

Instructions in Ho Chi Minh Thought on training cadres for the Party and Revolution and its application by the Communist Party of Vietnam today

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Abstract: *The Party's revolutionary has a very important position and role, in which the Party's cadres play a decisive role, so it is necessary to have of qualified, capable and reputable cadres to accomplish the task. Based on Ho Chi Minh's views on the position and role of cadres, and cadre training in the current new revolutionary period, there is a need to creatively apply his ideas on cadre training for the Party and the revolution, contributing to building and firmly protecting the current Socialist Fatherland of Vietnam.*

Keywords: *Ho Chi Minh's ideology; cadre training; Communist Party of Vietnam; Revolution.*

1. Introduction

Cadres play a very important role in the Party and determine the victory of the revolution, so our Party must attempt to train cadres. During his lifetime, Ho Chi Minh paid special attention to the training of cadres, always considered this as the “key” task, closely linked to the destiny of the Party, the nation, and the regime. It is important in the current work of building and rectifying the Party, thereby contributing to the career of building and firmly protecting the current socialist Fatherland of Vietnam. His thoughts on cadre training have many contents, including views on the position and role of cadres, and the content of the Party's cadre training:

2. Research content

2.1. Ho Chi Minh's ideology on cadres and the position and role of cadres

During his time, Ho Chi Minh taught: “Success or failure depends on good or bad cadres”, “Cadres are the root of all work, cadre training is the Party's original work”[1]. Ho Chi Minh highly appreciated the position and role of cadres. The depth of his political thinking lies in the issue of cadres. He pointed out: “Cadres are the people who explain the Party and government's policies to the people to clearly understand and implement. At the same time, cadres report the people's situation to the Party and the government to understand clearly, to set the right policy.” Ho Chi Minh pointed out that the issue is both specific and general, when the correct policy had been set, the success or failure of that policy would depend on the way work had been organized and where cadres had been selected and controlled. Check

He emphasized that officials play a decisive role in every job.

However, although Ho Chi Minh emphasized the role of cadres, he did not absolutize it. According to him: “Revolution is the cause of the masses” not of any heroes or great men. Therefore, he always advised cadres: “people are like water, cadres are like fish. All the forces are in the people”, “cadres without team members, leaders without the masses cannot do anything”, must “come from the masses, return to the masses”.

2.2. Content of Ho Chi Minh's ideology on cadre training

Purpose of cadre training: Create a new generation of cadres, who are pioneering and advanced, the seeds of the Party and the revolution. They are comprehensive in both virtue and talent, both “pink” and “professional” to carry out the tasks assigned by the Party. He said: “The Party School is a school to train advanced soldiers striving for the cause of the proletariat”[2].

Regarding the goal of cadre training: Clearly define the goal to orient all training activities. Ho Chi Minh clearly stated the goal of staff training-is: “Learn to work, to be a human being, to be an officer, study to serve groups and classes, the Fatherland and humanity”[3]. He also seriously criticized the way of training and coaching quantitatively not paying attention to quality, not practical, not thoughtful, not planned. He pointed out: “We must train a group of officers in charge, who dare to work and are eager to work. Only then will the Party succeed. If we train a bunch of cowardly cadres who are easily told to

“smash and shout”, they don’t dare to take charge. That is a failure for the Party”[4].

The content of cadre training must be practical, appropriate, the training must be suitable for each type of cadre and the professional work of the cadre. It must focus on knowledge qualities, both theory and practice, basic knowledge, and guidance on action skills. He said: “Practice without theoretical guidance becomes blind practice; theory without connection to practice is the empty theory”[5]. To train cadres, we must do a good job of training cadres in all aspects, “is the Party’s work”. Including: theoretical, political, career (professional), and cultural training.

Theoretical training for cadres: People believe that cadres still have many shortcomings, the an important reason is due to the cadres’ theoretical weaknesses. Those who are poor in reasoning do not know how to see, consider properly, and handle all tasks skillfully, so the results often fail. At the same time, we must try our best to avoid mere theory and learn from practical experience. He said: “Learning Marxism-Leninism is learning the spirit of handling everything, towards everyone and yourself; is to study the popular truths of Marxism-Leninism to apply creatively to the actual situation of our country. Learn to do. Theory goes hand in hand with practice”[6].

Training cadres in politics: According to him, political weakness creates wrong tendencies, “left” or “right”. According to the Political Trainer, there are two main contents: current affairs and policy training.

Professional training for staff: that is, staff in any subject must learn to master the work in that subject, with the result that the staff gradually become proficient in their work. Ho Chi Minh requested “open a class to open that class”, “learn what you do” and “cadres in any subject must learn to master the work in that subject”.

Training officials on culture: Ho Chi Minh considered this to be very important because if you do not grasp common knowledge, it will be very difficult to do theoretical research, professional learning, and career.

