



The role of educational socialization in training human resources according to market demand in Binh Phuoc province

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Abstract

Since the mid-1990s, in Vietnam, the participation of non-state actors in the provision of some types of public services has been institutionalized. According to Resolution No. 90/CP of the Government dated August 21, 1997 on the direction and policy of socialization of educational, medical and cultural activities: "Socialization of educational, medical, Culture means mobilizing and organizing the broad participation of the people and the whole society in the development of such causes in order to gradually raise the level of enjoyment in education, health care, culture and development physical and mental health of the people...". In order to radically and comprehensively renovate higher education, improve the quality of human resources, and meet the urgent requirements of development, it is necessary to: mostly higher education institutions" such as Resolution No. 19-NQ/TW dated October 25, 2017 of the Sixth Conference of the 12th Central Executive Committee on continuing to renovate the organizational and management system, improve the quality and operational efficiency of the public non-business units mentioned above, and at the same time, "Complete mechanisms and policies to promote the socialization of education and training in the right direction and effectively" as the Document The 13th National Party Congress has determined.

Keywords: Education socialization, human resources, Binh Phuoc

1. Introduction

Binh Phuoc is a province in the Southeast region, the province has a natural area of 6,873.56 km². It borders Dak Nong Province to the North, Binh Duong Province to the South, Lam Dong Province and Dong Nai Province to the East, Tay Ninh Province to the West, and Cambodia to the Northwest to the Northwest, in which there are 3 border districts (Bu Gia Map, Bu Dop, Loc Ninh) adjacent to 3 provinces of the Kingdom of Cambodia (Monduliri, Kratie, Tboung Khmum), with a total length of border line of 258.939 km, with 28 major milestones, 353 minor landmarks. Currently, Binh Phuoc province is managing 4 border gates (Hoa Lu international border gate, Hoang Dieu main border gate, Loc Thinh border gate, Tan Tien sub border gate) and 1 opening. As a transit area between the South Central Highlands and the Southeast, Binh Phuoc has a very diverse topography, including plateaus, hills and plains. There are 41 ethnic groups living in Binh Phuoc province. By the end of 2022, the province's population is estimated at 1,034,667 people (according to a report by the Statistics Office of Binh Phuoc province), distributed over 11 district-level administrative units, including: 01 city (Dong Xoai), 03 towns communes (Phuoc Long, Binh Long, Chon Thanh), 07 districts (Dong Phu, Bu Dang, Bu Dop, Bu Gia Map, Loc Ninh, Hon Quan, Phu Rieng), with 111 communes, wards and townships (Party website Ministry of Binh Phuoc province).

Binh Phuoc is a locality with many remote areas, areas of ethnic minorities. In the early years of re-establishing the province, there was a serious shortage of cadres and teachers, inadequate facilities, temporary schools, three shifts, and low quality of education at the starting point.

Meanwhile, the pressure to increase the mechanical population is very great, because people in other localities migrate to settle down, most of them are poor households, lack of arable land, so they cannot send their children to school. This has made it difficult to combat illiteracy and universalize education, as well as to develop education and training in this locality. In recent years, although the budget for education has accounted for a high proportion of the total budget of Binh Phuoc, it has not met the needs of the education and training industry is limited, so the number of schools meeting national standards at all levels is very small. This has significantly affected the quality of education as well as the implementation of the targets on improving the quality of education and training. In addition to the policies of the province and the education sector, the implementation of educational socialization will contribute to training human resources to meet market needs in Binh Phuoc province today.

2. Research content and results

2.1. The concept of socialization of education and human resources

2.1.1. Socialization of education

Education socialization (socialization of education): according to the 2018 revised and supplemented Law on Higher Education, it defines: "Socialization of education is educational development, building a learning society is the cause of the State and of the whole people; to diversify types of schools and forms of education; encourage, mobilize and create conditions for organizations and individuals to participate in the development of the cause of education" (National Assembly, 2018).

According to Resolution 90/CP dated August 21, 1997, the content of socialization of education includes: "Creating a movement of deep learning in the whole society in many forms; mobilize the entire population, first of all those of working age, to implement lifelong learning to make our society a learning society; Mobilize the entire population to take care of the young generation, create a healthy educational environment, closely coordinate education in schools with education at home and education in the society; strengthen the responsibility of Party committees, authorities, mass organizations and enterprises for the cause of education; Raise the sense of responsibility and participation of the whole people in education in order to consolidate and enhance the effectiveness of the education system to better serve the people's learning (Government, 1997) ^[2].

