

**RESEARCH ARTICLE****Promoting Human Resources in the Era of Vietnamese Nation's Rise**

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Received: Nov 13, 2024 Accepted: Jan 15, 2025	In the context of the Industrial Revolution 4.0 and increasingly deep international integration, Vietnam is entering an era of strong growth in the international arena, promoting human resources has become a key task to realize the aspiration of building a strong country. The article focuses on clarifying human resources; the role of human resources in Vietnam in the new era; assessing the current situation of human resources in Vietnam, and at the same time proposing a number of solutions to maximize human resources in the Era of Vietnamese nation's Rise.
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INTRODUCTION

Human resources have long been considered a central factor in the development of each country. People not only carry out economic and social activities, but are also creative subjects, playing a decisive role in sustainable development. With a tradition of studiousness, solidarity and the will to overcome difficulties, Vietnam is proud to possess strong endogenous values, contributing to the creation of national strength through historical periods.

HUMAN RESOURCES AND HUMAN RESOURCES IN VIETNAM

The concept of "human resources" has been widely used since the early 20th century. In Vietnam, since the 90s, this term has become the foundation for development policies. Human resources are characterized by three basic factors: quantity, quality and structure. Accordingly, the quantity of human resources is not only the total number of people but also includes a group of qualified human resources, ready to participate in specific activities. The quality of human resources is demonstrated through political qualities, ethics, capacity, creativity and health. This is the factor that determines labor efficiency. The structure of human resources reflects a reasonable distribution by profession, gender, age and education level. These three factors have a dialectical relationship, together creating the strength of human resources. In the system of development resources, human resources are specific and play a decisive role. If exploited and used properly, human resources will promote creativity and dynamism, contributing to promoting social progress.

Realizing the important role of human resources in the process of building and developing the country, our Party and President Ho Chi Minh have always emphasized the important role of people in the revolutionary cause and social development. President Ho Chi Minh affirmed: "No matter what, everything is done by people, and from small to large, from near to far, it is all the same". According

to him, people are the decisive factor in the success or failure of all revolutionary tasks, this requires us to pay special attention to building and promoting human resources.

Through the congresses, our Party has always consistently considered people as the most important and central factor in socio-economic development policies. At the 9th Congress, the Party advocated "promoting human resources - the fundamental factor for social development, rapid and sustainable economic growth". The 10th Congress emphasized: "Promoting internal resources is first and foremost promoting human resources". At the 11th Congress, our Party continued to affirm: "Developing and improving the quality of human resources, especially high-quality human resources, is a strategic breakthrough, a decisive factor in promoting the development and application of science and technology, restructuring the economy, transforming the growth model and is the most important competitive advantage, ensuring rapid, effective and sustainable development". The 12th Congress of the Party believes that it is necessary to "best mobilize labor resources to serve the cause of national construction and development". The 13th National Party Congress emphasized "building a system of national values, a system of cultural values and human standards associated with preserving and developing the Vietnamese family system in the new era". At the same time, the Congress also pointed out the need to "gradually overcome the limitations of the Vietnamese people; build a new-age Vietnamese person, closely and harmoniously linking traditional values and modern values".

In the 10-year National Development Strategy for the period 2021 - 2030, our Party affirms the content of promoting the human factor in the cause of developing Vietnam as follows: Building Vietnamese people to develop comprehensively, with health, qualifications, awareness, and high responsibility for themselves, their families, society, and the Fatherland. Promoting the development of human resources, especially high-quality human resources, to meet the requirements of the Fourth Industrial Revolution and international integration. In particular, our Party has determined: "Promoting the human factor to the maximum, considering people as the center, subject, most important resource and goal of development".

THE ROLE OF HUMAN RESOURCES IN VIETNAM IN THE NEW ERA

Human resources play a central role in all development strategies, becoming the main driving force for economic growth, innovation, ensuring national security, sustainable development, improving social life and affirming Vietnam's position in the international arena.

First of all, human resources are the main driving force for economic growth. Human resources create added value through labor, innovation and technology application. In the digital age, the quality of human resources is considered a measure of national competitiveness. A high-quality human resource not only contributes to improving labor productivity, but also improves production and management efficiency. At the same time, human resources play a key role in transforming the economic model from relying on resources and simple labor to a knowledge-based and high-tech economy.

In addition, high-quality human resources are a decisive factor in the ability to innovate and create. This resource promotes research and development, enhances technological autonomy and reduces dependence on imports. The quality of scientific human resources determines the ability to be self-reliant in cutting-edge technology industries such as artificial intelligence, biotechnology, renewable energy or big data, etc.

