

Analysis of Young Cadres' Education Management and Supervision in the Context of "Youth Development Province" Construction

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Abstract: This paper examines the challenges in young cadres' education management and supervision within government agencies in Z Province under the framework of "Youth Development Province" construction. Key issues identified include superficial theoretical learning in ideological education, limited exposure to critical positions in career development, and frequent cases of early-stage corruption among young cadres. The analysis reveals that these problems stem from an overemphasis on prescribed actions in education, a focus on business utility over systematic planning in management, and a preference for internal harmony over rigorous process management in supervision. The paper concludes with strategic recommendations to address these issues.

Keywords: Youth Development Province; Young Cadres; Cadre Education Management and Supervision

Introduction

The construction of "Youth Development Provinces" is a pivotal strategy in fostering a prosperous and equitable society. This initiative aims to enhance the province's appeal to young people, encouraging their active participation and contribution to regional development. As the vanguard of policy implementation and youth leadership, young cadres play a crucial role in driving economic and social progress. Therefore, it is imperative to strengthen the education, management, and supervision of these young cadres to ensure they lead by example and effectively mobilize their peers.

This paper draws on research conducted during the author's tenure at the Z Province Provincial Agency Work Committee, focusing on the professional development environment, theoretical learning, rights protection, and social participation of young cadres. By analyzing data from various cities, the study identifies key challenges and proposes solutions to enhance the development of young cadres in Z Province.

1. Key Issues in Youth Education, Management, and Supervision

Since 2017, over 480,000 cadres born after 1980 have been disciplined, accounting for 18.6% of all disciplinary cases nationwide[1]. This alarming trend underscores the need for effective education, management, and supervision of young cadres.

1.1 Facing the "ambiguities" in ideological education, theoretical learning often falls into a superficial formalism described as "rain wetting only the surface of the earth".

City A conducted an in-depth investigation into young cadres' theoretical learning, career development, mental health, and growth demands through surveys, seminars and interviews (1956 valid responses). Key findings: 6.2% felt theoretical learning was disconnected from practical work. 24.0% viewed participation in theoretical learning as a rigid organizational requirement. 6.2% lacked motivation and preferred to "go with the flow." 20.8% reported applying theory to guide practice effectively.

City B analyzed issues in educating and cultivating young cadres aged 25-35 (149 valid responses): 14.3% studied only when exams or checks were imminent. 18.4% learned only if organized by their unit.

City C focused on clean governance and collected 3392 valid responses: 61.44% noted that theoretical political learning among young cadres was not thorough, often treated as secondary or ignored when busy.

City E explored themes like education, ideology, integrity, and public health (2842 valid responses): 14.72% did not participate in political learning due to a lack of political identity. 0.74% disliked ideological and political theory learning. 16.29% had not logged into the Learning Platform for several consecutive months.

City F aimed to enhance young cadres' capabilities and confidence (639 valid responses) 70% hoped leaders and colleagues could mentor them to improve problem-solving skills.

Some young cadres exhibit superficial and exam-oriented learning behaviors, treating training as relaxation or self-promotion opportunities rather than serious educational efforts. They often pick and choose content arbitrarily, leading to inconsistent engagement in theoretical studies. Additionally, some units rely heavily on rigid lectures and meetings to implement policies, lacking dynamic and localized methods that resonate with learners. This results in weak effectiveness, innovation, and impact in integrating theoretical learning to address ideological ambiguities.

1.2 Facing the “golden points” in growth management, young cadres often have limited exposure to challenging positions that could provide them with valuable “wind and wave” experiences.

City A's survey: 56.3% felt organizations lacked tailored strategies to integrate youth characteristics, leading to formulaic approaches. Desires included: innovative learning platforms, on-site teaching, training, and exchange seminars. 72.8% wanted broader practical training platforms to enhance knowledge and capabilities. 48.6% hoped for grassroots field research to avoid theoretical detachment. 27.0% cited inefficient meetings as dampening work enthusiasm.

City C: 23.85% had internal organizational exchange experiences but lacked cross-system, cross-city, or cross-disciplinary training or job exchanges.

City D (508 valid responses): 73.2% noted insufficient mechanisms for challenging tasks, multi-position training, and participation in management decisions. Current systems failed to meet needs for knowledge updates, capability enhancement, and value fulfillment during growth phases.

City G (1124 valid responses): 77.05% desired more opportunities for multi-position practice and cross-departmental exchanges. young cadres recognized the complexity of real-world challenges, requiring exposure to critical front-line roles to bridge theory and practice. They emphasized the need for ideological tempering, political drills, practical exercises, and professional training to enhance capabilities.