Continuing the policy of the VIII National Party Congress, the Resolution of the IX Party Congress affirmed: "Social policies are conducted in the spirit of socialization, upholding the responsibility of governments at all levels, and mobilizing resources power among the people and the participation of mass organizations and social organizations". The X and XI Congresses of the Party affirmed: "Continue to promote the policy of socialization, mobilize the material and intellectual resources of the society to take care of the cause of education. Close coordination between the education sector and other departments, branches and socio-political organizations in all three aspects: mobilizing resources in society; promote the supervisory role of the community; encouraging learning and talent promotion activities, building a learning society, creating conditions for people to have lifelong learning, focusing on building a learning and lifelong learning society. The 12th National Congress of Delegates set out

requirements for the development of high-quality human resources to meet the requirements of socio-economic development; The 13th National Congress of Delegates concretized the development of high-quality human resources to meet the requirements of the Fourth Industrial Revolution and international integration. That is: "Building a Vietnamese people with comprehensive development, with good health, capacity, qualifications, sense and high responsibility for themselves, their families, society and the fatherland. Promote the development of human resources, especially high-quality human resources, to meet the requirements of the Fourth Industrial Revolution and international integration. Need to "develop a team of leading experts and scientists; focus on technical human resources, digital human resources, technology management human resources, management human resources, corporate governance; human resources to manage society and organize life and take care of people". Pay attention to "renovating the mode of recruitment, use and respect for talents in management, state administration, science, technology and innovation "this is a new point in the matter of respect and treatment, using talent.

2.1.2. Human resource concept

Human resources: Human resources are human resources of a country or territory, a certain locality and have enough factors to participate in the socio-economic development process. According to the Vietnamese Dictionary, "Source" is the place of origination, the place of supply, and "Human" is the strength of a person, including: muscular strength (Physical strength), the level of knowledge applied to the process the labor process of each person (intellectual), and the desires and ambitions of the employee himself towards a definite goal. In addition, "Human Resources" with its full meaning includes three factors: physical strength, mental strength and mental strength. Those three factors have a dialectical relationship with each other, in which, intelligence plays a decisive role, but physical and mental strength are necessary and indispensable conditions for the development of human resources.

According to the concept of the United Nations: "Human resource is the skill level, knowledge and capacity of existing or potential people for socio-economic development in a community". According to the World Bank: Human resource is the entire "human capital" including: physical strength, intelligence, professional skills that each individual member possesses.

According to the International Labor Organization (ILO), the concept of human resources is the total number of people of working age, understood in a broad sense, this is the source of labor power for society; in the narrow sense, is the labor capacity of the society, the resource for the cause of social development. From the above concept, it can be seen that: human resource is the human capital (or the total quantity and quality of people) with the physical, mental and spiritual energies of a country, region, or territory will use or be used to create benefits for society (in the form of material and spiritual).

2.1.3. The Party's policy on human resource development

Regarding human resources, especially high-quality human resources, from the 11th National Congress, our Party affirmed: "Fast development of human resources, especially high-quality human resources, focuses on fundamental and

comprehensive innovation of the economy national education; closely link human resource development with the development and application of science and technology". As a result of this breakthrough, the 12th Congress assessed: "Developing human resources and science and technology has achieved positive results". However, "Human resource development and application of science and technology are still slow. The quality of education and training, especially higher education and vocational training, has improved slowly, and there is a shortage of high-quality labor. The education system still lacks connectivity, is not reasonable and lacks synchronization"; "Science and technology have not really become a driving force to improve labor productivity, competitiveness, and promote socio-economic development..."

At the XIII Congress, the Party continued to emphasize on human resource development in a more comprehensive, complete and accurate manner. The Political Report of the XIII National Congress added the priority "Developing human resources for leadership, management and key areas on the basis of focusing on improving and creating a strong, comprehensive and fundamental change in the field of health and safety the quality of education and training is associated with the mechanism of recruitment, use and treatment of talents, promoting research, transfer, application and development of science - technology and innovation; arouse the aspiration to develop a prosperous and happy country, promote Vietnamese cultural values, human strength, solidarity and national pride in the cause of national construction and defense.