Human resources play an important role in ensuring national security and sustainable development. A military and security force with high expertise, strategic thinking and a sense of responsibility is an indispensable factor in protecting territorial sovereignty and national integrity in the face of complex challenges in the regional and international situation. At the same time, high-quality human resources with in-depth knowledge and skills in many fields also play an important role in responding to global challenges such as climate change, epidemics or resource depletion. Improving comprehensive response capacity will help Vietnam overcome difficulties and create a foundation for sustainable development.

In addition, human resources contribute to improving the quality of social life. High-quality human resources in the fields of health and education play an important role in developing the physical and intellectual health of future generations, while improving the quality of life for all people. Not only

that, human resources also contribute to preserving and promoting cultural and historical values, helping to protect national identity in the context of globalization.

In the period of international integration, human resources are not only a factor of implementation, but also a representative of the image and values of the country. Vietnamese experts are increasingly affirming their position in the international arena, contributing to building and enhancing national prestige, thereby promoting the economy, connecting culture, education and international cooperation, creating a foundation for a strong relationship between Vietnam and other countries.

THE CURRENT SITUATION OF HUMAN RESOURCES IN VIETNAM

The 4.0 Industrial Revolution with the explosion of information technology and digitalization has created profound changes in all areas of life. Our country has developed strongly, achieving an unprecedented position and foundation in history. In that context, the 13th National Party Congress set the following goals: by 2025, Vietnam will become a developing country with modern industry, surpassing the low-middle income level. By 2030, Vietnam will become a developing country with modern industry and high-middle income; and by 2045, Vietnam will become a developed country with high income. These goals are specific, close to the reality of national development, reflecting the aspirations of the entire Party, people and army, determined to turn Vietnam into a modern developed country. Human resource development is the most important factor in achieving these goals.

In the knowledge-based and globalized economy, human resources, especially high-quality human resources, increasingly play a decisive role. Our Party has advocated: "Promoting the development of human resources, especially high-quality human resources, to meet the requirements of the Fourth Industrial Revolution and international integration. Developing a team of leading experts and scientists; focusing on technical human resources, digital human resources, technology management human resources, management human resources, business management human resources; human resources for social management and organizing life, and caring for people". An economy that wants to grow rapidly and sustainably must be based on three pillars: applying new technology, developing modern infrastructure and improving the quality of human resources. Accordingly, the key factor is people - well-trained, with skills, knowledge, experience and creativity.

The country's achievements after nearly 40 years of renovation have affirmed Vietnam's position and prestige in the international arena. General Secretary To Lam emphasized: "From a poor, backward, low-level, besieged and embargoed country, Vietnam has become a developing country with average income, deeply and widely integrated into world politics, the global economy, and human civilization, taking on many international responsibilities, and promoting an active role in many important multilateral organizations and forums. Independence, sovereignty, unity and territorial integrity are maintained; national and ethnic interests are guaranteed. The size of the economy in 2023 will increase 96 times compared to 1986. Vietnam is in the group of 40 countries with the largest economies in the world and the top 20 economies in terms of trade and foreign investment attraction. Besides, Vietnam has diplomatic relations with 193 countries that are members of the United Nations; building partnerships, strategic cooperation, comprehensive strategic partnerships with all major powers in the world and the region. People's lives have improved significantly, the poverty rate has decreased sharply; the Millennium Development Goals have been achieved early. Political, economic, cultural, social, scientific - technological, defense and security potential has been constantly enhanced; actively contributing to maintaining peace and stability in the region and the world".

In recent years, the quality of human resources in Vietnam has continued to improve: "Vietnam's HDI (human development index) value in 2022 is 0.726, ranking 107th in 193 countries and territories. From 1990 to 2022, Vietnam's HDI value changed from 0.492 to 0.726, an increase of nearly 50%". Labor productivity is increasing: "According to the General Statistics Office, the labor productivity of the entire economy in 2023 at current prices is estimated at 199.3 million VND/worker (equivalent to 8,380 USD/worker, an increase of 274 USD compared to 2022)". However, the growth rate is still slower than expected and significantly lower than that of countries in the region. According to the General Statistics Office, Vietnam's current labor productivity is only higher than Cambodia, Myanmar and Laos, but still has a large gap compared to Thailand, Malaysia and Singapore. This poses

a major challenge in improving the quality of human resources to meet the requirements of sustainable development and catch up with developed countries.

To address these limitations, the Government is implementing many strategic policies to improve the quality of human resources, including increasing the proportion of trained workers, investing in education and infrastructure, along with encouraging innovation and improving labor efficiency. According to Vietnam News Agency, the proportion of trained workers with degrees and certificates in the third quarter of 2024 was 28.5%, an increase of 0.4% compared to the previous quarter and an increase of 1.2% compared to the same period last year, showing efforts to improve the qualifications and skills of the workforce, especially in the context of increasingly deep international integration. The current problem in human resource development is the difference in educational attainment, living standards and socio-economic development conditions between urban and rural areas. This creates difficulties in improving the quality of human resources for regions and areas across the country. Along with that, the proportion of workers with technical expertise is still low, and although Vietnam's science and technology level has achieved some achievements, it is still quite far behind the leading countries in Asia.

