

Developing High-Quality Human Resources: A Case In Ho Chi Minh City, Vietnam

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ABSTRACT

Developing high-quality human resources is not only an extremely important task in the socio-economic development strategy but also a matter of vital importance to the existence and development of the nation, especially in the process of international integration Vietnam in general and Ho Chi Minh City in particular. In the process of international integration, the development of high-quality human resources in the City has actively contributed to the sustainable economic and social renewal process, however, the quality of human resources currently faces many shortcomings in terms of physical strength, professional qualifications as well as consciousness, behavior, labor discipline, and competitiveness. In the coming time, to overcome the above problems, it is necessary to have a system of solutions implemented synchronously to further develop high-quality human resources to meet the development requirements of Ho Chi Minh City in the process of international integration.

Keywords: High-quality human resource; Ho Chi Minh City, Vietnam

INTRODUCTION

Developing high-quality human resources, in essence, is the development and completion of workers with professional and technical skills, corresponding to a specific profession, according to the labor classification criteria professional and technical qualifications; have good professional skills and ability to adapt to rapid changes in production and business technology; be of good health and character; can creatively apply the trained knowledge and skills in the production process to bring high quality and effective labor productivity. Those are people who master modern scientific and technological knowledge, have creative thinking, have good practical skills, have an industrial style, are organized and disciplined, have good health, make positive contributions to the world. actively and effectively in the cause of national construction and defense. Therefore, investment in human resources is an investment in development in the process of international integration, as our Party has affirmed: "Developing and improving human resources, especially high-quality human resources, is a strategic breakthrough, a decisive factor in accelerating the development and application of science and technology, restructuring the economy, transforming the growth model and the most important competitive advantage,

ensuring rapid development, sustainable efficiency" (Communist Party of Vietnam, 2011, p.130).

Ho Chi Minh City is Vietnam's largest city and one of the country's most significant economic, political, cultural, and educational hubs, with the province's northern boundary. Binh Duong borders Tay Ninh province in the northwest, Dong Nai province in the east and northeast, Ba Ria-Vung Tau province in the southeast, and Long An and Tien Giang provinces in the west and southwest. With its location, the city is connected to parts of the nation such as the Mekong River Delta, the country's agricultural product region, the Southeast, and the Central Highlands, the country's industrial crop region, and is known as "the country's southern gateway". Globalization, international integration, and the 4th industrial revolution are all having a significant influence on Ho Chi Minh City right now. In this context, the question of enhancing the quality of human resources to satisfy criteria is an important one. To achieve the development strategic objective of "improving the quality of growth and competitiveness of the city's economy, linking economic growth with cultural development, building people, realizing progress, social justice, and protecting the environment," the Party Committee and Government of the city have always thoroughly grasped international integration in the cause of building a modern city in each step and each development policy (Party Committee of Ho Chi Minh City, 2015, p.130).

Two research questions are revealed as follows:

- What is the current situation (results and limitations) of developing high-quality human resources in Ho Chi Minh City?
- What are the solutions to develop quality human resources in Ho Chi Minh City in the coming time?

METHODS

The article is made based on the worldview and methodology of dialectical materialism and historical materialism, Vietnam's perspective on developing high-quality human resources.

The article uses a combination of research methods, such as historical and logical methods, comparison and comparison, analysis and synthesis, induction and deduction, and statistical methods from reference sources serving in the research and presentation of the article.

RESULTS AND DISCUSSIONS

The status of high-quality human resources in Ho Chi Minh City

With its position as the political, economic, cultural, and educational center of the country, over the past time, the authorities and people of Ho Chi Minh City have made great efforts to maximize resources and create changes in improving the quality of human resources, better meeting the requirements of the cause of construction and protection of the city and country in the context of international integration. Ho Chi Minh City with a labor force aged 15 and overreached 4,538,195 people, accounting for 52.5% of the total population; the direct labor force is about 4,223,996 people, accounting for 97.4% of the labor force and accounting for 50% of the total population. The labor force from 20 to 44 years old accounted for 68.6% of the age groups participating in the workforce, the age group 20-24 accounted for 10.0%, the age group 25-29 accounted for 16.3%, the age group 30- 34 accounted for 15.0%, age group 35 - 39 accounted for 14.1%, age group 40 - 44 accounted for 13.2% (Ho Chi Minh City Statistical