On the basis of summarizing the implementation of the Resolution of the 12th Congress on realizing breakthroughs in human resources, the documents of the XIII Congress have set out much more specific tasks than the XI and XII Congresses of the Party. The document of the XIII Congress requires and prioritizes human resource development for key fields; create a fundamental change in the quality of education and training; accelerate the transfer, application and development of science and technology; innovation, arousing aspiration for development, and promoting Vietnamese cultural values and human strength. With the priority of developing high-quality human resources set out in the document of the XIII National Congress, the guidelines and policies on human resource development in our country tend to meet the quality and requirements in the context of the world. Today's world is the industrial revolution 4.0, digital economy, competition, international integration, which is a priority for fast and sustainable development.

2.2. Education socialization in Binh Phuoc province

2.2.1. The Party's policy on the socialization of education

In Vietnam, in the context of educational socialization taking place rapidly and strongly at many levels of education and one of the highlights of educational socialization work is the rapid development of non-public schools in accordance with the law spirit of fundamental and comprehensive innovation in education and training to meet the requirements of industrialization and modernization of the country in new conditions. With this change, in theory, there will be more non-state actors investing in education and learners will have more options to choose from. Within the scope of this article, the authors focus on the legal corridor, highlighting some advantages and disadvantages of the process of educational socialization for non-public schools in the education system;

at the same time, proposed a number of solutions to attract investment resources for non-public education to contribute to making the goal of "democratization and socialization of education and training" one of the growth engines and economic and social development.

After more than 10 years of implementing the Party's guidelines and the State's policies on promoting the socialization of education and training, the mobilization of resources outside the state budget through the contributions and investments of the organizations, individuals, businesses, communities and the masses (collectively, the resources of society) for the development of education and training have achieved certain results, attracting significant investment resources invest in the development of education and training, especially the development of non-public educational institutions. Up to now, all localities have non-public education and training institutions with 2,955 institutions (accounting for 6.68% of the total 44,228 education and training institutions of the country); 1.35 million pupils and students (accounting for 6% of the total 22.5 million pupils and students nationwide); creating nearly 100,000 jobs for teachers and workers.

For higher education, there are currently 65 non-public higher education institutions with a total of 244,000 students, accounting for 13.8% of the total number of students nationwide; there have been 5 foreign higher education institutions operating in Vietnam, training over 5,000 students per year. Vietnamese higher education institutions implement more than 500 cooperation and training programs with more than 200 foreign higher education institutions. For vocational education, by the end of 2018, the whole country had 1,948 vocational education institutions (including: 397 colleges, 519 intermediate schools, 1,032 vocational education centers), of which 677 establishments private vocational education and training institutions with foreign capital (accounting for 34.7%).

The development of non-public educational and training institutions from the resources of society has contributed to promoting the application of advanced educational approaches of the world, improving the quality of education to meet the requirements of the society demand for industrialization, modernization and international integration. In addition to the above-mentioned results, the mobilization of social resources for education and training in practice in the past time is still modest and limited. The total resources of society attracted to the non-public sector are still very low compared to the potential. Currently, there are just over 3,200 socialization-oriented investment projects in the field of education and training with a registered capital of over VND 53,000 billion. The social resources mobilized mainly from individuals through tuition fees and voluntary contributions, have not yet mobilized the broad participation and active contributions of organizations, businesses and intellectuals overseas Vietnamese. The attraction of society's resources to public education and training institutions has progressed slowly. Although there have been many guidelines and policies towards increasing autonomy and accountability (especially in finance) of public institutions; continue to promote the socialization of education through preferential policies on taxes, land, credit... but the implementation of the autonomy mechanism has only been initially implemented in the field of higher education; Investment and cooperation activities of the private sector with public educational institutions through the forms of

association, business cooperation, public-private partnership. are still single, not creating a breakthrough in the field of education the whole system.

