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Developing high-quality human resources in Vietnam: A case in Binh Duong province

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Abstract

Human resources, especially high-quality human resources, play a decisive role in the socio-economic development of each country. In the context of deep and wide integration, along with the strong fourth industrial revolution, Binh Duong has focused on quickly building high-quality human resources to meet the requirements of development and international integration; which focuses human resources for industries with high technology content and added value, improving training quality to meet domestic and foreign labor market requirements. However, in recent years, Binh Duong has faced great challenges, high-quality human resources have not met the requirements of socio-economic development in the current international integration process. Therefore, it is necessary to have a system of guidelines, policies, strategic planning, and planning that are implemented synchronously to further develop high-quality human resources to meet the requirements of socio-economic development in the process of international integration.

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Introduction

High-quality human resources are an integral part of human resources. Development of high-quality human resources is the development and completion of employees with professional and technical skills, corresponding to a specific profession, according to the criteria of labor classification in terms of professional qualifications certain techniques; have good professional skills and ability to adapt to rapid changes in production and business technology; be of good health and character; capable of creatively applying the trained knowledge and skills in the production process to bring high quality and efficiency to labor productivity. Those are the people who master modern scientific and technological knowledge, have creative thinking, have good practical skills, have an industrial style, are organized and disciplined, have good health, and make positive contributions to the world actively and effectively in the cause of national construction and defense. Therefore, investment in human resources is an investment in development in the process of international integration, as Vietnam has affirmed: "Developing and improving human resources, especially high-quality human resources, is a strategic breakthrough, a decisive factor promoting the development and application of science and technology, restructuring the economy, transforming the growth model and the most important competitive advantage, ensuring rapid, effective and sustainable development" (Communist Party of Vietnam, 2011, p.130) ^[9].

Research result

The situation of developing high-quality human resources in Binh Duong province

In the context of the strong development of science and technology and international integration, the international cooperation environment has had a profound impact on the process of developing high-quality human resources in Binh Duong province. Regarding policies, the Provincial Party Committee, People's Council, and People's Committee of Binh Duong have promulgated, implemented, and applied many guidelines, guidelines, and policies of the

Party and State in the locality in developing high-quality human resources. In 2016, Binh Duong Provincial Party Committee issued Program No. 20-CTr/TU on improving the quality of human resources, especially leaders, managers, scientific and technical staff, and laborers activities to meet the development requirements of the province in the new period. Provincial People's Committee issued Decision No 3274/QD-UBND dated 24/11/2016 implementing Program No. 20-CTr/TU. In particular, the Provincial People's Committee specifically orients the development of high-quality human resources by sending officials, civil servants, and public employees to train masters and doctors at home and abroad in many different specialties.

After that, the Provincial Party Committee continued to issue a series of different programs, many of which were related to the development of high-quality human resources. Program No. 20-CTr/TU, dated August 9, 2016, of the Provincial Party Committee on improving the quality of leaders, managers, scientific-technical staff, and workers, meeting the requirements development of the province in the new period. Program No. 22-CTr/TU, dated August 15, 2016, of the Provincial Party Committee on urban development in the Direction of Civilization, wealth, and Improvement of People's Quality of Life. Program 23-CTr/TU, dated August 16, 2016, of the Provincial Party Committee on mobilizing and promoting resources from all economic sectors to continue investing in the development of socio-economic infrastructure of the province period 2016-2020. Program 24-CTr/TU, dated August 16, 2016, of the Provincial Party Committee on continuing to develop high-quality services for industrial and urban development in Binh Duong province, period 2016-2020. In 2019, the People's Council issued Resolution 05/2019/NQ-HDND dated July 31, 2019, stipulating policies on attraction, training, and retraining regimes to improve the quality of human resources in Binh Duong province.

In 2021, the Provincial People's Council issued Resolution 18/2021/NQ-HDND on supporting medical and pharmaceutical students to train in the form of orders of Binh Duong province. In 2021, Binh Duong Provincial Party Committee promulgates the program to develop and improve the quality of human resources, to meet the requirements of building Binh Duong for sustainable development towards a smart, civilized, and modern city in the 2021 period - 2025, orientation to 2030 and vision to 2045 (Binh Duong Provincial Party Committee, 2021) ^[1]. The program concretized the views of the Resolution of the 13th National Party Congress, the Resolution of the 11th Provincial Party Congress, term 2020-2025, on the development of resources quality human high with the content: situation and causes; guiding views and goals; tasks and solutions. On that basis, Binh Duong Provincial People's Committee issued a plan to implement program No. 19-CTr/TU dated May 31, 2021, of Binh Duong Provincial Party Committee on developing and improving the quality of human resources, meeting requirements for sustainable development of Binh Duong in the direction of a smart, civilized and modern city in the period of 2021-2025, orientation to 2030 and a vision to 2045. After determining the purposes and requirements, the plan focuses on the following contents: building and improving the quality of the contingent of cadres, civil servants, and public employees; attracting highly qualified labor and training according to orders; developing vocational education to meet the requirements of the labor market in the

