

SOME SOLUTIONS FOR TRAINING HIGH QUALITY HUMAN RESOURCES TO MEET THE REQUIREMENTS FOR SUSTAINABLE DEVELOPMENT IN VIET NAM TODAY

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Abstract

Human resources, especially high-quality human resources, play a decisive role in the sustainable development of each country. In the context of the strong development of modern science and technology, especially the Fourth Industrial Revolution, along with the strong trend of globalization and international integration, the impact on human resources, especially high-quality human resources. To adapt with the Fourth Industrial Revolution and the current development trend, our Party and Government have paid special attention to improve the quality of human resource training, especially high-quality human resources to meet the requirements of sustainable development of the country.

Keywords: *Human resources, human resource training, high quality human resources, sustainable development*

1. Introduction

Facing the great and strong impact of modern science and technology, especially the Fourth Industrial Revolution; globalization has become an inevitable trend, the knowledge economy has become a prominent feature of the world economy, and the training and development of human resources, especially high-quality human resources, has become more important than ever among countries around the world. In our country, our Party determines: "Create a breakthrough in fundamental and comprehensive reform of education and training, develop high-quality human resources, attract and utilize talents. Promote research, transform and strongly apply the achievements of the Fourth Industrial Revolution to all areas of social life..."¹. It can be said that investment in education and training development to meet the requirements of high-quality human resources is a strategic investment, the most effective investment to exploit and use internal resources for the sustainable development of the country currently and onwards.

Around the issue of training high-quality human resources to meet the requirements of sustainable development in the world as well as in Vietnam, there have been many scientific works, articles published in numerous journals which discuss human resources in different aspects. Notable examples include: Greg G.Wang và Judy Y.Sun (2009), "Perspectives on Theory Clarifying the Boundaries of Human Resource Development", Kelly D.J (2001), "Dual Perception of HRD: Issues for Policy: SME's, Other

Constituencies, and the Contested Definitions of Human Resource Development”, Human Resource Development outlook, Pacific Economic Cooperation Council Development Task Force 2000- 2001. Kristine Sydhagen - Peter Cunningham (2007), Human Resource Development international, The Academy of human resource Development.. Julia Storberg và Walker Claire Gubbins (2007), “Social Networks as a Conceptual and Empirical Tool to Understand and “Do’ HRD”, Advances in Developing Human Resources, The Academy of Human Resource Development Vol. 9 Number 3, August, 2007, Sage Publications, Georgia; Chu Van Cap (2012), “Developing high-quality human resources contributing to the sustainable development of Vietnam”. Le Thi Hong Diep (2009), "Developing high-quality human resources to form a knowledge-based economy in Vietnam", PhD Thesis Political Economy, Hanoi.

Pham Minh Hac (2003), "Going into the twenty-first century to develop high-quality human resources to serve the country's industrialization and modernization", Labor - Society Magazine, No. 215. Pham Thi Khanh (2007), "Developing high-quality human resources to meet the requirements of international economic integration", Labor and Social Journal, No. 325, December.

The works and articles mentioned above mainly discuss the issues of human resources, the development of high-quality human resources and its role in socio-economic development in various aspects. However, there are no works or articles that specifically state the solution to train high-quality human resources to meet the requirements of sustainable development in our country today. On the basis of inheriting the research results of published works and articles, the author focuses on the interpretation of a number of issues about the role and status of high-quality human resources in our country. Since then, some solutions are proposed to further improve the quality of training high-quality human resources to meet the requirements of sustainable development in our country today.

2. Methods

The article is based on the methodology of Marxism - Leninism; and published scientific works related to the research topic being sources of reference for the author to complete this article. In the research process, the author uses a combination of different methods such as analysis, synthesis; generalization, abstraction; statistics; comparison, compare... Specifically:

Methods of analysis and synthesis: Research, analyze and evaluate the quality of high-quality human resources, the current situation of high-quality human resources; draw the advantages and limitations of high-quality human resources to meet the requirements of sustainable development in Vietnam today.

Abstraction and generalization method: The article uses a combination of both abstraction and generalization to clarify the manifestation of high quality human resources, thereby determining the direction to propose measures in order to improve the quality of training high-quality human resources to meet the requirements of sustainable development in Vietnam today.