Regarding the subject of training: He paid special attention to the quality of teachers. He requested: “Open a class, choose teachers and learners carefully”; “Not everyone can train.”. If you want to train blacksmiths and blacksmiths, the trainer must be proficient in blacksmithing and coldsmithing. The trainers of the Union must be role models in all aspects: ideology, ethics, and working style. He required teachers to try

their best to study and improve their qualifications: “The trainer who thinks he knows everything already is the most ignorant”, and “teachers and educational staff must always try to learn more, learn politics, and learn professionally. If we don’t keep progressing, we won’t be able to keep up with the general momentum and will become obsolete.”

Regarding training subjects: Ho Chi Minh required that trained people must first have the right motivation: Learn to be a human being, work, and then become an officer. Learn to serve the Party, serve the class, serve the Fatherland, and serve the people. Humility and honesty must be emphasized; we must be voluntarily self-aware, actively proactive, hard-working, and not backing down; We need to overcome arrogance, conceit, and complacency, it is the number one enemy of learning.

Regarding the form of training: He pointed out that there are two forms of training for officials: First, self-training in the sense of a school, established by responsible levels. Second, send students to study in other schools and other places.

Regarding staff training methods: According to him, there must be a combination of formal and informal, between concentration and self-study. It is necessary to study everywhere, at all times: “Study from books, learn at work, learn with brothers, learn from the masses” and should not learn mechanically. First, it is necessary to enhance and guide self-study: “self-study must be the core. Thanks to discussion and advice, help comes in.” Second, we must promote independent thinking and freedom of thought, not blindly believe every sentence in books.

According to him, it is necessary to strengthen quality control so that what is missing can be supplemented, and what is wrong can be corrected. During testing, test takers must be honest and straightforward, must truly value quality, and not let personal emotions or other issues influence or influence them, leading to negativity or violating regulations in the test. Check and evaluate training results.

Requirements for documents, materials, and finances to ensure training: this is an important issue that directly affects the staff training process, teachers’ lectures, and learners’ learning. These are schools, tables and chairs, books, lectures, models, learning tools, finances for sightseeing and training...

2.3. Applying Ho Chi Minh’s ideology in training our Party’s cadres in the current period

Currently, facing the impact of the negative side of the market mechanism and the plots and tricks of sabotage with the “peaceful evolution” strategy of hostile forces, the deterioration of cadres and party members, and the signs of showing “self-evolution” and “self-transformation” internally. These are direct risks, threatening the strength of the Party and the survival of the regime. To lead the revolutionary cause to victory, we are required to creatively apply his thoughts and do a good job of training revolutionary cadres both in the immediate and long term. Imbued with his thoughts, the 7th National Congress of our Party set requirements for cadre work: “The new situation and tasks pose many requirements for staff work. The entire Party must take great care to build a good cadre team, focusing on building a strong cadre team with enough bravery in all aspects. Quickly build a staff strategy for the new era.” In particular, at the Seventh Conference, on May 19, 2018, of the 12th Central Executive Committee, our Party had Resolution No. 26 - NQ/TW on “Focusing on building a team of officials at all levels, especially at the strategic level, with enough qualifications, capacity, and prestige, on par with the tasks”, clearly affirming the view that cadres are the deciding factor in the success or failure of the revolution; considers cadre work as a “key” step in the work of building the Party and the political system. Emphasizes: “focus on building a team of officials at all levels, especially at the strategic level, with sufficient qualities, capacity, and prestige, on par with their tasks.” General Secretary Nguyen Phu Trong has repeatedly emphasized the issue of cadres, building, training, and selecting cadres who are both “red” and “professional”, which play a decisive role in the victory of the revolution, the build, protection, and development the country according to the current goal of “rich people, strong country, democratic, fair and civilized society”.

3. Conclusion

Ho Chi Minh’s ideology on cadre training is the result of the creative application and development of Marxist-Leninist theory, the traditions of the Vietnamese people, and his creativity in action. Includes a system of perspectives on the position and role of officials, and staff training; Content; forms and measures; requirements, conditions to ensure and the Party’s role in cadre training. Faced with the impact of the negative side of the market mechanism and the plots and tricks of sabotage with the strategy of “peaceful evolution” of hostile forces, the deterioration of the cadres and party members, and

the manifestations of “self-destruction”. evolution”, and “self-transformation” internally. These are direct risks, threatening the strength of the Party and the survival of the regime. To lead the revolutionary cause to victory, in the current period it is necessary to creatively apply his thoughts and do a good job of training revolutionary cadres both in the immediate and long term, to create a team of cadres for the Party and revolution both “red” and “professional”, meeting the requirements of the cause of building and firmly defending the Socialist Fatherland of Vietnam today.

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