Some units' mechanisms for fostering responsibility and initiative—such as key positions, activity platforms, and competitive arenas—do not fully align with the needs of young cadres. This disconnect leads ambitious young staff to develop a fear of challenges, akin to those focused solely on career advancement without genuine grassroots dedication. As a result, they struggle to engage deeply in critical areas like economic development, project advancement, public security, and grassroots law enforcement. This superficial involvement leaves them unaware of grassroots concerns, reducing them to ornamental figures skilled in drafting documents but ineffective in addressing urgent, complex public issues.

1.3 Facing the “risk points” under work supervision, instances of early moral decay (“early stage corruption”) and significant corruption by minor officials (“small official, big corruption”) are frequently reported.

City H compiled information from case files involving 274 young cadres under 40 years old who violated laws or discipline between 2019 and 2021. The analysis revealed that 20.1% of cases involved quid pro quo transactions, with 37.5% involving the acceptance of bribes from service management objects, and 17.9% related to illicit financial lending for profit. Cases involving the infringement of public interests accounted for 16.9%, those disrupting the business environment comprised 14.3%, and cases involving power-for-sex exchanges constituted 12.5%. Incidents related to drunk driving accounted for 10%, gambling activities 7.9%, abuse of power for personal gain 7.9%, laziness and inefficiency 6.8%, security breaches 1.8%, and internet-related issues also 1.8%.

City J focused on four categories of key young cadres: new hires, newly promoted individuals, those in critical positions, and those who have received disciplinary actions. Through surveys, whistleblowing reports, typical case studies, and interviews with disciplined staff, they gathered data on the performance of 1834 young cadres over the years. Among these, 70% were characterized as fulfilling their duties with a proactive spirit, 25% tended to avoid responsibility during crucial moments, and 3% were considering resigning to pursue business ventures. Additionally, 2% exhibited behavior indicative of youthful recklessness leading to violations of laws and discipline.

Some young cadres exploit technological conveniences, institutional loopholes, and discretionary powers for personal gain. Tempted by flattery, they misuse authority, indulge in vulgar pleasures, and leak work secrets. They innovate corrupt practices through third-party equity transfers and project partnerships, shifting from direct bribery to tactics like procrastination and evasion to obtain services such as housing, travel, and dining, effectively becoming puppets of collaborators. This trend of corruption occurring at younger ages and lower-level positions is more alarming than the traditional “corruption at age 59.”

2. Analysis of the Causes

“Becoming a good cadre relies first on personal effort and second on organizational cultivation ^[2].” Addressing the primary issues identified in the education, management, and supervision of young cadres, it is crucial to diagnose these problems, study the growth patterns of this demographic in the context of the new era, and address deficiencies and weak links in their education, management, and supervision. This ensures that young cadres do not deviate from their path, fall behind, or drop out during their critical growth phase.

2.1 Emphasis on Standardized Education over Tailored Approaches

City K’s survey of 181 young cadres found that 55.8% viewed education and supervision as one-way communication, with little relevance to their daily work. This approach fails to engage young cadres, leading to a lack of motivation and practical application of theoretical knowledge.

While theoretical armament aims to unify hearts and souls, some approaches remain traditional and lack customization. There is insufficient localization and contextual translation, which limits the unique user experience for young cadres and their sense of identity, belonging, and value towards their organizations. More attention should be given to guiding them on what to do and how to do it, tailored to their specific circumstances, rather than merely emphasizing what should not be done. The approach needs to be more dynamic, targeted, and precise, adapting to the complex development environment and diversified ideological trends of young cadres.

2.2 Focus on Operational Use Over Systematic Planning in Management

City B’s survey revealed that 53% of respondents rarely participated in personal needs surveys, indicating a lack of systematic planning in youth development. This oversight results in inadequate support for young cadres, leaving them vulnerable to ideological and behavioral lapses. Thus, there is an urgent need for units to implement comprehensive responsibility for the education, management, and supervision of young cadres, addressing both professional and personal aspects. However, some units lack systematic thinking in top-level design, resulting in inadequate institutional mechanisms for building young government employee teams. They also show insufficient urgency in countering Western ideological infiltration online and in regularly analyzing and addressing the thoughts and needs of young cadres. Mechanisms to engage young cadres deeply in understanding public sentiment, visiting people’s concerns, solving problems, and warming hearts are underdeveloped. Efforts in nurturing cadres through selection, cultivation, and reinforcement are insufficient, failing to continuously expand educational and training opportunities based on actual conditions, growth patterns, and long-term planning. Comprehensive, continuous cultivation paths and layered, categorized training measures are lacking, along with dynamic databases tracking practical exercises by category and profession, and scientific evaluation systems.

