



Thinking about the Trinity Talent Training Model for the Generation of New Quality Combat Effectiveness

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Abstract. The Third Plenary Session of the Eighteenth CPC Central Committee clearly proposed to "improve the new military personnel training system of military academy education, army training practice, and military vocational education in a trinity." Talent is the key to the development of new quality combat effectiveness. Therefore, it is necessary to improve and optimize the "trinity" talent training mode for the generation of new quality combat talents. By deeply analyzing the existing problems in the "trinity" talent training mode for the generation of new quality combat effectiveness, the paper further thinks deeply and puts forward optimization suggestions.

Keywords: New forms combat capabilities; Talent training mode; Trinity

1 Introduction

In his report delivered at the 20th National Congress, President Xi emphasized profoundly that "We should deepen the reform of military academies and establish a robust and innovative system for nurturing military talents." [1] With a keen awareness of the evolving nature of informatized local warfare, characterized by intelligence, our military faces an urgent necessity for a substantial number of high-quality, competent, and innovative military talents. In the contemporary global context, the form of warfare is rapidly advancing towards intelligence, with a vast array of advanced technologies being widely utilized in the military domain. Consequently, new types of combat capabilities have emerged as strategic high grounds for competition among major powers and as pivotal factors in determining future victories. Enhancing the availability of high-quality talent to bolster combat capabilities is fundamental, and therefore, it is imperative to cultivate talents in all facets in a targeted and systematic manner.

Victory is determined before the battle begins, and it is determined by talent. To achieve the strategic requirements of the Party's goal of strengthening the military under the new situation, the Party has made significant strategic arrangements for the construction of military talent. The Third Plenary Session of the Eighteenth CPC

Central Committee clearly proposed to "improve the new military personnel training system of military academy education, army training practice, and military vocational education in a trinity." [2]; The report of the 19th National Congress reiterated the strengthening of the construction of the military talent cultivation system; the "Decision of the CPC Central Committee on Several Major Issues Concerning Comprehensively Deepening Reforms" issued in 2013 and the "Implementation Opinions on Accelerating Military Vocational Education" issued in 2014 both clearly stipulated the new military talent cultivation system and proposed the "trinity" talent cultivation model [3]; In September 2020, the Central Military Commission issued the Decision on Accelerating the Construction of a Three-In-one New Military Personnel Training System. President Xi emphasized that improving the new military talent cultivation system is a major issue concerning the overall and long-term development of military construction, which must be given a prominent position. The construction of a trinity new military personnel training system is a major innovation of our Party on military personnel training, and an important measure to further implement the strategy of strengthening the army with talents in the new era. In November 2021, President Xi systematically elaborated the general goals, layout and requirements of the new era strategy at the Talent Work Conference of the Central Military Commission. On September 1, 2023, President Xi Jinping pointed out in his congratulatory letter to the 70th anniversary of the National University of Defense Technology of its founding, "we should thoroughly implement the thought of strengthening the military in the new era, cultivate morality and education for war, and vigorously cultivate high-quality and professional new military personnel for the world military and science and technology, and for the modernization of national defense and the armed forces."

Accelerating the construction of a new type of military talent cultivation system that integrates military academy education, military training practice, and military vocational education into a trinity, and improving the talent cultivation system to align with the reform of human resources policies, is of great significance for rapidly cultivating a large number of high-quality, professional new-type military talents with both moral integrity and competence. This will provide strong talent and intellectual support for realizing the Party's goal of strengthening the military in the new era and building the people's army into a world-class military. In recent years, many scholars at home have also focused on the research of optimizing the new trinity military talent training system, accurately analyzed the importance and inevitability of the "trinity" new military talent training, and at the same time conducted a comprehensive analysis and proposed a series of new optimization measures. In recent years, many scholars at home and abroad have invested a lot of energy in the research of "trinity" and talent training [4-7], and most of them focus on the integration of education [8]. The existing researches mainly focus on the establishment and optimization of the "trinity" new military personnel training system, and they tend to emphasize the clarification and optimization of the respective functional roles of military academies education, military training practice, and military vocational education, with less analysis on the connection, integration, and support relationships between these three parts [9]. This article will analyze and consider the "Trinity" talent cultivation model for generating new quality combat capabilities, and propose corresponding measures and suggestions.

2 Characteristics of New Quality Combat Power Talent Training

Developing new-domain and new-quality combat capabilities has become a priority for the world's military powers. The report of the 20th National Congress of the Communist Party of China proposed to increase the proportion of new-domain and new-quality combat forces. President Xi has also pointed out that new-quality combat capabilities are crucial for national strategic security and the overall development of military construction, and must be tightly grasped and rapidly developed.