province; improve the quality of general education; improve the quality of higher education to meet the requirements of high-quality human resources and international integration; renovate and improve the quality of vocational training for rural workers to serve the development of hi-tech agriculture and new rural construction; international cooperation to develop and improve the quality of human resources.

From 2016 up to now, implementing the policy of developing high-quality human resources, the province has trained and attracted capable and qualified cadres, meeting a significant part of the human resource needs for high-quality force in administrative management, health care, education - training, and vocational education; attracting good and excellent regular university graduates to work in administrative and career agencies.

Regarding the quantity and quality of human resources, Binh Duong province has implemented many programs and plans on developing high-quality human resources. The training and retraining to raise the qualifications for all cadres, civil servants, and public employees in all aspects have been well done by all levels and sectors. "Currently, the proportion of cadres, civil servants, and public employees with college degrees or higher accounts for more than 75%, of which more than 5% have graduate degrees... Currently, about 85% of employees who work in enterprises in the province have high school and junior high school degrees. The rate of trained workers is 80%, of which the rate of diplomas and certificates is 30% of the total number of trained workers (Binh Duong Provincial Party Committee, 2020). The province has focused on investing in and creating favorable conditions for universities, colleges, and professional secondary schools to develop in terms of scale, quantity, and quality; Research environment, creativity, and start-up are the focus. Vocational training is invested in, step-by-step linking analysis and forecasting of labor demand, meeting the needs of the labor market, and creating jobs according to the requirements of economic restructuring. Many vocational training programs gradually approach international standards. The labor force meets the requirements for the management, production, and business activities of enterprises (Binh Duong Provincial Party Committee, 2020, pp.52-53) ^[1]

For more than a decade (2010 - 2022), the process of the environmental impact of international cooperation on the development of high-quality human resources in Binh Duong province has achieved some positive results, associated with social needs associations in all fields; organizational apparatus in the political system of the province has been arranged, reducing the focal point inside; merging, dissolving, and transforming the operating mechanism of public non-business units into an autonomous mechanism to streamline the apparatus; review and streamline staffing, increase training and retraining, and arrange cadres, civil servants and public employees according to job position requirements. The province has attracted a contingent of scientific-technical cadres, and highly qualified workers for industries and fields where existing human resources have not yet met the requirements.

Binh Duong has implemented the project to ensure human resources for the education and training sector for the period 2016-2020, well performed the tasks of education and training development associated with the approved human resource planning. Create jobs for 46,500 employees every year. The rate of trained laborers reaches 80% (Binh Duong

Provincial People's Council, 2021). "Binh Duong currently has over 1.3 million employees, is the province with the most beautiful "golden" population structure of the Southeast region; the proportion of laborers aged 15 years and older who are working compared to the population has always remained at 60.9% to 66.1%, the highest in the region continuously from 2010 up to now. However, the proportion of workers working in the trained economy is always low in the region. According to statistics of the General Statistics Office of Vietnam, the rate of trained workers in Binh Duong in recent years has only remained at 16-17%, ranking third in the provinces in the Southeast region (only higher than Tay Ninh and Binh Phuoc, lower than Dong Nai, Ba Ria - Vung Tau and Ho Chi Minh City)".

The structure of human resources by occupation and employment position has steadily increased every year, from 2016 to 2020, from more than 1.3 million to more than 1.6 million, of which workers have high professional qualifications increased from 163,885 people (accounting for 4.6% of the total number of employees) to 82,204 people (accounting for 5.2% of the total number of employees); workers with intermediate qualifications increased from 54,654 people (accounting for 3.9% of the total number of employees) to 75,524 people (accounting for 4.5% of the total number of employees).