Statistical method: Through assessing the current situation, the article has listed some advantages and limitations of high quality human resources. From there, some solutions are proposed to improve the quality of training high-quality human resources to meet the requirements of sustainable development in Vietnam today.

Comparing and contrasting methods: From analyzing the roles and manifestations of high-quality human resources, the article compares the current situation of the quality of high-quality human resources in Vietnam to see problems for high-quality human resources to meet the requirements of sustainable development in Vietnam. On that basis, propose a number of measures to improve the quality of training high-quality human resources to meet the requirements of sustainable development in Vietnam today.

3. Results

3.1 Some problems of high-quality human resources to meet the requirements of sustainable development in our country

3.1.1 The role of high-quality human resources in sustainable development in our country

The concept of Marxism-Leninism always emphasizes the position and role of people in the development process of social history. At the same time, it is affirmed that human plays a decisive role in the constitutive elements of the productive forces. The American futurist, Alvin Toffler also emphasized the role of intellectual workers: "Money will be spent forever, power will be lost; Only human intelligence, when used, not only does not lose but also grows"²

Therefore, it is admitted that there is a close relationship between human resources, capital, natural resources, material and technical foundations, science, and technology, etc. promoting the sustainable development of the country. But in which human resources, especially high-quality human resources, are considered as endogenous driving forces that dominate other resources and play a decisive role in the sustainable development of each country. In that relationship, high-quality human resources with the leading factor being intelligence and gray matter have outstanding advantages and will never be exhausted if they know how to foster, exploit, and use them appropriately; and other resources, no matter how many, are only limited factors and can only be effective when combined with human resources effectively. High-quality human resources are a decisive factor in the exploitation, use, protection, and regeneration of other resources.

The fact shows that a country may not be rich in resources, unfavorable natural conditions, but the economy can grow quickly and develop sustainably provided that country knows how to set a correct economic policy, how to organize the successful implementation of that line; with a team of leading cadres, managers and intellectuals who are worthy; a large number of highly skilled technical workers and talented entrepreneurs.

In the contemporary world, with the strong impact of modern science and technology, especially the fourth industrial revolution, the trend of globalization and international integration is deepening, knowledge economy as a feature of the economy,

human resources, especially high-quality human resources, increasingly play a decisive role. Recent growth theories indicate that an economy that wants to grow rapidly and at a high rate must be based on at least three basic pillars: the adoption of new technologies, the development of modern infrastructure, and the development of modern infrastructure. improve the quality of human resources. In particular, the most important driver of sustainable economic growth is people, especially high-quality human resources, that is, those who are invested in development, have skills, knowledge and skills, experience, creative capacity to become "capital - human capital, human capital". Given the fluctuations and fierce competition in the world, the victory will belong to countries with high-quality human resources, a favorable legal environment for investment and a socio-political environment stability for socio-economic development.

In our country, throughout the process of leading the Vietnamese revolution, we have always been consistent in our view of putting people at the center of the development process, considering people as both the goal and the driving force of development. It can be affirmed that the cause of national renewal, accelerating industrialization, modernization and international integration will not be successful without human resources, especially high-quality human resources, with talented people fully converging on moral qualities, having wisdom, good professional capacity, and good health... Our Party states: "Continue to synchronously innovate goals, contents, programs, methods, educational and training methods in the direction of modernity, international integration, comprehensive human development, meeting new requirements of socio-economic development, science and technology, adapting to the Fourth Industrial Revolution. Paying more attention to education on morality, personality, creative capacity and core values, especially education on patriotism, pride, national pride, tradition and national history, and a sense of social responsibility for all classes of people, especially the young generation..."³. Therefore, in the new historical context, our Party always focuses on training human resources to meet the requirements of sustainable development of the country.

3.1.2. The current situation of high-quality human resources to meet the requirements of sustainable development in our country today

Currently, with the strong development of modern science and technology, especially the fourth industrial revolution, it has had a significant impact on human resources, especially high-quality human resources to meet the requirements of the sustainable development in our country today.

