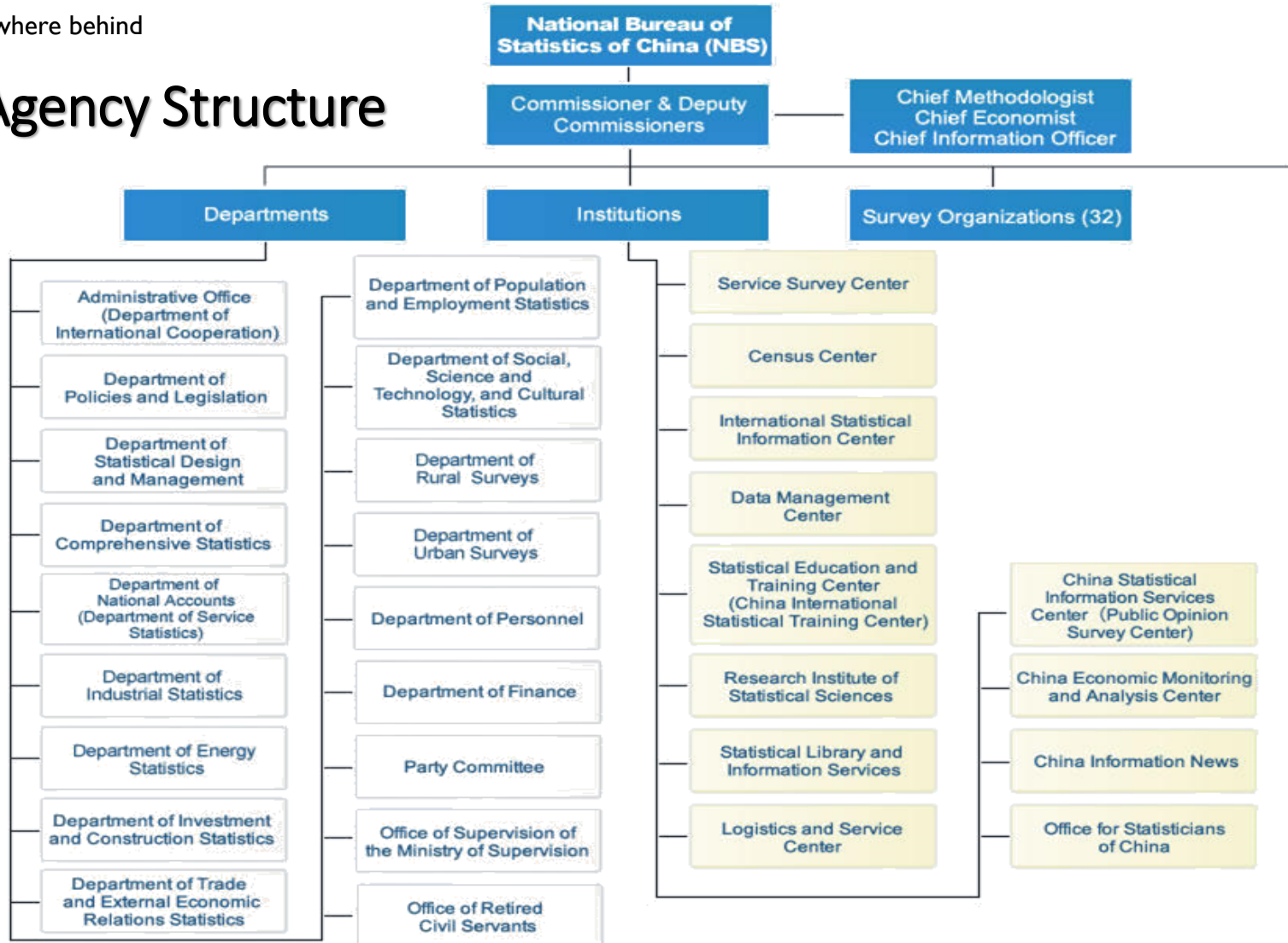
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1. Introduction

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

Problem of	Impact
Age structure/Talent loss	The depth of the professional&Ability to continue learning
Career channel	Lifelong development of talent&Retain talent
Training system	Comprehensive quality of talent&Efficiency of new skill acquisition
High-end talent	Demonstration effect&Talent influence and scale



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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)





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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





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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



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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.