According to the World Bank (WB), Vietnam is lacking skilled workers and high-level technical workers. The shortage of high-quality human resources is becoming a major obstacle to the country's industrialization, modernization and international integration. Vietnam currently has about 51 million workers, accounting for more than 52% of the population, with a young and dynamic workforce. However, the quality of the labor force is not high, according to the General Statistics Office (2023), the rate of workers with professional training is only 24.1%, much lower than the ASEAN average. This reflects a shortage of professional skills.

On the other hand, the serious brain drain continues to be one of the major problems for human resources in Vietnam. According to the Ministry of Education and Training (2023), each year there are about 130,000 Vietnamese students studying abroad, but "70-80% of Vietnamese students who study abroad on their own do not return home after completing their studies, but stay abroad to work with higher incomes and better treatment", causing a shortage of talent in important fields such as science, technology and management to promote innovation and development. This is even more serious when developed countries actively apply policies to attract global talent, making it difficult to retain highly qualified workers.

Education and training are considered the foundation of human resource development, but Vietnam's current system still has many limitations and shortcomings. Although the rate of high school graduates and access to higher education is high (over 90%), the quality does not meet the needs of the labor market. According to Navigos Group's 2023 report, only 27% of graduates meet the requirements of businesses, the majority of whom need retraining when entering the workforce. The current education system is still heavy on theory, lacks practical training programs and is not closely connected to practical professions.

In addition, the investment rate in education and training in Vietnam is still low: "At the conference summarizing 10 years of implementing Resolution 29 on fundamental and comprehensive innovation in education and training, organized by the Ministry of Education and Training on the morning of December 14, 2023, the issue of budget spending on education and training was raised. Accordingly, in the past 10 years, the budget spending on education and training has been at 15-19%, and no year has reached the minimum level of 20% as set out in the target". This greatly affects the improvement of educational infrastructure, the development of modern training programs and the improvement of lecturer capacity. Although Vietnam has made significant progress in poverty reduction and expanding learning opportunities, the disparity between regions remains large.

The current state of human resources in Vietnam reflects both the great potential of the country and many issues that need to be solved. Figures and facts show that, despite the advantage of a young workforce, creativity and the will to overcome difficulties, Vietnam still faces major challenges in quality, inequality in access to opportunities and the ability to adapt to the requirements of the new era.

SOLUTIONS TO PROMOTE HUMAN RESOURCES IN THE ERA OF VIETNAMESE NATION'S RISE

The new era, the Era of Vietnamese Nation's Rise is the era of development, the era of prosperity under the leadership and rule of the Communist Party, successfully building a prosperous Vietnam. The destination of the rise of the era is a rich people, a strong country, a socialist society, standing shoulder to shoulder with the great powers of the five continents. Aiming to successfully implement the strategic goals of the nation; strongly arousing national spirit, the spirit of self-reliance, self-confidence, self-reliance, national pride, the aspiration to develop the country; closely combining national strength with the strength of the times. Promoting human resources in the era of the rise of the Vietnamese nation is not only an urgent task, but also the foundation for sustainable development and international integration. Therefore, in the coming time, it is necessary to pay attention to implementing the following issues:

5.1. Improving the quality of education and training

Education and training are key factors in developing human resources, because they are the foundation for improving the capacity, professional qualifications and creative thinking of each individual. This is considered the content of the second breakthrough identified by the 13th Congress, which is: "Developing human resources, especially high-quality human resources; prioritizing the development of human resources for leadership, management and key areas on the basis of improving, creating a strong, comprehensive and fundamental shift in the quality of education and training". To rapidly develop human resources in both quantity and quality, it is necessary to affirm that innovation in the education mechanism is the key to meeting current education and training requirements. Focus on developing education and training in rural, remote and isolated areas to narrow the gap in educational levels between urban and rural areas. Vocational training is linked to the actual needs of businesses and the economy. Science and technology education is appropriate to the learners' abilities and the economy's ability to respond. However, it is necessary to take shortcuts to avoid falling behind in science and technology.

In addition, the team of teachers and educational managers at all levels are the "main machines" in the education system. The quality, personality, moral qualities and ideals of this team have a great and direct influence on the products trained - those are the citizens, the human resources of society. Therefore, developing this team comprehensively is truly one of the top key steps. On that basis, it is necessary to promote the development of learning, create opportunities and conditions for all citizens to study for life. Promote Vietnamese human resources on the basis of "Strongly arousing the spirit of patriotism, the will of national self-reliance, national self-reliance, the strength of great national unity and the aspiration to develop a prosperous and happy country". Because that is the endogenous source of national strength, overcoming all difficulties and challenges, to build a strong country.

