



**CHINA MARITIME STUDIES INSTITUTE  
CENTER FOR NAVAL WARFARE STUDIES  
U.S. NAVAL WAR COLLEGE  
686 CUSHING ROAD (3C)  
NEWPORT, RHODE ISLAND 02841**



## **THE PEOPLE OF CHINA'S NAVY AND OTHER MARITIME FORCES**

**China Maritime Studies Institute Biennial Conference**

***Dedicated to the career contributions of Kenneth W. Allen to the field***

This conference focuses on the individual personnel (officers/enlisted/civilians) of the PLA Navy and other relevant services and their roles within their respective organizations, together with related dynamics, rules, and policies. We examine recruitment, training, education, career progression, retention, and roles/responsibilities of individual members of the service(s): What are their strengths and weaknesses? How does their approach to training and education differ from the U.S. Navy? How is it similar? What are the likely impacts on PLAN performance?

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**14 MAY 2025**

### **08:30 – 09:00 | Registration**

- Participants check in and network.

### **09:00 – 09:30 | Welcome Remarks**

- Overview of the conference goals, structure, and key topics.

### **09:30 – 11:00 | Panel Discussion 1: “Senior Leadership – Setting the PLAN’s Course”**

- This panel focuses on the key actors who lead and determine the trajectory of the PLAN. It has three levels: 1) The highest commander of PLA forces, Central Military Commission (CMC) Chairman Xi Jinping; 2) other members of the CMC, and the officers assigned to its 15 functional sections; 3) The PLAN’s Party Committee, composed of the most senior ranking PLAN officers, including its commander and political commissar.

### **11:10 – 12:00 | Guest Speaker**

### **12:15 – 13:15 | Lunch**

### **13:30 – 15:00 | Panel Discussion 2: “The PLAN Headquarters”**

- The PLAN Headquarters and its functional departments are responsible for formulating and implementing human capital policy for the entire service. This panel examines how different departments fulfill these missions.

**15:15 – 16:45 | Panel Discussion 3: “Warfare Communities”**

- Naval personnel development “below the neck”: This panel examines advancement of personnel in the PLAN’s service arms, including their career tracks, education and training, and effectiveness.

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**15 MAY 2025**

**09:15 – 10:45 | Panel Discussion 4: “Attracting, Developing, and Retaining Talent”**

- This panel focuses on key issues concerning recruiting, service, training, education, and deployment of personnel in China’s Navy.

**11:00 – 12:30 | Panel Discussion 5: “The People in the PRC’s Other Sea Forces”**

- This panel focuses on institutional factors influencing the trajectory and development of other service operations and organizations.

**13:00 – 14:15 | Lunch**

**14:30 – 16:00 | Panel 6: “Implications for the U.S. Navy and Allies/Partners”**

- The concluding panel leverages international expertise to evaluate desired (and undesired) qualities and attributes of the people of the PLAN.

**16:00 - 1615 | Closing Remarks and Acknowledgements**