Firstly, the impact of the fourth industrial revolution has been rapidly changing the structure and labor market. Manual labor will gradually be replaced by automation systems, machines and artificial intelligence will replace human power; In the labor market, the demand for high-skilled workers will increase while the demand for low-skilled workers will decrease. This is the main cause of labor surplus and rising unemployment, especially in developing countries. And so, cheap labor will no longer be a competitive advantage of developing countries' markets. What is more special, under the impact of the fourth industrial

revolution, it not only threatens the employment of low-skilled workers, but even middle-skilled workers will also be affected. That raises a big question for the human resource training process in our country today. Because, for Vietnam from the past to the present, the economy has mainly relied on industries that use cheap labor and exploit natural resources with outdated levels. This is one of the major challenges for sustainable development in our country today.

In fact, although we are in the "golden population" period - the period when the population of working age is the highest "in 2016, the labor force of the whole country reached about 54.4 million people, accounting for about 58.9% of the total population"⁴, however, our country's human resources, especially high-quality human resources, are severely lacking. The rate of trained workers with diplomas and certificates is still low, the goal is that by 2030 "the proportion of trained workers with degrees and certificates will reach 35-40%"⁵. The shortage of labor skills and skills in some industries is typical of Vietnamese workers today. For example, for information technology human resources, currently 72% of IT students do not have practical experience, 42% of students lack teamwork skills. Professional qualifications of workers have not met the actual requirements, the skills of learners after graduation are still limited, not keeping up with the trend of the times. The adaptability of employees to the job is not high, the reception, application, and creativity of employees in the working process are still low. A current reality, while employers are "thirst" for high-quality human resources, the unemployment rate among people with college and university degrees or higher in our country accounts for the highest rate. As of the first quarter of 2017, "the number of unemployed people with a university degree or higher was 138.8 thousand people, the unemployment rate of this group was 2.79%. The group with college degrees has 104.2 thousand unemployed people, the unemployment rate for this group is 6%. The group of intermediate level has 83.2 thousand unemployed people, the unemployment rate is 3.08%"⁶. On the other hand, according to feedback from employers, most learners who are recruited to work after graduation have to be retrained. According to the assessment of the World Bank (WB), "the quality of human resources in Vietnam currently reaches 3.39/10 points and the competitiveness of the Vietnamese economy ranks 73 out of 133 countries ranked in the list of top 10 countries in the world. rank"⁷. Therefore, "Vietnam's labor productivity is nearly 17 times lower than that of Singapore, 11 times lower than Japan's, and 10 times lower than Korea's, equal to 1/5 of the labor productivity of Malaysia and 2/5 of the labor productivity of Thailand"⁸. That fact shows that Vietnam's competitiveness is still weak and the risk of falling behind of our economy is obvious. Besides, the proportion of workers trained according to professional and technical qualifications in Vietnam is also not reasonable. According to a recent statistic, "the number of doctors is more than 14,000 people, but up to 70% hold management positions, only 30% do professional work... out of 11.73 million workforces. There are 5.12 million people who have been trained through training with degrees and certificates from elementary and equivalent or higher, university and post-graduate degrees; college level has

1.80 million people; the intermediate level has 3.03 million people; elementary level has 1.78 million people”⁹. That fact has reflected quite clearly the imbalance in the structure of trained labor between vocational education and higher education in Vietnam today. On the other hand, the current high-quality human resources in our country are not properly distributed, with more than 92% of the staff with doctorate degrees or higher concentrated in Hanoi and Ho Chi Minh City; while in the Central Highlands, Northwest and Southwest, this rate is less than 1%.

Regarding the state management, especially the planning and development orientation of human resources of the sectors, there are still many shortcomings and lack of synchronization. The forecasting of long-term human resource needs for socio-economic development is also unrealistic even limited and weak; The structure of training by industry, profession and level of training is not specifically planned for a long time. That leads to training institutions which have not enough information about labor supply and demand, which inevitably leads to the result that the construction of industries, occupations, targets, and annual training levels is unrealistic. According to experts' forecasts, under the impact of the fourth industrial revolution, soon, many workers in Vietnam's industries and occupations may be unemployed. Currently, according to estimates of the International Labor Organization (ILO), up to 86% of workers in Vietnam's textile and footwear industries are at high risk of losing their jobs. This will cause significant damage when this number of workers currently accounts for a fairly large proportion of the labor force of our country today.