Analysis of data from the table "Employees aged 15 years and over are working annually by occupation and by employment status (by occupation)" shows that workers with professional and technical qualifications - are considered a high-quality human resource - although increasing every year, it is still small in number. Manual labor, simple labor such as security guard, salesman, farmer, assembler, etc. account for a large proportion of 90-95% of the total human resources.

The results of the environmental impact of international cooperation on the development of high-quality human resources in Binh Duong province, focusing on the field of higher education, through the operation and development of 8 universities in Binh Duong. Duong (Thu Dau Mot University, Binh Duong University, Binh Duong University of Economics and Technology, Eastern International University, Vietnam - Germany University, Ngo Quyen University, University Irrigation Campus 2 (Binh Duong Campus), Ho Chi Minh City Open University (Binh Duong Campus)), with an annual training scale of over 30,000 (Chi, 2022) students, with many high-quality majors such as construction engineering, computer science, architecture, mechanical engineering, finance-accounting, and nursing... to meet the human resource needs of the province and surrounding areas. Universities in the province have cooperated with universities in many countries around the world and territories with advanced academic backgrounds such as the United States, Japan, Korea, Singapore, Taiwan, and Malaysia... Exchange activities, academic seminars, lecturers, students, training programs, research cooperation, and science and technology transfer take place regularly.

From November 2019, three universities in Binh Duong (Thu Dau Mot University, Eastern International University, Vietnam-Germany University) cooperated with 3 universities in Europe (Aalto University- Finland, Eindhoven University of Technology - Finland, University of Ljubljana - Slovenia), 2 universities of Myanmar (the Mandalay University of Technology and Yangon University of Technology) and Ho Chi Minh City Polytechnic University together cooperated in implementing the project "Developing Energy Efficient and

Smart Lighting Education" (DESL for short). The results of the project have contributed to the construction and sustainable development of the community, through the provision of high-quality human resources in the field of energy saving in general and lighting in particular.

Thu Dau Mot University has developed a training program comparable to foreign countries, introduced critical thinking and creative thinking subjects, and organized hands-on training and internships at educational institutions education reputation in Taiwan and Southeast Asian countries... Similar to universities, colleges and vocational schools in Binh Duong also focus on practical training and soft skills for students. Specifically, schools do not follow the number of occupations but aim to train key occupations to meet market and business needs. Schools and businesses have also embarked on training according to orders. The "dual training" model, helps students get jobs right after graduation, and businesses with human resources do not have to re-train. Binh Duong will also expand the model of high-quality vocational education and training institutions in the direction of meeting the needs of society. The province will also consider implementing training cooperation programs with domestic and foreign universities to conduct training according to the ordering mechanism for cadres, civil servants, public employees, and students. New graduates have aspirations to work locally.

Vietnam: Germany University has also trained high-quality human resources to supply businesses in Binh Duong. The school has been training about 3,000 students to meet German and European standards. Which, focuses on training human resources for the province with two groups: training undergraduate and master students and training to improve management capacity for human resources in the business sector of Binh Duong province, especially schools focus on renovating teaching and learning equipment, improving management capacity, and accessing new technologies in industrial production and manufacturing.

Eastern International University has a wide international network of links in many countries and territories, and has signed cooperation agreements with prestigious international educational institutions such as Burapha University (Thailand), The School of Business Administration (Portland State University, USA), The College of Economics and Management (Chungnam National University, Korea).

Binh Duong province has policies to attract and support training and fostering to improve the quality of human resources in the province. In 2019, the People's Council of Binh Duong province issued Resolution No. 05/2019/NQ-HDND promulgating regulations on policies to attract and support training and fostering to improve the quality of provincial human resources in Binh Duong. Accordingly, the level of support levels to attract high-quality human resources in the province is considered to be much higher than that of other provinces in the region. As a result, it has attracted a large number of highly qualified researchers, lecturers, and doctors.

From 2016 to 2020, the province attracted 222 recruits through various forms, including excellent university graduates, general practitioners, and people with postgraduate qualifications. The quality of the contingent of cadres, civil servants, and public employees of the province has been significantly improved; The organizational apparatus in the political system of the province has been arranged, reducing the internal focal points; merging,

