

EDUCATION AND DEVELOPING HIGH-QUALITY HUMAN RESOURCES BINH DUONG PROVINCE, VIETNAM - SOLUTIONS AND POLICIES

EDUCAÇÃO E DESENVOLVENDO RECURSOS HUMANOS DE ALTA QUALIDADE PROVÍNCIA DE BINH DUONG, VIETNÃ - SOLUÇÕES E POLÍTICAS

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Abstract: Human resources, especially high-quality human resources, play a decisive role in the socio-economic development of each country. In the context of deep and wide integration, along with the strong fourth industrial revolution, Binh Duong has focused on quickly building high-quality human resources to meet the requirements of development and international integration; which focuses human resources for industries with high technology content and added value, improving training quality to meet domestic and foreign labor market requirements. However, in recent years, Binh Duong has faced great challenges, high-quality human resources have not met the requirements of socio-economic development in the current international integration process. Therefore, it is necessary to have a system of guidelines, policies, strategic planning and planning that are implemented synchronously in order to further develop high-quality human resources to meet

the requirements of socio-economic development in the process of international integration.

Keywords: Education. High-quality human resources. Solutions.

Resumo: Os recursos humanos, especialmente os recursos humanos de elevada qualidade, desempenham um papel decisivo no desenvolvimento socioeconômico de cada país. No contexto de integração profunda e ampla, juntamente com a forte quarta revolução industrial, Binh Duong concentrou-se na formação rápida de recursos humanos de alta qualidade para atender aos requisitos de desenvolvimento e integração internacional; que concentra recursos humanos para indústrias de alto conteúdo tecnológico e valor agregado, melhorando a qualidade da formação para atender às exigências do mercado de trabalho nacional e internacional. No entanto, nos últimos anos, Binh Duong enfrentou grandes desafios, recursos humanos de alta qualidade não atenderam aos requisitos de desenvolvimento socioeconômico no atual processo de integração internacional. Portanto, é necessário ter um sistema de diretrizes, políticas, planejamento estratégico e planejamento que sejam implementados de forma síncrona, a fim de desenvolver recursos humanos de alta qualidade para atender aos requisitos de desenvolvimento socioeconômico no processo de integração internacional.

Palavras-chave: Educação. Recursos humanos de alta qualidade. Soluções.

1. Introduction

High-quality human resources are an integral part of human resources. Development of high-quality human resources is the development and completion of employees with professional and technical skills, corresponding to a specific profession, according to the criteria of labor classification in terms of professional qualifications, certain techniques; have good professional skills and ability to adapt to rapid changes in production and business technology; be of good health and character; capable of creatively applying the trained knowledge and skills in the production process in order to bring high quality and efficiency to labor productivity. Those are the people who master modern scientific and technological knowledge, have creative thinking, have good practical skills, have 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 Vietnam has affirmed: "Developing and improving human resources, especially high-quality human resources, is a strategic breakthrough, a decisive factor promoting the development and application of science and technology, restructuring the economy, transforming the growth model and the most important competitive advantage, ensuring rapid, effective and sustainable development" (Communist Party of Vietnam, 2011, p.130).

2. The role and position of high-quality human resources

Developing high-quality human resources not only allows maximum exploitation of the country's potentials and strengths, but also creates resilience and competitiveness for human resources at home and abroad. That is the increase of investors looking to develop human resources, and improve the quality of work, where many high-quality human resources are living, working, and working. At the same time, creating a comparative advantage between our country and other countries in the region and the world in terms of high-quality human resources will be an opportunity and condition for Vietnam to promote cooperation and development in various fields industry, thereby enhancing the country's position and prestige in the international arena.

In the modern world, when gradually shifting to a knowledge-based economy and in the trend of globalization and international economic integration, human resources, especially high-quality human resources, are increasingly available 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: adopting new technologies, developing modern infrastructure and improve the quality of human resources. In particular, the most important driver of sustainable economic growth is human resources, especially high-quality human resources, those who are invested in development, have skills, knowledge, hands skills, experience, and creative capacity to become "capital - human capital, human capital". In the context of the world with many fluctuations and fierce competition, the victory will belong to countries with high-quality human resources, a favorable legal environment for investment, and a socio-political environment stable.