Talent cultivation is the key to strengthening new quality combat capabilities, and targeted talent cultivation is a critical factor in promoting the high-quality development of our military. In the new form of talent cultivation, there are characteristics involving newer majors, higher professional requirements for talent, and a large demand for talent. In the process of multi-specialty and cross-field talent training, the structure of talents is complicated, and the related talents need to have high comprehensive comprehensive ability. If only relying on the single model of "bringing the new with the old and leading the apprentices with the teacher", it will cause a large shortcoming, and the talents cultivated can not better meet the requirements of the required talents, resulting in a talent gap will be more and more large.

In order to meet the needs of the existing new quality combat personnel training, it is of great significance to train new quality combat personnel with the help of the "trinity" new military personnel training system and to build the corresponding training mode.

3 Analysis of "Trinity" new quality combat personnel training mode

Talent is bred for war, and talent preparation is an important foundation. New quality combat effectiveness has increasingly become the strategic high point to obtain military competitive advantage. If we want to win, we must take a step ahead in the development of new combat forces. Compared with the previous talents, although there is a common basis in knowledge structure, professional level, training mode, etc., the new quality combat talents have undergone essential changes. Only by taking the training of new quality combat talents as a long-term strategic project and making unremitting efforts with advanced thinking, strong courage and extraordinary measures can we make more new quality combat talents stand out. In view of the above problems, in-depth analysis of the new quality combat personnel training mode based on the "trinity" traction has become the key, and put forward the relevant thinking for the new quality combat personnel training mode.

3.1 Analysis of "Trinity" talent training mode

The Third Plenary Session of the 18th Central Committee of the Communist Party of China clearly put forward the improvement and development of the new military personnel training system, which is a trinity of military college education, army training practice and military vocational education. Relevant policies and systems have also been introduced, and many domestic researchers have also carried out corresponding studies, and then the trinity of new military personnel training system has been improved. "Three" is the means of education, "one" is the ultimate goal. Military college education is the foundation of military personnel training, the practice of army training is the only means to improve the level of military personnel training, military vocational education is an important guarantee for the construction of military personnel training mechanism and the improvement of ability and quality. The key to the "trinity" is its "unity", its purpose is to improve the combat effectiveness of our army, no matter what kind of education model, to combat effectiveness as the standard. Therefore, the "trinity" talent training model is of great significance in realizing the Party's goal of building a strong army in the new era and providing powerful talent and intellectual support for building the people's army into a world-class army in an all-round way.

At present, for the construction and optimization of the "trinity" new military personnel training system, there are many measures and theoretical studies, but most of them focus on the clarification and optimization of the respective functions of the whole army academy education, army training practice, and military vocational education. There are few researches on how to connect, support and integrate the three parts to form "one body". There are few researches on its practice norms such as incentive mechanism, guarantee mechanism, supporting measures and system. There are few researches on the perfect connection and optimal coupling between the three parts of the "Trinity" talent training.

3.2 Facing the problem of training mode of new quality combat effectiveness generation

At present, our army has gradually turned from the original quantitative model, quality efficiency, manpower intensive at different stages to science and technology intensive, and a new combat force system with elite combat forces as the main body is taking shape. Taking the training of new quality combat talents as an example, in the new quality combat talents and key fields and important posts, the number of professional talents is in short supply, and the overall quality and ability of existing talents are different, leading to the unreasonable structure of the overall talent.

As far as the new quality combat ability generation talent itself is concerned, there are problems of insufficient overall ability quality and weak joint command quality. The theory of some existing personnel is out of touch with the actual operation, and they are not familiar enough with the basic content of the theory of information warfare and the basic principle of warfare, so there are still problems that they are unwilling to use, dare not use, and will not use information weapons and equipment and

information systems. At the same time, because most of the commanding cadres have no combat experience, some cadres have weak combat consciousness in daily exercises and drills.

In the training process of new quality combat personnel, there are problems such as poor continuity of military college education, army training practice, comprehensive training of military vocational education, poor tracking of personnel development, and less comprehensive consideration of personnel appointment based on academic qualifications and professional positions^[8]. In the existing talent training mechanism, the wrong cognition has been formed that the educational process of colleges and universities is equal to the process of talent training, and the ability of the cultivated talents is often determined by the level of degrees, and the matching degree between talents and positions and the subsequent development and improvement are not paid enough attention. Therefore, there is no good connection, integration and support relationship among the education in military academies, training practice and military vocational education. At the same time, in the process of personnel training, there is still the generation of new quality combat effectiveness. Personnel training is oriented to the functional needs of posts, and it is still far from the requirements of "being able to fight and win wars".