dissolving, transforming the operating mechanism of public non-business units into an autonomous mechanism to streamline the apparatus; review, streamline staffing, increase training and retraining, arrange cadres, civil servants and public employees according to job position requirements; cadres, civil servants and public employees (excluding commune level) with a college degree or higher currently account for 75%, of which more than 6% have a graduate degree; commune-level cadres and civil servants with university degrees or higher reached 90.06%³. Pay attention to attracting a contingent of scientific-technical staff and highly qualified workers for industries and fields where the existing human resources cannot meet the requirements; laborers working in economic sectors in the province continued to increase in number with 1,671,400 people; The labor structure has changed in line with the economic restructuring of the province with the proportion of employees in agriculture, forestry, and fishery - industry and construction - services respectively 5.2% - 70 to 6% - 24.2%⁵; There has been a positive change in the training of skilled workers. Students graduating from lower secondary schools continue to study at vocational education and training institutions providing elementary and intermediate levels, reaching the rate of 30%; the rate of trained workers is 80%, of which 30% are diplomas and certificates (Binh Duong Provincial Party Committee, 2021) ^[1].

Thanks to the interest in attracting a contingent of scientific-technical staff, highly qualified workers for industries and fields where the existing human resources cannot meet the requirements; laborers working in economic sectors in the province continued to increase in number with 1,671,400 people; Labor structure has a shift in line with the economic restructuring of the province with the proportion of employees in agriculture, forestry, and fishery - industry and construction - services in 2020 respectively 5.2%, 70.6 % and 24.25% (In 2015, the number of employees in all economic sectors was 1,349,131. Labor structure in agriculture, forestry, and fishery - industry and construction - service sector with respective proportions: 6.90%, 68.70%, and 24.40% - Compiled from Binh Duong Provincial Statistical Yearbook 2020) ^[1].

Solutions to develop high-quality human resources in Binh Duong Province

The process of developing high-quality human resources in Binh Duong province also reveals some limitations related to improving the quality of human resource training in Binh Duong province such as the lack of a general human resource development plan, especially high-quality human resources. The quality of general education and vocational education is still limited, leading to a shortage of highly skilled human resources and difficulty to meet the needs of enterprises. The quality of trained human resources has not yet met the practical requirements of the key fields and industries of the locality. The diversity of job placement services is low; The budget for training and recruiting employees of enterprises is not high due to concerns about the situation of workers changing jobs after being trained... is an important and urgent requirement and task for the education and training industry home province (Binh Duong Provincial Party Committee, 2021) ^[1].

In general, the province's human resources have not yet met the requirements of development and integration; the number of cadres, civil servants and public employees of the province

is still lacking compared to the requirements of assigned tasks, especially in the fields of urban management, transportation, trade and service, health care, education - training create; Although the contingent of cadres, civil servants and public employees has basic training, some still have limited professional capacity, lack of practical experience, are weak in computer science and foreign languages, so the ability to complete tasks is not high; The work of developing high-quality human resources still reveals many limitations, the percentage of public employees with postgraduate qualifications in high schools and colleges still low, the occupational indicators, the number and positions job position to attract... has not met the demand; laborers serving in economic sectors are basically satisfying in quantity but unstable at times, dependent on workers from outside the province; Enterprises still face difficulties when recruiting workers for positions requiring high qualifications and skills in many industries and fields, including fundamental industries and fields, which are the driving force for economic development. Therefore, to develop high-quality human resources, the province focuses on promoting many solutions.

Firstly, in international cooperation to improve the quality of higher education, it is necessary to cooperate and associate with foreign educational institutions through which to share advanced and current teaching knowledge and skills. Strengthen the management of joint education programs at all educational levels and foreign-invested educational and training institutions in Binh Duong province. Cooperate and organize the effective implementation of the project on the digital transformation of the education sector in Binh Duong province; exploit and strengthen the management, teaching, and higher education based on digital transformation.

Second, along with the integration process, it is necessary to improve the quality of higher education in Binh Duong province. The urgent requirement is to improve the quality of higher education to approach the industrial revolution 4.0, to meet the needs of learners with the following goals: learning to do and learning to create; having enough thinking capacity, especially creative thinking to adapt and cope with the rapid changes of society. The international cooperation environment requires the promotion of learning capacity, labor capacity, communication ability, and outstanding level of information technology, creating important conditions for everyone to access knowledge from other countries' multiple sources without much overhead. Learners have the advantage to connect the known and unknown, between traditional and modern, and between real and virtual to make appropriate choices and form new knowledge and skills suitable for their job needs.