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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



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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



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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



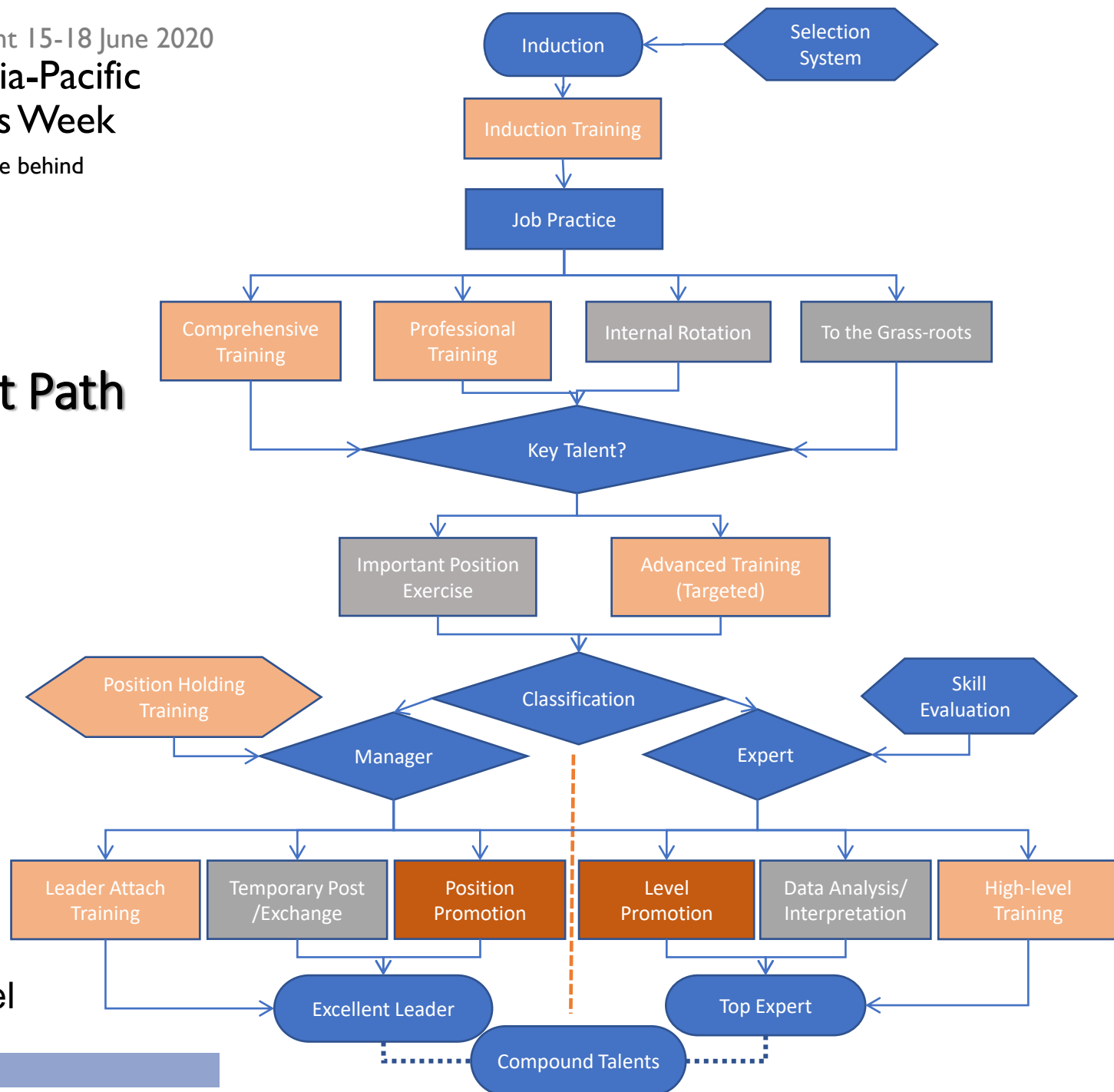
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4. Model

Talent Development Path





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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



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Thank you!



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