International experience has shown that focusing on human resource development is considered a social orientation to improve labor productivity as well as create a foundation for career development and socio-economic stability national association. In order to develop human resources, some countries around the world have started to stream students from a very early age and are supported to choose suitable careers and apprenticeship pathways. For example, Singapore's education system is very flexible and always focuses on the abilities, interests and talents of each student to help them reach their highest potential. In addition to the application of new advances in science and technology in teaching, the training program always focuses on character education and national cultural traditions. The State invests in very few public schools to have exemplary quality, has an appropriate credit policy to attract talent training, with the non-public sector, the Government creates conditions for development and encourages employment. Connecting, linking with foreign countries, inviting international universities to set up branches...

From theoretical issues and world experience, in the process of international integration, Vietnam has determined: "Developing and improving the quality of human resources, especially high-quality human resources, is one of the decisive factor for the rapid and sustainable development of the country" (Communist Party of Vietnam, 2011, p 41), and at the same time, determining the direction and tasks of human resource development in the coming time, requires the need to: Building a strategy for human resource development for the country, for each industry, for each field, with synchronous

solutions, in which focusing on training and retraining solutions for human resources in schools as well as in schools as in the process of production and business, focusing on improving professionalism and practical skills” (Communist Party of Vietnam, 2011, p.116). The 13th National Party Congress considered: Education and training are the top national policy and the key driving force for the development of the country. Continue to synchronously innovate educational and training objectives, contents, programs, methods and methods towards modernity and international integration. To adopt a policy of breakthroughs to develop and improve the quality of higher education. Building and perfecting institutions and policies to develop Vietnam's education in the context of the market economy and international integration, taking quality and output efficiency as a measure. Promote synchronous innovation, improve the effectiveness and efficiency of state management, professional management and administration, expertise in education and training, step by step effectively implement the autonomy mechanism associated with responsibility accountability of education and training institutions (Communist Party of Vietnam, 2021, Vol. 1, p. 136-139).

Implementing the central policy on developing high-quality human resources, Binh Duong Provincial Party Committee determined to develop and improve the quality of human resources, meeting the requirements of Binh Duong's sustainable development towards urbanism smart, civilization, and modern.

3. The situation of developing high-quality human resources in Binh Duong province

In the context of the strong development of science and technology and international integration, the international cooperation environment has had a profound impact on the process of developing high-quality human resources in Binh Duong province.

Regarding policies, the Provincial Party Committee, People's Council, and People's Committee of Binh Duong have promulgated, implemented, and applied many guidelines, guidelines, and policies of the Party and State in the locality in developing high-quality human resources.

In 2016, Binh Duong Provincial Party Committee issued Program No. 20-CTr/TU on improving the quality of human resources, especially leaders, managers, scientific and

technical staff and laborers activities to meet the development requirements of the province in the new period. Provincial People's Committee issued Decision No. 3274/QD-UBND dated 24/11/2016 implementing Program No. 20-CTr/TU. In particular, the Provincial People's Committee specifically orients the development of high-quality human resources by sending officials, civil servants, and public employees to train masters and doctors at home and abroad in many different specialties.

After that, the Provincial Party Committee continued to issue a series of different programs, many of which were related to the development of high-quality human resources. Program No. 20-CTr/TU, dated August 9, 2016 of the Provincial Party Committee on improving the quality of leaders, managers, scientific - technical staff and workers, meeting the requirements development of the province in the new period. Program No. 22-CTr/TU, dated August 15, 2016 of the Provincial Party Committee on urban development in the direction of civilization, wealth and improvement of people's quality of life. Program 23-CTr/TU, dated August 16, 2016 of the Provincial Party Committee on mobilizing and promoting resources from all economic sectors to continue investing in the development of socio-economic infrastructure of the province period 2016-2020. Program 24-CTr/TU, dated August 16, 2016, of the Provincial Party Committee on continuing to develop high-quality services for industrial and urban development in Binh Duong province, period 2016-2020.

In 2019, the People's Council issued Resolution 05/2019/NQ-HDND dated July 31, 2019 stipulating policies on attraction, training and retraining regimes to improve the quality of human resources in Binh Duong province.

In 2021, the Provincial People's Council issued Resolution 18/2021/NQ-HDND on supporting medical and pharmaceutical students to train in the form of orders of Binh Duong province.