Given the impact of the fourth industrial revolution, education must be improved to train qualified and capable human resources to meet the requirements set forth. Our Party clearly states: "Building synchronously institutions and policies to effectively implement the policy of education and training together with science and technology is the top national policy and a key driving force for land development. country. Continue to synchronously innovate educational and training objectives, contents, programs and methods towards modernity, international integration, comprehensive human development, and meeting new requirements of economic development. - society, science and technology, adapting to the Fourth Industrial Revolution”¹⁰. The goal of education and training is to form Vietnamese people to meet the requirements of fast and sustainable development of the country and in line with the trend of the times, in the immediate future is to promote the process of industrialization and modernization. modernize the country.

3.2. Some solutions to improve the quality of training high-quality human resources to meet the requirements of sustainable development in our country today

To further improve the quality of training, especially training high-quality human resources to meet the requirements of sustainable development in our country today, we need to enhance and implement effectively the following solutions:

3.2.1. Continuous innovation in fundamental and comprehensive education and training

This is the most important solution to improve the quality of high-quality human resource training before the impact of the fourth industrial revolution. The essence of the fourth revolution is based on the foundation of digital technology and integrating smart technologies to optimize the production process, increasing the social labor productivity. So, it will create new occupations, new technologies, techniques and even the labor market. This requires employees to also be equipped with new knowledge, skills, and qualities to meet the requirements of practice. To do so, it is necessary to quickly complete the education system in the direction of openness and integration, urgently arrange and rearrange the education system in a reasonable manner, especially higher education, and vocational training. Overcoming the unreasonableness of training scale, structure of professional qualifications and regional and regional structure in education and training; linking training with scientific research and technology application. Focusing on key fields that have great influence on the country's socio-economic development in the context of the fourth industrial revolution such as automation, information technology, and biotechnology ... and the integration between industries and fields.

Renovation of education and training needs to properly identify training capabilities and needs; pay special attention to the formulation of plans and forecasts of social human resource needs, especially the needs of businesses, localities, fields, and branches in society... from which to have a plan. Adjust the training process accordingly. In the current conditions, it is necessary to attach importance to improving the quality of education and training according to regional and international standards, thereby creating a change in the training of high-quality human resources. In the current trend, the implementation of promoting socialization, giving autonomy to universities, colleges and vocational training; encouraging enterprises to participate in vocational training is the right direction for innovating and improving the quality of education and training in the context of the fourth industrial revolution.

Renovating the content and training program must be based on the requirements of society, the ability and requirements of learners to ensure streamlining, modernity and practicality in accordance with the spirit of the Party as determined by our Party: “To strongly shift the educational process from mainly equipping knowledge to comprehensively developing learners' capabilities and qualities; from studying mainly in class to organizing diverse learning forms, paying attention to teaching and learning online, via internet, television, social activities, extra-curricular activities, scientific research; School education combines with family education and social education”¹¹. The training content should be responsive and equip learners with both knowledge and skills suitable for the rapid change of the fourth industrial revolution. The training program must be a program aimed at developing both capacity and quality of learners, ensuring a harmonious combination of moral, intellectual, physical, and aesthetic aspects; teaching people, teaching literacy and vocational training; In particular, it is necessary to increase the teaching time of foreign languages, informatics, and technology in a practical way. Implement an open training

program, ensuring flexibility and flexibility, in line with the rapid transformation of the fourth industrial revolution. Only then, education deserves to be given the priority in socio-economic development programs and plans as determined by our Party.

To further promote international cooperation in education and training, science and technology, create a favorable environment and conditions to attract talented, reputable and experienced teachers and scientists of foreign; attracting overseas Vietnamese to participate in the process of education, training and scientific research in the country. Implement international cooperation programs with prestigious educational institutions, send Vietnamese students abroad to study and foster...