For the existing new quality combat personnel training mode, there are still some problems such as talent evaluation standards and related supporting policies and regulations. The purpose orientation of the training process of new quality combat talents still exists in order to adapt to the situation of posts and business work, the principle requirements are many, the assessment standards are generalized, and the differences between the evaluation and assessment standards required by different majors, positions and talents are unclear, so the assessment standards are oriented in the process of talent training and assessment. The assessment results of the comprehensive strength of the new quality talents in different positions are not enough to reflect their real professional ability and comprehensive strength such as combat ability. The existing personnel training model emphasizes the coordination of training in military college education, military training practice and military vocational education, but the cohesion and undertaking relationship between each part is not guaranteed. At the same time, the selection criteria for the selected talents are not clearly defined, which is difficult to ensure the basic quality and ability of the trained talents, resulting in limited results. In short, there is no clear standard policy system for selecting, evaluating and evaluating the talent training model for the generation of new quality combat effectiveness.

4 Thinking about the "trinity" talent training mode for the generation of new quality combat effectiveness

In order to construct the "trinity" of military college education, army training practice and military vocational education, the training mode of talents oriented to the new quality combat effectiveness, while adhering to the core requirements of "being able

to fight and win wars", this paper puts forward some thinking suggestions for the above problems.

4.1 We will plan training paths and highlight key personnel training

The "trinity" personnel training mode of military college education, army training practice and military vocational education involves many units, strong system, limiting factors and restrictive conditions, while the process of personnel training for new combat effectiveness involves many professions and complex personnel. Therefore, in order to do a good job of "trinity" personnel training for the generation of new quality combat effectiveness, it is an important foundation to be able to clear the "road map" of various types of new quality personnel training. This can quickly grasp the key points of talent training and development in the complex and cumbersome process, but also enhance the clarity and system of new quality talent training path, make the training process more targeted, improve the efficiency and quality of training. With the rapid development of information technology, electronic files can be built for the cultivated talents by means of information technology, and the personal training path is transparent. While facilitating the selection and employment, it can also focus on the cultivation of outstanding talents, further rationalize the level of the talent team, and improve the quality and efficiency of talent training.

4.2 Tripartite collaborative training to create a collaborative education mechanism

Military college education is the "incubator" for the growth of new military talents, which emphasizes on consolidating the basic and strengthening the foundation and playing the basic and leading role. The practice of army training is the "whetstone" for the growth of new military talents, which focuses on transformation and application and plays the role of demand traction. Military vocational education is a "booster" for the growth of new military talents, focusing on supplementing and expanding, and playing a guiding role. Strengthen the tripartite integration training mode, innovate and promote the co-training mode, and establish the mechanism of cooperative education, so as to share teaching resources, share teachers ^[10], and jointly define the teaching content system. Through the cross-joint training mode, the knowledge structure of talents is broadened and the comprehensive combat strength of talents is promoted.

4.3 Clarify the relevant standards and scientifically optimize the training model

Through reasonable and scientific talent evaluation criteria, it is the top priority of the "trinity" talent training model for the generation of new quality combat effectiveness. The tripartite collaborative training of military academies, troops and military vocational education should realize the joint evaluation and identification standards of the three parties, and avoid the "one-size-fits-all" and "formalism" of the achievement

theory and hard indicators. According to different types and positions, the relevant standards for selecting and sending participants for training, assessment and comprehensive quality identification should be specified. At the same time, the comprehensive and continuous assessment between various subjects and parts of the training mode should be enhanced. The evaluation of comprehensive quality such as talents' training for war and increasing collaborative combat ability should avoid the phenomenon of "talking on paper". In addition, it also optimizes the "trinity" personnel training mode for the generation of new quality combat effectiveness.

5 Conclusions

Win by not fighting, win by talent. Talent is the key to the development of new quality combat effectiveness, and talent training mode is the basis of talent training. With the rapid development of the new military revolution in the world, new combat forces are increasingly becoming the strategic peak for military superiority. Whoever can take a step ahead in the development of new combat forces will have the opportunity to win. No matter how advanced the equipment is, if there is no qualified personnel to control and use it, it is impossible to form asymmetric advantages, and it is impossible to generate new quality combat effectiveness. Strengthening the construction of personnel for new combat forces is not only an important measure to promote the transformation and development of the armed forces and win future wars, but also an effective means to drive the supply of advanced combat capabilities. There are still shortcomings in the current "trinity" talent training mode for the generation of new quality combat effectiveness. This paper analyzes the problems of the existing mode, and puts forward relevant opinions and suggestions from the aspects of training path planning, tripartite collaborative training and assessment standards.

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