

## THE PROBLEM OF DEVELOPING HIGH-QUALITY HUMAN RESOURCES IN THAI BINH PROVINCE CURRENTLY

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### ABSTRACT

In order to successfully implement the cause of industrialization and modernization of the country currently, in addition to the development of science and technology, developing high-quality human resources is one of the most important and decisive factors for the development of the country. This is a very urgent issue for Vietnam in general and Thai Binh province in particular. In the past time, although there have been many positive results in the development of high-quality human resources, there are still some difficulties and challenges that need to be solved in the coming time.

**Key Words:** Development, human resources, high quality, Thai Binh.

### 1. INTRODUCTION

#### *1.1 The importance of developing high-quality human resources in Vietnam currently*

“Human resources” is a concept formed during the process of researching, considering human as a resource, the driving force of development. Recent researches in the world and in the country have mentioned the concept of human resources with many different angles.

According to the United Nations, "human resources are all the knowledge, skills, experiences, abilities and creativity of people related to the development of each individual and the country"<sup>1</sup>.

At the IX Central Committee Conference, our Party used the term of “high-quality human resources” for the first time. Developing high-quality human resources through the development of education and training, science and technology is the key step for our country to overcome the situation of poor and underdeveloped country. At the 10<sup>th</sup> National Party Congress, our Party once again emphasized this term when giving policy orientations focusing on the rapid development of high-quality human resources. Employing talents, the leading scientists, general engineers, chief engineers, skilled technicians and highly-skilled technical workers. There are policies to attract good scientists and technologist at home and abroad, in the living-abroad Vietnamese community. Thus, according to the concept of our Party, high-quality human resources include a team of scientists and technologist, architect, engineers, and highly-skilled technical workers.

High-quality human resource is a concept to refer to a person, a specific worker with a skilled level (professionally and technically) corresponding to a specific profession according to the criteria for classifying labor in certain professions and techniques (university, post-graduate, college, skilled technical workers).

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World Economic Institute, *Some major current development trends of the world economy*, Social Science <sup>1</sup>  
Publishing House, H. 2003, p.8

High-quality human resources is a collection of people engaged in scientific and technological activities with functions of research, creativity, teaching, management, operation, etc. This is the force that makes a decisive contribution to the development and progress of science and technology in particular and the cause of industrialization - modernization in general.

“Developing high-quality human resources in Vietnam must be viewed as a comprehensive development process in terms of quantity, structure and quality. In which, the quantity must be increased appropriately, the structure must be shifted reasonably and the quality must be improved to adapt to the development requirements of the country: the process of industrialization - modernization, international economic integration, the formation of a knowledge economy, the requirement to transform growth models”<sup>2</sup>.

Theory and practice have proven that, in order to successfully develop socio-economics in a sustainable way, attention must be paid to the development of human resources, especially high-quality human resources. Without the presence of human intelligence and labor, all other resources are meaningless. This assertion not only shows the decisive role of human resources in comparison with other resources, but also reflects an important characteristic of it; That is, human resources are the only resources through which other resources can be brought into play and have a positive meaning for the process of industrialization and modernization. In that sense, high-quality human resources is an irreplaceable decisive factor in socio-economic development.

At the XI Congress of the Party, from the requirement to realize the general objectives which are: By 2020, turning our country basically into a modern industrialized country, the Party has identified three strategic breakthroughs: perfecting the socialist-oriented market economy institution; building and completing synchronous infrastructure; and rapid development of human resources, especially high-quality human resources, in which developing and improving the quality of high-quality human resources is identified as “a decisive factor in accelerating the development and application of science and technology, restructuring the economy, transforming the growth model and being the most important competitive advantage, ensuring the fast, efficient and sustainable development”<sup>3</sup>.