Upon the rapid development of modern science and technology, especially the fourth industrial revolution, associated with content innovation, the program is the innovation of teaching methods and standardization of teaching staff. current instructors. The requirements of current teaching methods need to focus on teaching learners how to learn, how to think; in which the promotion of self-study and lifelong learning is particularly important. That requirement requires us to “continue to strongly innovate teaching and learning methods towards modernity; promote the positive, proactive, creative and apply knowledge and skills of learners; overcome the one-way imposed transmission, remembering machines. Focus on teaching how to learn, how to think, encourage self-study, create a basis for learners to update and renew knowledge, skills, and capacity development”¹². In the current information explosion condition, the amount of human knowledge is increasing very rapidly with many new knowledges. Therefore, the basic thing of education is to form for learners the habit of systematically thinking, synthesizing, and applying knowledge into practice, the teaching process of teachers must inspire learners in self-study and self-study to find new things and solve problems with the highest efficiency without being constrained, mechanically stereotyped according to the existing ones. The assessment of learners' ability should be done in the direction of assessing the ability of learners to apply, not just reconstructing in purely theoretical evaluation. Teachers need to stimulate and nurture students' critical and creative thinking; On the contrary, learners must be active in a free creative environment. Because only in that environment can people's capacity for cognitive and practical activities be highly promoted. In the digital economy, creativity is an outstanding feature of human resources. Accordingly, creativity is considered the most important criterion to assess the level of development and adaptation of education and training in the context of the fourth industrial revolution.

In Vietnam, the quality of education and training over the past time has made positive changes, but compared to the development requirements of practice, there are still many shortcomings. According to the “Report of the World Economic Forum (WEF) in Davos (Switzerland) in January 2018 entitled “Readiness for future manufacturing” clearly indicated, Vietnam is one of the groups of countries that do not have a readiness for the industrial revolution 4.0. In 2018, the WEF conducted an analysis of 100 countries and economies representing more than 96% of global market value added (MVA) and more than

96% of global gross domestic product. WEF ranks Vietnam in the group of weak countries, ranking only 75/100 for the quality of university training, 68/100 for the quality of math and science education (3.7/7 points). The factors of technological innovation and education in preparation for Vietnam's 4.0 revolution are low. Specifically, Vietnam ranks 90/100 in terms of technology and innovation; 92/100 on background technology; 77/100 on the ability to create sitting; 70/100 on human resources. In total, Vietnam only scored 4.9 on a 10-point scale in terms of readiness for the 4.0 revolution, equivalent to Cambodia, inferior to Singapore, Thailand, the Philippines, and Malaysia”¹³. This is really a big challenge that Vietnam's education system needs to urgently overcome to improve the quality of human resource training, especially high-quality human resource training, thereby, speeding up the socio-economic development.

3.2.2. Further investment in technical facilities for the education and training process.

To improve the quality of human resource training, especially today's high-quality human resources, it is necessary to create conditions for education and training to rapidly modernize facilities and promote integration. international; on the other hand, it also requires education and training methods and methods to change in the direction of strongly applying the achievements of modern science and technology, especially information technology, technical technology. digital and computer network systems into the teaching process in current training institutions. Modern technological means have become an element, an indispensable feature of modern education.

The development of modern science and technology has brought great changes to education in general and teaching and learning methods. The use of modern technological devices, cloud computing technology and internet connection to the world has allowed teachers to provide materials to learners in a rich, diverse, and fast manner; On the contrary, learners can choose appropriate teachers, have the conditions to interact with teachers and fellow learners at anytime, anywhere. Therefore, the teacher is not only a guide and intellectual enlightenment for learners, but also an active collaborator with learners, helping and supporting learners to further develop their learning skills. suitable set.

Additionally, training institutions need to invest more in facilities to serve the appropriate teaching and learning process. The trend of modern education requires that educational institutions need to be modernized to serve the teaching and learning process. From the classroom, the learning environment, and the teaching facilities, all need to be invested in a modern way to build a smart teaching and learning environment before the impact of the fourth industrial revolution. In fact, learning has never been easier than it is today, from e-learning to sharing educational resources between cultures. This has created for learners to increase their initiative, self-study and they can interact with any teacher they want, creating opportunities for learners to be suitable for themselves, to meet their needs. requirements of today's learning society. Therefore, if invested in an effective and appropriate way, the implementation of the social philosophy of learning and lifelong learning will be firmly established and vividly realized in life.