2.3 Supervision Emphasizes Internal Harmony Over Process Management

City C’s survey highlighted that 54.36% of respondents considered supervision the weakest link in youth management. The emphasis on internal harmony often leads to leniency, allowing potential risks to accumulate unchecked. In City K’s survey, 82.87% emphasized the importance of full-cycle, full-chain, and process-oriented education, management, and supervision, advocating for addressing life difficulties beyond work to convey organizational care.

However, political ecosystems sometimes prioritize internal harmony over principle, leading to unresolved reasonable demands and escalating risks. Concerns about strict accountability may lead to avoidance, preferring to be passive mediators rather than proactive leaders. There is a misconception that ordinary young cadres have little power and thus limited potential for corruption. However, even without de-

cision-making powers in policy formulation, administrative approval, law enforcement, project bidding, or fund allocation, they still wield influence through suggestions, information exchange, and coordination. Issues like promoting individuals with existing problems can lead to systemic corruption risks. Facing challenges in applying new methods, outdated methods, fear of using stringent measures, and ineffective soft measures, superficial compliance can result in a broken window effect, where supervisory systems become mere formalities akin to rubber bands or scarecrows without effective monitoring capabilities.

3. Recommendations

To build a high-quality, professional team of young cadres who faithfully implement the new era's socialism with Chinese characteristics, meet the standards of good cadres in the new period, and are loyal, clean, and responsible, it is essential to prioritize loyalty above all else. Loyalty should not be merely a slogan but manifested through concrete actions. In revolutionary times, this meant being willing to sacrifice one's life; in peacetime, it is tested by "four capabilities." Under the backdrop of constructing a "youth development-oriented province," we propose corresponding recommendations to sustain the continuity of loyalty as the "lifeline" and "first gene" of young cadres, fostering their practical skills and courage to face challenges.

3.1 Leading by Example: Focusing on Key Leaders to Enhance Cognitive, Observational, Practical, and Communicative Skills

Theoretical ideals, political abilities, research-based decision-making, and reform implementation require deep learning and practice, nurtured within a supportive environment. Key leaders, endowed with profound theoretical knowledge and practical experience, shoulder the primary responsibility of setting an example for others. They must lead by example, removing any pretense or facade, and demonstrate that personal effort is crucial for growth. This involves shifting from a didactic approach to engaging young cadres actively, enhancing their involvement and sense of ownership. By employing enjoyable, vivid, and immersive methods, leaders can ensure that these employees absorb the teachings and express their understanding of organizational roles and missions. This fosters intrinsic motivation, transforming externally imparted wisdom into personally understood truths, thereby making education, management, and supervision more relevant and effective.

3.2 Improving the "Seedling Cultivation" Mechanism and Using Public Feedback as a Litmus Test

Practicality and factuality should guide all endeavors. young cadres need exposure to challenging frontline positions where they can develop resilience and capability. Like seedlings seeking deeper nutrients, these individuals should be placed in complex environments to foster growth. Engaging in intense tasks and facing real-world problems enhances their ability to handle pressure and conflict, integrating theory with practice. Such experiences deepen their commitment to public service, helping them avoid the pitfalls of youth arrogance and instead cultivate a genuine connection with the people. By focusing on public feedback, young cadres can gauge their effectiveness and alignment with public interests, ensuring their work truly benefits society. Interacting closely with the community allows them to learn directly from the source, avoiding reliance on foreign models and instead developing solutions grounded in local realities.

3.3 Promoting Meritocracy Through Competition and Maintaining a Dynamic Pool of Talents

Good cadres are selected and managed rigorously. Establishing a performance-based competition platform ("horse racing") encourages innovation and growth among young cadres. Regular adjustments and clear entry-exit mechanisms maintain a dynamic talent pool, promoting a culture of continuous improvement. Highlighting exemplary stories of dedication and success transforms abstract standards into tangible role models, breaking down barriers for more individuals to shine. Creating a positive work environment enriched with shared values and mutual support further strengthens this culture. Early intervention and preventive measures safeguard against misconduct, emphasizing strict yet caring supervision. Special attention should be given to those at critical junctures of their careers, offering encouragement and guidance to prevent potential missteps. Systematic reviews and updates of regulations, leveraging advanced technologies like big data and blockchain, minimize corruption risks. Implementing a fault-tolerance mechanism supports bold initiatives while clarifying and protecting those who make honest mistakes, thus nurturing a robust cadre of young cadres dedicated to serving the public.

These strategies aim to nurture a vibrant, competent, and loyal generation of young cadres capable of leading future endeavors with integrity and innovation.

Conclusion

The construction of “Youth Development Provinces” presents a unique opportunity to cultivate a new generation of capable and ethical leaders. By addressing the current shortcomings in education, management, and supervision, Z Province can empower its young cadres to drive sustainable development and foster a culture of integrity and innovation.

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