The main cause of the above limitations and existences first of all belongs to the awareness of the management levels, learners and society. There is also widespread psychology of respecting and trusting public schools over private schools; the psychology of waiting and relying on the state budget is still popular; the implementation and implementation of the socialization policy of all levels of government and branches has not been drastic, regular and methodical, in which the problem of the general development planning of the education system (including public and non-public) has not yet ensured the principle of supply-demand balance in the long-term; The work of dissemination, propaganda and guidance has not been given due attention. Documents showing the Party and Government's cross-cutting policy on mobilizing the society's resources have been issued relatively fully with a long-term innovation perspective, vision and orientation. However, the main bottleneck is the implementation of the issued policies. The Government agreed to immediately have solutions to fundamentally overcome the limitations and weaknesses in the economy.

2.2.2. Education socialization in Binh Phuoc province

The socialization of education is a humanistic policy aimed at mobilizing social forces to join hands to contribute to the development of education with two resources: Material resources (financial, material, human resources) resources, land, etc.) and non-physical resources (supporting the policy of education, creating a unified educational environment, spiritual factors to support education, educational counseling, exchange of information and experiences. education...). The socialization of education is an educational policy applied to expand the scope and improve the quality of education by combining the resources of the community with the traditional education system.

According to information from Binh Phuoc Department of Education and Training, the educational socialization program in this locality is being widely deployed and achieved many positive results. The program focuses on increasing the participation of the local community in education, while promoting the development of educational activities outside of school. Specifically, the educational socialization program in Binh Phuoc is implementing many activities such as creating conditions for organizations, businesses and individuals to sponsor educational activities, support teachers and students with favorable conditions. learning and research events, organizing educational activities outside the school such as community learning, internships at businesses.

However, it should be noted that the implementation of the educational socialization program needs to be done carefully and with a well-planned plan to avoid negative impacts on the traditional education system. Binh Phuoc currently has 388 public schools from preschool to high school, 2 colleges, 1 center of continuing education at provincial level and 8 centers of vocational and continuing education at district level. Facilities and equipment for teaching and learning are interested in investment; The professional qualifications of the teaching staff basically meet the requirements of educational innovation. The whole province has 11/11 districts, towns and cities and 111/111 communes, wards and townships meeting the national standard for universal

education.

Along with the investment in building a new school, Dong Xoai town, Binh Phuoc province pays great attention to the socialization of preschool education. According to the statistics of the Department of Education and Training in Dong Xoai town, up to now, the whole town has 46 non-public preschool educational institutions, including 6 private preschools, 23 classes, and independent private preschool groups. permission, 17 classes left, preschool groups are operating, but not yet licensed. Besides, currently, the town's Department of Education and Training is working with the town's authorities to appraise 6 private preschools to request the People's Committees of communes, wards and the town's People's Committees to consider operating licenses according to the regulations. authorization. The total number of children studying in private schools and classes in the town is nearly 3,000, accounting for 35% of the total number of children of school age in the town.

In the 2020-2021 school year, Binh Phuoc has 62.6% of primary school students learning English; 11,745 secondary school students and 3,839 high school students learn English under the project of teaching and learning foreign languages in the national education system. Binh Phuoc has issued a resolution on building smart schools with the number of 50 schools in the period 2021-2025 with a total budget of about 740 billion VND. Up to now, 15 schools have invested in advanced classroom equipment, information technology infrastructure, interactive boards, and camera systems with a budget of about 105 billion VND. Currently, Binh Phuoc province's education and training sector still lacks 1,902 payrolls compared to the total assigned staff; lack of 5,452 classrooms and function rooms with a total budget of about 3,970 billion VND. Binh Phuoc proposed the Ministry of Education and Training to pay attention to invest in building 1,154 classrooms and function rooms with a budget of about 820 billion VND; invest in information technology infrastructure for online learning at 156 high schools with a budget of VND 500 billion; consider adding 1,309 staff to serve the renovation of the general education program and 593 staff at the preschool level; adopt policies to support non-public preschool staff and teachers.

Our Party and State are determined to renew education and training, create opportunities for all citizens to access high-quality education, and build an education system suitable to the requirements of socio-economic development, meeting the requirements of the cause of national construction and defense. In particular, the socialization of education is given the top priority, in order to promote the contribution of organizations, individuals and businesses to education, strengthen the cooperation between the school and the society, to meet the needs of the society. diverse needs of students and parents, and address overcrowding in public schools. In Binh Phuoc, according to information from local newspapers, the socialization of education is also being focused and implemented, with many activities such as supporting the construction of facilities for schools, supporting students to overcome difficulties difficulties, creating conditions for businesses to invest in education, and strengthening the link between schools and society.

