

Training Personnel— the Need of the Hour*

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IN ANALYZING the reasons for the political and organizational deficiencies of the lower organizations we found that the main weakness is due to a common cause, namely, to the low political understanding of the lower committees in applying the policies of the higher committees to their organizations, in developing the proper methods of work, in helping the comrades in their daily activities.

The problem of improving the political education of every Party member, of creating capable agitators and organizers, of educating the thousands who join our ranks, of making of the units political bodies, depends primarily upon the ability of the lower leading committees.

In Cleveland, a unit organizer pleaded to be sent to the Workers' School because he wanted to be able to answer the many questions asked him by his fellow workers. He wanted to learn the Communist program, to know the teachings of Lenin. What he knows of our Party is that it is the only Party that, in deeds, has at heart the improvement of the conditions of those who toil, leads the daily struggles and has a program for a better future. How many such comrades are there in our ranks among the thousands who recently joined the Party, who came to us from the unemployed ranks and never had an opportunity to get a real Communist education.

Let me present an instance, typical of a thousand such, to emphasize the importance of political education, the necessity of making Communists of the good fighters in our ranks.

A young, robust boy who has gone through hardships during the last few years is finally getting a job in a factory. His feelings are those of great satisfaction. He is glad that he no longer is forced to hang around street corners; glad he is no longer a burden on the family. But after a few weeks this boy begins to feel the exploitation, the speed-up. He begins to hate the boss. He becomes militant. After a little while because he is intelligent, because he reads, he begins to think and together with other young intelligent workers in his shop

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reaches the conclusion that something is fundamentally wrong with the actual system, and he asks himself a question: Why shouldn't we organize not only to improve our economic conditions, but also to bring about a change which will prevent people who do not work from making profits; and those who sweat, who produce everything, from just getting miserable wages? He begins to argue: Why couldn't the workers manage production collectively? We construct collectively automobiles, why couldn't we run the plant for the benefit of those who work, for the benefit of the masses in general, and not give billions of dollars in profits to the companies, to the multi-millionaires? How can this worker be characterized, a fighter who acquires such an ideology? *He becomes class conscious.* Is he a Communist? He has not yet read the Communist program. He doesn't know how to bring about the change that is going on in his mind. He wants to fight against exploitation, wants to eliminate it, *but doesn't know the way out as yet.* Finally, he decides that the Communist Party is the only organization that fights for the improvement of the conditions of the workers, that this Party also teaches the way out. He joins our ranks. He is a Communist because he joined our Party, *but not yet a real Communist*, capable of convincing his fellow workers of the correctness of the way out proposed by our Party. There are many of these young, capable, intelligent workers in our ranks, and the problem of educating them, of strengthening our Party politically, of bringing forward new leading forces, is of decisive importance.

Hence the development of the present leading forces, the development of hundreds and thousands of Party members into capable leaders of units and Sections, is the key to solving the problem of raising the political level of the entire membership, to improving the inner life, to making the units political bodies capable of leading masses in the struggle to build the Party into a mass Party.

We must increase not only our schooling system—more schools in the various states, Sections, nationally; but we must train the leading forces in the lower organizations by guiding them in their everyday activities, by making clear to them the political problems that face the Party. Every functionaries' meeting, every meeting of the leading committees must be utilized to further the political development of the leading comrades.

Our Party has grown numerically and is more mature. Yet

the weight of the manifold tasks, especially in the Districts, falls on the shoulders of a few comrades. Here we see that the building of a larger corps of capable, devoted leading forces, able to handle the various phases of work, is decisive for the improvement of the political and organizational abilities of the Party. Yes, we have made some headway in this direction. There are in our Party 6,525 comrades who have graduated from Party schools, 3,000 from Section schools, some 700 from District training schools, a few hundred from national schools. We must consider these results only as a slight beginning. We cannot speak any longer in terms of hundreds, but of thousands of leading forces that are needed in industrial centers in the South, West, Northwest. Comrades, you remember how a few years ago in a short time the Party was able to develop a mass movement in Iowa, Nebraska, and in the Dakotas, in winning real influence. Yet, because of our restricted number of forces, we were unable to take advantage and build a mass Party in these sections which today would be a tremendous asset in the campaign for a Farmer-Labor Party. There were similar situations in the South in connection with the textile struggles, with the struggles for Negro rights, of the sharecroppers.

We must produce the necessary forces, build them. They are here. They are within our reach. They are among the 40,000 members of the Party and the 10,000 members of the Young Communist League.

We must be more bold in getting these forces, more determined in training thousands, especially when splendid comrades are coming to us today from the trade unions with trade union and struggle experiences, when forces of the younger generation are joining our ranks.