Office, 2019, p.47). An abundant and relatively young labor force is a favorable condition in the process of attracting foreign investment, as well as absorbing scientific and technological achievements and being flexible in changing careers. The quality of human resources in Ho Chi Minh City has been gradually improved to effectively serve the socio-economic development in the City, but in general, there are still many limitations, most of which do not meet the requirements of the labor market. activities have not met the requirements of rapid and sustainable development of the City:

First of all, Ho Chi Minh City is one of the localities in the country, the health index of Ho Chi Minh City's human resources has improved a lot, specifically the average height of young people aged 18 years and over is 168.1 cm, 4.1 cm higher than the average height of the country (1.64 m), but in general, the index is still at an average level compared to other countries in the region and the world. Besides, the endurance and toughness of workers are also low. According to a survey by the Department of Labor, War Invalids and Social Affairs of Ho Chi Minh City in 2017, only 80% of city workers have normal health; 17% have a thin body, and 3% are too skinny; Most of the human resources in Ho Chi Minh City cannot meet the intensity of industrial work as well as the ability to use modern machinery and equipment according to international standards.

Second, human resource education in Ho Chi Minh City has advanced faster than the city's economic development. In terms of educational attainment. The city has completed universalization of lower secondary education (in 2002) and was recognized standards for universalization of secondary education (in 2008) with political determination to raise people's intellectual level, towards good training of human resources; currently, the literacy rate of 15-35-year-olds reaches 99.98 percent; age 36 and older reached 99.69 percent (Ho Chi Minh City Statistical Office, 2019, p.470); the annual supplementary graduation rate is higher than the national average.

Concerning the human resource's professional and technical level. Ho Chi Minh City is one of the country's top cities for education and training, with a larger number of students enrolling in and graduating from colleges and universities next year than the year before, contributing to a rise in the proportion of trained employees. Employment increased from 40% in 2005 to 85% in 2019, with workers in primary technical expertise accounting for 26.69 percent, high-level professional and technical occupations accounting for 18.81 percent, intermediate technical expertise accounting for 5.81 percent, professional college accounting for 5.38 percent, and a university degree or higher accounting for 5.38 percent. According to the economic growth objective in Ho Chi Minh City and the southern major economic zone, 20.81 percent of human resource need is met. The percentage of trained individuals working in technology, high-level services in major sectors, and city services range from 85 to 90% (Canh, 2020).. The enrollment and training operations of educational institutions have achieved significant progress, and the market accepts the training outcomes. In addition, the City boasts several high-quality human resource training programs, including 300 doctorates and masters in state management and business administration, 300 doctorates and masters in education and training, and a Master of Science in Biotechnology. These programs have given the City competent and qualified personnel, addressing a large portion of the strong need for human resources in administrative administration, education, training, and research.

Human resources, on the other hand, have not yet achieved the city's aim of quick and sustained growth in the international integration process. Even though the city's vocational training rate is

approximately 85%, the proportion of trained laborers is just 34%, which is much lower than other provinces in the nation (Hanoi, the rate of trained workers is only 34 percent). Training accounted for 39.9% (Da Nang 41.6%), but "the percentage of professional employees (those who have completed at least three months of training and have a worker's certificate) is just 22%. "The others receive "hands-on, on-the-job" vocational training, "many meals, half a month" instruction, and "enough skills to stand on rudimentary production lines" (Proceedings of the City-level seminar, 2019). According to a poll conducted by the Center for Forecasting Human Needs and Labor Market Information, "just 80% of students and graduates in the city find work, with 20% unable to find wor. Only half of those who do find work have occupations that are a good match for their skills and interests" (Binh, 2013). The main challenge in training today, according to the Ho Chi Minh City-based Center for Forecasting Human Needs and Labor Market Information, is that the intermediate structure at the university level is weak. The undergraduate level trains more than demand, while the intermediate level trains less; the city's main development industries, such as mechanical engineering, chemistry, food processing, electronics, and so on, only satisfy around 30% of the recruiting requirement. Furthermore, the shift in economic model and structure has changed labor supply and demand, while school training majors have not caught up with the trend of employing enterprise labor. The labor market information system has not objectively and quickly reflected labor market swings; medium and short-term labor market projections, as well as the poor efficiency of employment services, have yet to be produced.