The 12<sup>th</sup> National Congress (2016), affirmed that focusing on developing high-quality human resources continues to be one of the strategic breakthroughs. Party emphasized: “synchronously implement mechanisms, policies and solutions to develop human resources, especially high-quality human resources, to meet the requirements of socio-economic development.”<sup>4</sup>

The XIII Congress advocated: “To step up 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,

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Socio-economic information and forecasts, No. 95, 11/2013, p. 34<sup>2</sup>  
Communist Party of Vietnam, *Research Papers on Documents of the 11th National Congress of Deputies*, National<sup>3</sup>  
Political Publishing House, H. 2011, p.130  
Communist Party of Vietnam, *Study materials on Documents of the 12th National Congress of Delegates*,<sup>4</sup>  
National Political Publishing House, H. 2016, p. 295 - 296.

management human resources, corporate governance; human resources to manage society and organize life, take care of people”<sup>5</sup>.

Through the National Party Congresses, it can be seen that the Party's view has always consistently placed the focus of development on human issues and built and developed high-quality human resources to successfully implement the industrialization and modernization of the country.

### ***1.2 The current situation of developing high-quality human resources in Thai Binh province***

Thai Binh is a coastal province in the Red River Delta with an area of about 1586.3 km<sup>2</sup> and a population of about 1,860,447 people.

Thai Binh is a province with a high population density, an abundant labor force, and a relatively high proportion of laborers of working age participating in economic activities compared to other provinces in the region (over 1,129.1 thousand employees). The labor structure of the province is undergoing a positive change: Labor in the field of agriculture, forestry - fishery tends to decrease, labor working in non-agricultural, forestry and fishery industries increase (in 2022, the labor force in the field of agriculture, forestry and fishery is estimated at 27%, industry - construction accounts for 46.03%, services - trade decrease to about 26.97%)<sup>6</sup>.

Thanks to the synchronous implementation of solutions, “the number of apprentices every year has increased rapidly, contributing to the increase in the proportion of workers undergoing vocational training from 44.5% in 2016 to 50% in 2018 and reaching 52.5% in 2019. The rate of labor through vocational training has increased over the years, thereby creating jobs for tens of thousands of laborers each year. Calculated in 5 years (2016 - 2020) through employment solutions, the province is expected to create new jobs for 166,540 employees, an average of 33,310 labors/year and achieved 101% of the target set by the Resolution of the 19th Provincial Party Congress”<sup>7</sup>.

In 2022, the whole province has about 33,970 employees with additional jobs (reaching 98.4% of the year plan) (of which 24,550 local jobs, 6,420 workers going to work in the province, 3,000 workers going to work abroad); There are 3,600 people participating in vocational training, in which: 800 people have vocational college degree, 500 people have intermediate level, 2,300 people have elementary level and less than 3 months training; bringing the total number of people enrolled to 33,485 people (reaching 92.75% of the year plan), of which 3,670 people at college level, 6,520 people at intermediate level, 23,295 people at elementary level and under 03 months of training.<sup>8</sup>

Thai Binh province has identified investment in human resource development as one of the strategic breakthroughs, creating momentum for rapid and sustainable development. From the very beginning, the province has paid attention to promulgating many mechanisms and policies to contribute positively to training and improving the quality of human resources. As a result, the

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Communist Party of Vietnam, *Document of the 13th National Congress of Delegates*, National Political Publishing<sup>5</sup> House, H. 2021, p.215

<http://thongkethaibinh.gov.vn/Tin-tuc/khai-quat-mot-so-tinh-hinh-lao-dong-va-viec-lam-tinh-thai-binh-nam-2022-838.html> (see May 1, 2023)

Vocational training – the solution to the problem of labor and employment. <http://socongthuongthaibinh.gov.vn>,<sup>7</sup> September 28, 2020.

<http://thongkethaibinh.gov.vn/Tin-tuc/khai-quat-mot-so-tinh-hinh-lao-dong-va-viec-lam-tinh-thai-binh-nam-2022-838.html>, (see 01/5/2023)

province's human resources thrived in both quantity and quality. On July 10, 2018, the Provincial People's Committee issued Decision No. 1671/QĐ-UBND approving the project on human resource development in Thai Binh province to 2025, with a vision to 2030. These guidelines and policies have been effectively implemented, gradually improving the quality of human resources to meet the province's socio-economic development requirements. Up to now, "the team of intellectuals with college degrees and above working in agencies, businesses, schools and hospitals in the province has about 143,000 people. Particularly for highly qualified human resources, there are 11 professors and associate professors in the province; 109 doctorates; nearly 2,000 masters and specialized doctors"<sup>9</sup>. Many of them have been interested, appointed to hold important positions; Many people have promoted their capacity, bravery and wisdom to actively contribute to the development of agencies, localities and units.