In 2021, Binh Duong Provincial Party Committee, promulgates the program to develop and improve the quality of human resources, to meet the requirements of building Binh Duong for sustainable development towards a smart, civilized and modern city in the 2021 period - 2025, orientation to 2030 and vision to 2045 (Binh Duong Provincial Party Committee, 2021). The program concretized the views of the Resolution of the 13th National Party Congress, the Resolution of the 11th Provincial Party Congress, term 2020-2025, on the development resources quality human high with the content: situation and causes; guiding views and goals; tasks and solutions. On that basis, Binh Duong Provincial

People's Committee issued a plan to implement program No. 19-CTr/TU dated May 31, 2021 of Binh Duong Provincial Party Committee on developing and improving the quality of human resources, meeting requirements for sustainable development of Binh Duong in the direction of a smart, civilized and modern city in the period of 2021 - 2025, orientation to 2030 and a vision to 2045. After determining the purposes and requirements, the plan focuses on the following contents: building and improving the quality of the contingent of cadres, civil servants, and public employees; attracting highly qualified labor and training according to orders; developing vocational education to meet the requirements of the labor market in the province; improve the quality of general education; improve the quality of higher education to meet the requirements of high-quality human resources and international integration; renovate and improve the quality of vocational training for rural workers to serve the development of hi-tech agriculture and new rural construction; international cooperation to develop and improve the quality of human resources.

From 2016 up to now, implementing the policy of developing high-quality human resources, the province has trained and attracted capable and qualified cadres, meeting a significant part of the human resource needs for high-quality force in administrative management, health care, education - training, and vocational education; attracting good and excellent regular university graduates to work in administrative and career agencies.

Regarding the quantity and quality of human resources, Binh Duong province has implemented many programs and plans on developing high-quality human resources. The training and retraining to raise the qualifications for all cadres, civil servants, and public employees in all aspects have been well done by all levels and sectors. “Currently, the proportion of cadres, civil servants, and public employees with college degrees or higher accounts for more than 75%, of which more than 5% have graduate degrees... Currently, about 85% of employees who work in enterprises in the province have high school and junior high school degrees. The rate of trained workers is 80%, of which the rate of diplomas and certificates is 30% of the total number of trained workers (Binh Duong Provincial Party Committee, 2020). The province has focused on investing in and creating favorable conditions for universities, colleges, and professional secondary schools to develop in terms of scale, quantity, and quality; Research environment, creativity, and start-up are the focus. Vocational training is invested in, step-by-step linking analysis and forecasting of labor demand, meeting the needs of the labor market, and creating jobs according to the requirements of economic restructuring. Many vocational training

programs gradually approach international standards. The labor force meets the requirements for the management, production, and business activities of enterprises (Binh Duong Provincial Party Committee, 2020, pp.52-53)

For more than a decade (2010 - 2022), the process of the environmental impact of international cooperation on the development of high-quality human resources in Binh Duong province has achieved some positive results, associated with social needs associations in all fields; organizational apparatus in the political system of the province has been arranged, reducing the focal point inside; merging, dissolving, and transforming the operating mechanism of public non-business units into an autonomous mechanism to streamline the apparatus; review and streamline staffing, increase training and retraining, and arrange cadres, civil servants and public employees according to job position requirements. The province has attracted a contingent of scientific-technical cadres, and highly qualified workers for industries and fields where existing human resources have not yet met the requirements.

Binh Duong has implemented the project to ensure human resources for the education and training sector for the period 2016-2020, well performed the tasks of education and training development associated with the approved human resource planning. Create jobs for 46,500 employees every year. The rate of trained laborers reaches 80% (Binh Duong Provincial People's Council, 2021). "Binh Duong currently has over 1.3 million employees, is the province with the most beautiful "golden" population structure of the Southeast region; the proportion of laborers aged 15 years and older who are working compared to the population has always remained at 60.9% to 66.1%, the highest in the region continuously from 2010 up to now. However, the proportion of workers working in the trained economy is always low in the region. According to statistics of the General Statistics Office of Vietnam, the rate of trained workers in Binh Duong in recent years has only remained at 16-17%, ranking third in the provinces in the Southeast region (only higher than Tay Ninh and Binh Phuoc, lower than Dong Nai, Ba Ria - Vung Tau and Ho Chi Minh City)" (Hiep & Anh, 2020)