Furthermore, businesses are unable to locate the personnel they require, and more than half of graduates are unable to find work. Because certain educational institutions' training isn't aligned with societal demands, many firms are forced to retrain and give supplementary training to new hires. Furthermore, with old and obsolete technology at many institutions today, graduates are sometimes taken aback when they see new machinery and equipment in practice. Furthermore, undesirable educational - training phenomena have not been avoided ("scholar," "genuine degree"); Tuition fees and education-related expenditures are steadily rising in the city, putting a strain on households, particularly disadvantaged ones (on average, each resident in the city spends on education every day). Every month, the total cost is 166,200 thousand VND. The Ho Chi Minh City Party Congress highlighted the education sector's flaws, stating that educational quality, training, and human resources have not matched the criteria of development and international integration.

Third, global partners and investors see Ho Chi Minh City's people resources as having the potential to swiftly adapt, integrate, and become adept in the use of current technology, much faster than those in other nations. With other countries in the region, but lacking in teamwork skills, problem-solving skills; weak in foreign languages, informatics; working style and sense of discipline and discipline; the spirit of cooperation in production is still low; a large number of workers are both weak and lack professional culture, which manifests itself in being arbitrary, negligent, disorganized, undisciplined, and irresponsible; lack of honesty, lack of self-discipline, not yet loving the job; Self-deprecation, hubris, a lack of community, humanism, and self-loss are all hurdles to economic development model innovation in service production, high technology, and labor export as though you were a part of the global value chain

Fourth, about creative capacity, labor productivity in Ho Chi Minh City. Over the past time, leaders of Ho Chi Minh City have made great efforts in directing and operating to create favorable conditions for businesses of all economic sectors, but in general, enterprises'

assessment of the investment environment Investment and business has not been significantly improved. It is shown: According to the PCI 2018 ranking announced by the Vietnam Chamber of Commerce and Industry (VCCI) in March, Ho Chi Minh City ranked 10th with 65.34 points, down 2 places compared to 2017 and ranked after a series of other provinces and cities such as Hanoi, Quang Ninh, Binh Duong, Dong Thap, and Da Nang (Minh, 2019); at the same time, the competitiveness of human resources in Ho Chi Minh City is 2.7 times higher than the average labor productivity of the whole country (Ho Chi Minh City People's Committee, 2016, p.218) but compared to other countries in the region and the world, the labor productivity in Ho Chi Minh City. still low. Low skill level, weak working style, has not caught up with development requirements. In terms of purchasing power parity (PPP), the labor productivity of Ho Chi Minh City is only higher than Cambodia, Myanmar, and Laos but only 6% of Singapore, 15% of Malaysia, 37% of Thailand, 54% of the Philippines and 55% of Indonesia. Low quality and productivity have made the competitiveness of Ho Chi Minh City labor low.

Thus, Ho Chi Minh City has drastically adopted guidelines, policies, and action programs suitable to the local characteristics, contributing to improving the quality of human resources to meet the requirements of socio-economic development in the process. The international integration process, however, still has certain limitations as above due to:

- Management thinking regarding building high-quality human resources is still restricted and insufficient. In terms of the amount, size, and structure of training professions, the design of non-business entities offering education and training services is far from reality. Human resource development planning is not linked to other socioeconomic development plans, such as the City's industrial development strategy. Human resource development plans are still implemented in a formal, movement-like, and low-quality manner in practice. State management agencies' assessments of training quality for training institutions also include several flaws. The assessment criteria are qualitative as well, with a strong emphasis on input evaluation. There has yet to be designed and agreed upon an output standard system for various forms of training to serve as a foundation for measuring the quality of training in the City. Furthermore, the Ho Chi Minh City Center for Forecasting Human Needs and Labor Market Information has made significant efforts in forecasting and assessing the city's labor need, however, forecasting has limits. In particular, despite precise reporting on the number of jobs, the employer's degree of analysis of human needs has not yet reached the practical demands, resulting in training work that is not truly related to labor market requirements.