5.2. Developing, managing and utilizing talents

Talents are the most valuable assets in the process of national development. To exploit and retain talents, it is necessary to develop appropriate policies and mechanisms. Talent development and management in Vietnam is currently facing many challenges in the context of the 4.0 industrial revolution and the rapid development of technology. Therefore, Vietnam needs to apply a strategy on discovering, training, fostering and utilizing talents that is suitable to the needs and actual conditions of the country. At the same time, it is necessary to build a more attractive working environment to retain talents. Policies need to be implemented synchronously and feasible, ensuring that attracted talents will maximize their capacity. Perfecting talent attraction policies, building specific mechanisms, including financial incentives, a favorable working environment and promotion opportunities, to attract domestic and foreign talents. It is necessary to develop specialized training programs, focusing on training talents in strategic areas such as artificial intelligence, biotechnology and business administration. In particular, we must focus on qualifications, labor skills, training industrial style, responsibility, dedication in work; build moral qualities, civic awareness, aspiration to build and develop the country, responsibility to the community and society. At the same time, traditional values of the nation must be promoted to build Vietnamese people who possess "both political integrity loyalty to the Communist Party and professional competence" in the new era. This is also one of the six key tasks mentioned by our Party at the 13th Congress: "Arouse the aspiration to develop a prosperous and happy country; preserve and promote cultural values, the strength of

the Vietnamese people in the cause of building and defending the Fatherland, and international integration".

5.3. Continuing to reform labor and employment policies

Reforming labor and employment policies plays an important role in promoting Vietnam's human resources. Amending and supplementing the system of labor policies and laws to suit the market economy, socialist orientation and international standards has created conditions for the development of the labor market economy, transforming the labor structure and improving the quality of human resources. At the same time, we must perfect labor market institutions, supporting job creation and improving working conditions, including social insurance, unemployment insurance and health insurance policies, contributing to ensuring social security and stabilizing the lives of workers. Vocational education must be innovated for training high-quality human resources, meeting the needs of the labor market.

The Vietnamese Government needs to continue to improve relevant laws such as the Law on Social Insurance, the Law on Labor Safety and regulations on basic labor standards to protect the rights of workers, thereby improving working conditions and closely monitoring welfare regimes for workers. Promote synchronous reform of policies and laws on labor and employment, while improving labor productivity and human resource quality through education and training. Policies should aim to liberate labor, ensuring sustainable employment with high income for workers. Especially for skilled workers, there should be specific policies to develop a high-quality labor market, creating conditions for high-quality workers to freely move between industries and regions.

In addition, it is necessary to invest heavily in developing high-quality human resources, focusing on vocational skills training, meeting the needs of the training market, which needs to shift strongly from theory to practice, focusing on improving skills and closely linking training and businesses. Developing a professional and modern employment service system, applying information technology to effectively connect labor supply and demand. It is necessary to build a flexible social security, social insurance and unemployment insurance system, expand coverage to support workers, especially vulnerable groups. This requires close coordination between the government, ministries, sectors, businesses and workers. At the same time, Vietnam needs to perfect the information system and connect information based on a modern technology platform, providing information on labor market needs, skills and standards. Accordingly, it is necessary to innovate the method of collecting information using online surveys. At the same time, it is necessary to invest in developing a new database in a modern labor supply and demand forecasting system, connecting the domestic and international labor markets.

5.4. Building a favorable social environment

First of all, it is necessary to create a healthy and positive cultural environment, invest in improving the quality of education, especially vocational education to improve the professional qualifications of human resources. This includes changing the content and teaching methods to suit practical needs and the labor market. At the same time, it is necessary to encourage people's participation, increase forms of community and people's participation in the decision-making process, create mechanisms for them to contribute opinions and participate in building socio-cultural development policies. This participation helps to arouse the creative potential and sense of responsibility of each individual in community development. Along with that, we must reform administration and improve the effectiveness of state management. The administrative system must become transparent and accessible to facilitate people's access to public services, thereby improving the material and spiritual life of the community. Besides, it is necessary to attract high-quality human resources from outside to serve sustainable economic development.

CONCLUSION

In the era of strong development of the Vietnamese nation, promoting human resources is the core task to realize the aspiration of building a strong country. With a central role in economic development, innovation, ensuring national security and improving the quality of social life, human resources, especially high-quality human resources, need to be exploited and developed comprehensively. Vietnam's Party and State have proposed many strategic policies to improve the quality of human resources, effectively exploiting the potential of Vietnamese people. This is the

decisive factor in helping the country overcome challenges and achieve sustainable development goals in the future./.

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