The structure of human resources by occupation and employment position has steadily increased every year, from 2016 to 2020, from more than 1.3 million to more than 1.6 million, of which workers have high professional qualifications increased from 163,885 people (accounting for 4.6% of the total number of employees) to 82,204 people (accounting for 5.2% of the total number of employees); workers with intermediate

qualifications increased from 54,654 people (accounting for 3.9% of the total number of employees) to 75,524 people (accounting for 4.5% of the total number of employees). See also the following table:

Table 1: Employees aged 15 years and over are working annually by occupation and by employment status (by occupation)

Unit: People

Year	2016	2017	2018	2019	2020
Total	1.394.958	1.456.081	1.533.230	1.604.992	1.642.009
Leaders	10.742	11.214	11.486	11.636	11.752
High-level technical expertise	63.885	66.685	71.127	75.004	82.204
Mid-level technical expertise	54.654	57.048	70.217	73.392	75.524
Staff	65.788	68.671	98.772	103.330	105.684
Personal service, security, sales	229.497	239.553	248.163	259.788	260.571
Occupations in agriculture, forestry, and fishery	66.764	69.687	70.902	60.200	43.656
Craftsmen and other related workers	323.345	337.514	343.615	360.019	356.893
Assembler and operator of machinery and equipment	383.537	400.342	405.937	438.097	500.868
Simple job	194.568	203.094	210.222	220.447	203.136
Other	2.178	2.273	2.789	3.079	1.802

(Source: Compiled from Binh Duong Statistical Yearbook 2020)

Analysis of data from the table "Employees aged 15 years and over are working annually by occupation and by employment status (by occupation)" shows that workers with professional and technical qualifications - are considered a high-quality human resource – although increasing every year, it is still small in number. Manual labor, simple labor such as security guard, salesman, farmer, assembler, etc. account for a large proportion of 90-95% of the total human resources.

The results of the environmental impact of international cooperation on the development of high-quality human resources in Binh Duong province, focusing on the field of higher education, through the operation and development of 8 universities in Binh Duong. Duong (Thu Dau Mot University, Binh Duong University, Binh Duong University

of Economics and Technology, Eastern International University, Vietnam - Germany University, Ngo Quyen University, University Irrigation Campus 2 (Binh Duong Campus), Ho Chi Minh City Open University (Binh Duong Campus), with an annual training scale of over 30,000 (Chi, 2022) students, with many high-quality majors such as construction engineering, computer science, architecture, mechanical engineering, finance-accounting, and nursing... to meet the human resource needs of the province and surrounding areas. Universities in the province have cooperated with universities in many countries around the world and territories with advanced academic backgrounds such as the United States, Japan, Korea, Singapore, Taiwan, and Malaysia... Exchange activities, academic seminars, lecturers, students, training programs, research cooperation, and science and technology transfer take place regularly.

From November 2019, three universities in Binh Duong (Thu Dau Mot University, Eastern International University, Vietnam - Germany University) cooperated with 3 universities in Europe (Aalto University- Finland, Eindhoven University of Technology - Finland, University of Ljubljana - Slovenia), 2 universities of Myanmar (the Mandalay University of Technology and Yangon University of Technology) and Ho Chi Minh City Polytechnic University together cooperated in implementing the project "Developing Energy Efficient and Smart Lighting Education" (DESL for short). The results of the project have contributed to the construction and sustainable development of the community, through the provision of high-quality human resources in the field of energy saving in general and lighting in particular.

Thu Dau Mot University has developed a training program comparable to foreign countries, introduced critical thinking and creative thinking subjects, and organized hands-on training and internships at educational institutions' education reputation in Taiwan and Southeast Asian countries.... Similar to universities, colleges and vocational schools in Binh Duong also focus on practical training and soft skills for students. Specifically, schools do not follow the number of occupations but aim to train key occupations to meet market and business needs. Schools and businesses have also embarked on training according to orders. The "dual training" model, helps students get jobs right after graduation, and businesses with human resources do not have to re-train. Binh Duong will also expand the model of high-quality vocational education and training institutions in the direction of meeting the needs of society. The province will also consider implementing training cooperation programs with domestic and foreign universities to conduct training

according to the ordering mechanism for cadres, civil servants, public employees, and students. New graduates have aspirations to work locally.