- The education system from high school to graduate school is the core force in the process of training and developing human resources, but there are still many limitations. There is little connection between training institutions and the enterprise system, especially public schools, which leads to training students who do not meet the requirements of the market. In addition, the process of international cooperation and integration in the field of human resource development of training institutions has not kept pace with the increasingly extensive economic, cultural and social integration of the City. The education system has not caught up with the human resource training and education model of countries in the region and the world.

- The educational structure is not acceptable between areas and sectors, and the quality of training institutions, programs, and techniques is still backward, sluggish to innovate, and not related to reality and social development trends. vocational training; comprehensive education quality has deteriorated, failing to meet the needs of the cause of industrialization and modernization; the majority of graduates lack sufficient expertise, foreign language skills, and soft skills to approach

jobs, particularly those required by the labor market; Furthermore, the quantity and structure of teaching staff credentials at universities are insufficient and have failed to meet the needs of growing and enhancing training quality. This is also one of the roadblocks in Ho Chi Minh City's efforts to improve the quality of higher education and expand the research activities of human resource training institutes.

Solutions for the development of quality human resources in Ho Chi Minh City in the coming time

It is difficult to focus on the growth of education and training, especially vocational training for workers, without making significant changes in the quality of the worker element to fulfill the needs of international integration. "Education and training, coupled with science and technology, is the primary national policy, the basis and driving force for the country's industrialization and modernization," our Party said at the 10th National Congress (2006). This is the correct perspective for improving the quality of human resources in Vietnam, and specifically in Ho Chi Minh City. However, in recent years, education and training in general, as well as efforts to improve the quality of human resources in particular, have continued to have flaws that have prevented advancements in employee qualifications, skills, and talents. The Party Congress of Ho Chi Minh City acknowledged the education sector's shortcomings, saying, "The quality of education, training and human resources has not reached the needs of development and association import" (Party Committee of Ho Chi Minh City, 2015, p.102)

To truly transform the quality of high-quality human resources in Ho Chi Minh City to fulfill the demands of socio-economic growth in the process of international integration, the following solutions must be implemented simultaneously:

To begin, totally and completely comprehend the execution of high-quality human resource development in the process of international integration, including each phase, strategy, and socioeconomic development policy. broad associations in the Party Committee, government and agencies, social groups, and city residents Then, towards the objective of human growth, achieving unity in the city's political system's knowledge and action. Actively executing a well-executed strategy. Action Program No. 19 – CTrHD/TU of the Ho Chi Minh City Party Committee, dated October 31, 2016, to implement the Resolution of the 10th City Party Congress on the Quality Improvement Program for the 2016 period – 2020, and Decision No. 6252/QD of the People's Committee of Ho Chi Minh City, dated November 30, 2016, on promulgating the Plan to implement the Resolution of the 10th Ho Chi Minh City Party Congress on the Program to improve the quality of human resources in 2016 The City People's Committee has been recommended by the City Department of Labor - Invalids and Social Affairs to issue papers to implement the branch program to increase the quality of human resources till 2020.)

Second, Ho Chi Minh City must do a better job of designing education and training development plans and strategies, as well as appropriately identifying human resource development strategies based on accurate demand forecasts. Regarding the labor market, as well as strategically organizing the network of universities, colleges, and vocational training institutions in the direction of flexibility, standardization, modernization, and international integration. In the industries (mechanical engineering; electronics - information technology; pharmaceutical chemistry - rubber; refined food processing - food), and services, highly competent human resources are trained (finance - credit; banking). warehousing, port services, maritime logistics, and import and export; post and telecommunications and information technology -

communication; property business, real estate; services information and consulting services, science, and technology; tourism, hotels, restaurants; healthcare, education, and training) Specifically, 8 majors such as dentistry, nursing, engineering, construction, accounting, architecture, survey and tourism, ASEAN's free labor mobility, and supporting sectors to satisfy socio-economic development criteria.