Third, the current development of high-quality human resources in Binh Duong also poses an urgent need to renovate university training activities in the direction of diversifying training types to suit social needs. This is considered a practical and breakthrough solution to promote the development of higher education. Universities in the province often associate with businesses in introducing students to internships, fostering improved career skills, and finding jobs after graduation. The cooperation between schools and businesses not only creates outputs for training products, enlists the support of businesses, but also captures the required information from businesses with advanced management and technology levels progress, creating a basis for innovation, adjusting training goals, and meeting the

diverse requirements of the newly formed labor market. In the process of university training associated with the needs of enterprises and the labor market; the transition from training what the school has to the goal of training what the society needs with the spirit of the close connection between business and university. At the same time, universities need to actively cooperate at home and abroad, cooperate with businesses in implementing training programs; organize cooperation programs for short and long-term training for students and lecturers from one to three months, and complete undergraduate and master's knowledge with several universities in the world. Organize several study abroad semesters, short and long-term, creating favorable conditions for students to integrate to be able to exchange academically, seek scholarships and find jobs after graduation.

Fourth, improve the quality of science and technology human resources. The experience of many developed countries in the world shows that to develop high-quality human resources, it is necessary to widen international cooperation relations, strengthen scientific and technological capacity and develop development mechanisms to improve the quality of human resources in science and technology. The process of international cooperation to develop high-quality human resources in Binh Duong province opens up opportunities and conditions for the province to take advantage of the achievements of the modern scientific and technological revolution, accelerate the process of industrialization, modernize, and meet the requirements of the socio-economic development of the province.

The environmental impact of international cooperation on the development of high-quality human resources in Binh Duong shows that we want to develop science and technology human resources as quickly as possible and catch up with the level of countries in the region and the world. In the world, priority should be given to investment in international cooperation in education and training, this is the fastest way to Binh Duong. Fifth, attract high-quality human resources. The development of high-quality human resources in Binh Duong province in the context of integration and the strong development of the scientific and technological revolution requires, on the one hand, fostering and supporting training to improve quality. Local human resources, on the other hand, must attract high-quality human resources from home and abroad. In 2019, the People's Council of Binh Duong province issued Resolution No. 05/2019/NQ-HDND promulgating regulations on policies to attract and support training and fostering to improve the quality of provincial human resources in Binh Duong. The level of support to attract high-quality human resources of Binh Duong province is considered to be much higher than that of other provinces in the region. As a result, Binh Duong province has attracted a contingent of scientific-technical staff and highly qualified workers for industries and fields where the existing human resources have not yet met the requirements, serving the digital transformation strategy, digital economy, digital society, consistent with the economic restructuring of the province in the direction of prioritizing service and industry development; prioritize the development of high-quality human resources in leadership, management, and key areas of the economy; increase job opportunities with high quality and high income for employees; making human resources become the most important foundation and advantage for sustainable economic development, international integration, building Binh Duong to develop towards a smart, civilized and modern city.

In reality, there have been very strict demands for quality, high-quality human resources to develop smart cities and smart universities... Therefore, it is very necessary to attract teams a team of experts who are studying and working abroad, with advantages, and have access to a modern educational and working environment; not only for short-term development goals but also to promote the quality of human resources in the province in the long run. The province has tried to overcome barriers in terms of income, working conditions, and the environment with policies and incentives such as suitable jobs, an equal working environment, and appointed positions for experts. The province has built a roadmap for socio-economic development, and established the image and position of Binh Duong both nationally and internationally, initially creating an attractive environment to attract high-quality human resources.

Conclusion

High-quality human resources have been and are a "survival" factor, playing a vital role in socio-economic development in Binh Duong. Therefore, in the immediate future, it is necessary to implement the above solutions synchronously and comprehensively. Although many mechanisms and policies to develop high-quality human resources in the province have been effective in practice, in the process of implementation, those policies have revealed many limitations and shortcomings, the effect is not commensurate. To continue to develop high-quality and effective human resources, it is necessary to regularly adjust, supplement and perfect the system of mechanisms and policies to create a legal corridor and facilitate the development of human resources developing high-quality in our country under the impact of the industrial revolution 4.0. The renovation and improvement of mechanisms and policies to create motivation for the development of high-quality human resources must be carried out synchronously in many aspects such as education - training, science - technology, environment, employment, income, social security, insurance, social protection, health care, labor market development policies, housing, living and settlement conditions. The State needs to continue to renovate institutions and perfect the legal corridor from central to local levels to create a favorable environment for human resource development, and to encourage the development of the market for high-quality human resources; markets, and scientific and technological products in the direction of integration, building a legal environment for the development of new business lines and industries in Vietnam is starting to arise from the 4.0 Industrial Revolution.

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