On the other hand, investing in facilities for the implementation of online training is the way and the right direction for the fourth industrial revolution. Therefore, the development trend of education and training has been pointed out by our Party: “Building an open education system, lifelong learning and building a learning society; conduct training according to the needs of the labor market”¹⁴. It is this that has made the social nature of the productive forces through the process of education and training more and more developed, surpassing the scope of each country, making the relations between countries in all fields more and more developed. The field of education and training, including the education and training field, is becoming increasingly correlative and extensive, contributing to promoting the increase in adaptability to the ever-improving trend of education and training. create Vietnam before the impact of the fourth industrial revolution.

3.2.3. Perfecting the system of mechanisms and policies for training and developing high-quality human resources

This is one of the important solutions, creating a direct motivation to promote the process of socio-economic construction and development of the country in general and the development of high-quality human resources to meet the requirements of sustainable development firmly in our country. In the past time, our Party and State have paid great attention and promulgated many appropriate mechanisms and policies that have had a positive impact on the process of training and developing high-quality human resources to meet development requirements. sustainability in our country. However, in the implementation process, those policies have revealed several limitations and inadequacies that have not had commensurate positive effects. Therefore, for the training of high-quality human resources to develop and achieve positive results, we need to regularly adjust, supplement and perfect the system of appropriate remuneration mechanisms and policies to further improve the quality of training high-quality human resources to meet the requirements of sustainable development in our country today.

The improvement of the system of mechanisms and policies for training and developing high-quality human resources needs to be implemented synchronously in all areas such as career development orientation, quality of education and training, and policies. job development, working conditions and environment; accompanying it are policies, social security activities, insurance regimes, social protection, health care, remuneration and benefits regimes, etc. In which, special attention is paid to Vietnamese attractiveness., using and treating to create motivation to promote the process of striving, learning, training to improve the qualifications of workers in all aspects to adapt to the requirements of the fourth industrial revolution.

The process of training, recruiting, and arranging to use high-quality human resources should be implemented in an open, transparent, and objective manner, ensuring accuracy, based on actual qualities and capabilities. of workers. It is necessary to do a good job of orienting career trends after training. Training institutions need to be intricately linked to employers; Leaders and managers need to boldly use high-quality young human resources

who are well-trained through schools as prescribed. Appreciate the treatment and honor high-quality human resources, implementing a flexible salary and remuneration policy according to the criteria of talent and contribution efficiency in work. Building a favorable working environment, plans and criteria for promotion and promotion to motivate and stimulate employees to work effectively and creatively. To ensure maximum conditions, facilities and working facilities for scientists and young talents. Honoring and encouraging both materially and spiritually to those who have made great contributions to bringing benefits to the collective and society.

Constantly perfecting the legal framework, ensuring a safe and favorable working environment for the process of training and developing high-quality human resources, encouraging the development of the high-quality human resource market; building an environment and a legal corridor for new industries born from the fourth industrial revolution as defined by our Party: "Improve the institutions for development, application of science and technology, and education. - training and developing human resources, especially high-quality human resources"¹⁵.

Pay attention to and have supportive policies for start-up activities in university training institutions. Strengthen cooperation activities between the State, enterprises, and universities. Orienting and promoting training development of key and spearhead industries to meet the requirements of the fourth industrial revolution. Improve the operation quality of technology incubators. Continue to effectively implement the project of building high-tech centers; adopt appropriate and effective policies in technology import activities. Implement preferential regimes for excellent scientific and technological works of organizations and individuals.

4. Discussion and Conclusion

In summary, the trend of global integration and international integration, along with the strong development of modern science and technology, especially the fourth industrial revolution, has had a strong impact on the entire process of international integration. education and training programs, especially training high-quality human resources to meet the requirements of sustainable development of the country. Therefore, in order to match it, the education and training requirements must change in the direction of improving the quality commensurate with the needs of the current labor market. To radically and comprehensively renovate education and training; invest in material and technical foundations for education and training activities; perfecting the system of mechanisms and policies for high-quality human resource training is an indispensable and objective requirement in order to create breakthrough changes in Vietnamese education and training in the new era. digital era. In other words, success or failure, making good use of opportunities, overcoming difficulties and challenges before the impact of the fourth industrial revolution for sustainable development in Vietnam today depends greatly on the exploitation of human resources, especially the improvement of the training quality of high-quality human resources.

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