2.3. The role of educational socialization in human resource training in Binh Phuoc province

Firstly, the socialization of education contributes to raising the people's intellectual level, the level of education creates

high-quality human resources. Along with Science and Technology, Education and Training is considered as the leading national policy (including the policy of socialization of education), has the power to raise people's intellectual standards, develop high-quality human resources, and foster talents, contributing to promoting socio-economic growth, promoting the values of the country, culture and people of Vietnam. In the context of the open economy in Vietnam, the education and training industry in Binh Phuoc province is facing many favorable opportunities for this industry to approach new trends, new knowledge, educational models modernize, take advantage of external resources, create opportunities to develop high-quality human resources for the province.

In addition, Binh Phuoc province also needs to promote mechanisms and policies to regulate responsibilities, improve the role of political, economic and social organizations and associations in human resource training development investment especially training high-quality human resources and human resources in key industries. Regulations on the responsibilities of sectors, socio-political organizations, communities and families in contributing resources and participating in educational activities, creating lifelong learning opportunities for everyone, contributing to step by step building a learning society. Thereby, making an important contribution in training high-quality human resources for the development of Binh Phuoc province.

Second, the socialization of education contributes to promoting and attracting intellectual resources to the development of high-quality human resources. Socialization of education contributes to attracting intellectual human resources for Binh Phuoc province, is a decisive factor in promoting the development and application of science and technology, restructuring the economy, transforming growth models and competitive advantages most important competition, ensuring fast, effective and sustainable development. When science and technology really become a direct productive force, the knowledge economy becomes more and more dominant in socio-economic development innovation and human creativity. Therefore, human resources are identified as the central factor in the system of development resources such as natural resources, financial resources, scientific and technological resources. Human resources are the most dynamic factor, the source of all material wealth and the power to create civilizations; is a decisive factor in the exploitation, use and application of science - technology and regeneration of other resources.

Third, the socialization of education contributes to raising the political level, promoting the spirit of solidarity, patriotism, love for the people, the will and ambition to develop the country in high-quality human resources. Many documents of the Party over the years are related to human resource development. For example: Resolution No. 23-NQ/TW, 7th Conference of the IX Central Committee on promoting the strength of national unity for the sake of a rich people, a strong country, an equitable and democratic society, civilized; Resolution No. 20-NQ/TW on continuing to build the Vietnamese working class in the period of accelerating industrialization and modernization of the country; Resolution No. 26-NQ/TW on agriculture, farmers and rural areas; Resolution No. 27-NQ/TW on building a contingent of intellectuals; Resolution No. 09-NQ/TW on building a team of entrepreneurs in the period of accelerating industrialization, modernization and international

integration; Resolution No. 25-NQ/TW on strengthening the Party's leadership in youth work in the period of accelerating industrialization and modernization.

Improving the quality of training and focusing on human resource training is a very important issue of Binh Phuoc province. The province needs solutions to continue to improve the quality of training, to meet and replace foreign workers as well as to ensure lower labor prices compared to other countries in the region; encourage and support foreign investors to participate in education and training cooperation activities in order to equip workers with scientific and technical knowledge and qualifications. The training and retraining of staff engaged in investment promotion in particular and investment management in general should be enhanced through forms such as mobilizing and coordinating with international organizations to open training courses on investment promotion promote and manage foreign investment, continue to promote the investment environment of Binh Phuoc province.

3. Conclude

Improving the quality of training and focusing on human resource training is a very important issue of Binh Phuoc province. The province needs solutions to continue to improve the quality of training, to meet the current labor market needs as well as to ensure a lower labor price compared to other countries in the region; encourage and support foreign investors to participate in education and training cooperation activities in order to equip workers with scientific and technical knowledge and qualifications. The training and retraining of staff engaged in investment promotion in particular and investment management in general should be enhanced through forms such as mobilizing and coordinating with international organizations to open training courses on investment promotion promote and manage foreign investment, continue to promote the investment environment of Binh Phuoc province. Thus, through the implementation of the Party's policy on socialization of education, it has greatly contributed to improving the quantity and quality of human resources, attracting intellectual resources and contributing to the creation of high-quality human resources to serve the needs of the community service for the development of Binh Phuoc province.

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