Besides the positive results, high-quality human resources in Thai Binh province also face many difficulties and challenges. The problem of creating jobs for workers is still inadequate, the unemployment rate in the quarter of 2022 is estimated at 0.96%<sup>10</sup>. Vocational education institutions in the province have only focused on training popular occupations that are being invested by businesses in the province, on the other hand, have not trained according to high-quality programs. The province still lacks high-tech labor, scientists and experts. Scientific activities, and scientific and technological development have not really made a breakthrough. The qualifications and capacity of workers are still limited in cooperation with foreign partners. The work of training and fostering young cadres has not been really focused.

The above limitations and inadequacies stem from many reasons, mainly because the state management of human resources, especially high-quality human resources, has not been paid due attention. The policies to attract talents and attract young scientists of the province have not really gone into depth and are practical for employees.

### ***1.3 Some solutions to develop high-quality human resources of Thai Binh province in the coming years***

Firstly, Thai Binh province needs to have a review and assessment, thereby making forecasts about the human resource situation and demand for high-quality human resources of the province in the next 10 to 15 years by field, by industry so as to have human resource development orientations in line with the province's reality. Long-term orientations and forecasts should be set to develop training programs and foster high-quality human resources to suit the development trend of the times and the country's reality in general, Thai Binh province in particular.

Second, our Party and State need to have more specific guidelines and policies to improve the quality of human resources. In addition, Thai Binh province also needs to flexibly apply guidelines and policies to the actual situation of the province, not machines, dogma, renew the form of entrance exams, appoint managers, in the direction of promoting expertise and professional knowledge, so that we can really promote the human factor in particular of the province.

Third, in order to develop high-quality human resources, Thai Binh province needs to be more active and proactive in developing the training projects, fostering young cadres, building and

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Attracting, training, and using high-quality human resources (2022), <https://baothaibinh.com.vn/tin-tuc/144516/thu-hut-dao-tao-su-dung-nguon-nhan-luc-chat-luong-cao>, (see on 01/5/2023)  
<http://thongkethaibinh.gov.vn/Tin-tuc/khai-quat-mot-so-tinh-hinh-lao-dong-va-viec-lam-tinh-thai-binh-nam-2022-838.html>, (see 01/5/2023)

fostering advanced examples, spreading to the community, thereby spreading the influence, stimulating the efforts of the young staff and young scientists.

Fourth, each agency and unit, especially the head, needs to create a truly democratic working environment, encourage and protect those who dare to speak, dare to do, dare to innovate and create for the common good. To assign responsibility of the leader, proactively discover and foster talents, actively research digital technology and foreign languages to meet the increasing requirements of development.

Fifth, the province should have drastic policies in arranging and streamlining the apparatus of training institutions; invest funds, attract high-quality human resources to do management and teaching; promulgate mechanisms to encourage and support start-ups and innovation. Boldly set up high-quality private educational institutions with foreign elements at the general education levels in places where conditions are available. This not only reduces pressure on public schools, but also contributes to preparing high-quality human resources right from the lower education level.

Sixth, it is necessary to promote investment in training high-quality human resources associated with digital technology, especially current AI technology to serve the development of high-tech parks associated with sustainable development of the province. Focusing on promoting exchange and cooperation with foreign countries in the field of digital transformation, sending elite staff abroad to research and study to grasp modern technology to serve the province and the country.

## 2.CONCLUSION

It can be seen that, in the current situation, for Vietnam in general and Thai Binh province in particular, the issue of developing high-quality human resources is extremely necessary. This is an important driving force for the industrialization and modernization of the country. In the era of the 4.0 revolution taking place strongly along with international integration, which brings many advantages but also contains many challenges, high-quality human resources need to be focused even more so that Vietnam in general and Thai Binh province in particular can take a shortcuts, develop quickly, strongly and sustainably for the cause of the national reform.

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