More crucially, the city must be proactive in educating human resources in the following industries to keep up with the 4th industrial revolution: Healthcare, Business Administration, Finance - Banking, and Tourism are all areas where information technology, communication, and artificial intelligence intersect. Focus on encouraging "Dual training" work, progressively closing the gap between training and hiring employees; shaping students' thinking and sense of entrepreneurship following vocational training.

Third, universities need to build and develop training programs with modern content to meet the requirements of the international human resource market, conduct training quality accreditation by international standards, have a team of high-quality lecturers (organic and visiting, domestic and foreign) who can teach in English, have professional knowledge and understanding of industrial practices and the labor market; have a medium- and long-term strategy for investment in renovating the university administration system towards modernity and professionalism, and must meet international quality accreditation standards; At the same time, the University must encourage academic freedom and promote and foster the innovative capacity of both faculty and students.

Creating networks and cooperation mechanisms between universities, research institutions, and institutes, as well as between the City's agencies and corporate groups, and creating websites/portals enabling the parties to learn more about each other's capabilities and collaboration requirements. Complete the master plan for the development of schools and institutions in Ho Chi Minh City as soon as possible, to create a contemporary learning city with industrial parks and export processing zones, i.e. scientific complexes, technology, and modern industry. Concentrate on creating outstanding universities (National University of Ho Chi Minh City, International University Ton Duc Thang University, University of Medicine and Pharmacy in Ho Chi Minh City...). Support for the creation of scientific "parks" and technology incubators by universities and research organizations... This is an excellent location for forming, nurturing, and deploying novel scientific and technical concepts. New goods with scientific content, fostering a shift in the city's economic growth paradigm toward quality, efficiency, and the knowledge economy.

In addition to information, job requirements, and remuneration, it is vital to incorporate more information when combining education and training from schools to companies, production, and business establishments right from the stage of enrollment and recruiting. information on internal rules, regulations, forms of reward and punishment when employees violate discipline, labor contract; promote education, propaganda, labor, and production emulation movements, especially fostering legal knowledge to help workers improve their skills; strengthen the role of trade unions and youth unions by promoting education, propaganda, labor, and production emulation movements, especially fostering legal knowledge to help workers improve their skills. To gradually satisfy the requirements and expectations of the work market, improve awareness, feeling of responsibility, conduct, and labor discipline.

Fourth, improve the quality of management staff and teachers in vocational education institutions; regularly organize training classes, fostering professional knowledge, pedagogy,

informatics, foreign languages. Negotiate, cooperate and transfer advanced training programs of countries in the region and the world. Completing the self-assessment of the quality of training programs as a basis for accrediting training quality. Research, apply and coordinate with international accrediting organizations to save quality, especially key occupations in vocational education institutions. Develop and promulgate policies to support, call for investment, and attract talents to work in vocational education. At the same time, implement the assignment of full autonomy by the law to the city's public vocational education institutions. Promote scientific research, associate scientific research in the field of vocational education with actual production and practical application, contributing to increasing labor productivity of the city in the coming time.

Fifth, improve the educational system to promote openness, lifelong learning, and the creation of a learning society. Building and improving the paradigm of "advanced and contemporary school following the integration trend" as well as increasing student evaluation based on international standards. People are taught ethics, discipline, civic and social responsibility, as well as social practice skills, work skills, foreign language skills, information technology, creativity, and international integration. According to the spirit of education, this is also the primary answer for carrying out fundamental and comprehensive education system renovation "Improving the national education system towards an open education system, lifelong learning, and developing a learning society". The spirit of Resolution No. 29-NQ/TW of the Party Central Committee's Eighth Conference, term XI.

CONCLUSION

The development of high-quality human resources is unavoidable in Ho Chi Minh City as international integration progresses. In the context of the country's fourth scientific and technological revolution, this not only offers a basis for socio-economic progress in general but also continues to encourage international integration. Nations and peoples have a big impact on the world. Workers are the focus of the manufacturing process, and they play a critical part in the construction industry's success or failure. Because employees are the topic of the production process, the most crucial necessity is to develop qualified, competent, and skilled human resources. As a result, new, realistic, and creative approaches to human resource development are necessary.

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