Vietnam - Germany University has also trained high-quality human resources to supply businesses in Binh Duong. The school has been training about 3,000 students to meet German and European standards. Which, focuses on training human resources for the province with two groups: training undergraduate and master students and training to improve management capacity for human resources in the business sector of Binh Duong province, especially schools focus on renovating teaching and learning equipment, improving management capacity, and accessing new technologies in industrial production and manufacturing.

Eastern International University has a wide international network of links in many countries and territories, and has signed cooperation agreements with prestigious international educational institutions such as Burapha University (Thailand), The School of Business Administration (Portland State University, USA), The College of Economics and Management (Chungnam National University, Korea)...

Binh Duong province has policies to attract and support training and fostering to improve the quality of human resources in the province. In 2019, the People's Council of Binh Duong province issued Resolution No. 05/2019/NQ-HDND promulgating regulations on policies to attract and support training and fostering to improve the quality of provincial human resources in Binh Duong. Accordingly, the level of support levels to attract high-quality human resources in the province is considered to be much higher than that of other provinces in the region. As a result, it has attracted a large number of highly qualified researchers, lecturers, and doctors.

Table 2: Incentives for human resources to work in Binh Duong province compared with some provinces in Vietnam

Unit: Million VND/person

Vị trí chức danh	Binh Duong	Ba Ria Vung Tau	Can Tho
Professor (University)	300	-	130
Associate Professor (University)	250	-	150
Dr - Principal Lecturer (University)	200	-	100
Dr. (University)	180	-	65
Dr, Specialist Level II Doctor, Resident Doctor	600	350	65
Master's Degree, Specialist Doctor Level I	500	300	45

GP-general practitioner...	>400	250	-
Bachelor of Science, Engineering in Biomedical Engineering	50	-	-

(Source: Decree 05/2019/NQ-HDND of Binh Duong province; Decree 48/2014/NQ-

HDND of Ba Ria - Vung Tau province; Decree 17/2014/NQ-HDND of Can Tho City)

From 2016 to 2020, the province attracted 222 recruits through various forms, including excellent university graduates, general practitioners, and people with postgraduate qualifications. The quality of the contingent of cadres, civil servants, and public employees of the province has been significantly improved; The organizational apparatus in the political system of the province has been arranged, reducing the internal focal points; merging, dissolving, transforming the operating mechanism of public non-business units into an autonomous mechanism to streamline the apparatus; review, streamline staffing, increase training and retraining, arrange cadres, civil servants and public employees according to job position requirements; cadres, civil servants and public employees (excluding commune level) with a college degree or higher currently account for 75%, of which more than 6% have a graduate degree; commune-level cadres and civil servants with university degrees or higher reached 90.06%³. Pay attention to attracting a contingent of scientific-technical staff and highly qualified workers for industries and fields where the existing human resources cannot meet the requirements; laborers working in economic sectors in the province continued to increase in number with 1,671,400 people; The labor structure has changed in line with the economic restructuring of the province with the proportion of employees in agriculture, forestry, and fishery - industry and construction - services respectively 5.2% - 70 to 6% - 24.2%⁵; There has been a positive change in the training of skilled workers. Students graduating from lower secondary schools continue to study at vocational education and training institutions providing elementary and intermediate levels, reaching the rate of 30%; the rate of trained workers is 80%, of which 30% are diplomas and certificates (Binh Duong Provincial Party Committee, 2021).

Thanks to the interest in attracting a contingent of scientific-technical staff, highly qualified workers for industries and fields where the existing human resources cannot meet the requirements; laborers working in economic sectors in the province continued to increase in number with 1,671,400 people; Labor structure has a shift in line with the economic restructuring of the province with the proportion of employees in agriculture, forestry, and fishery - industry and construction - services in 2020 respectively 5.2%, 70.6 % and 24.25% (In 2015, the number of employees in all economic sectors was 1,349,131.

Labor structure in agriculture, forestry, and fishery - industry and construction - service sector with respective proportions: 6.90%, 68.70%, and 24.40% - Compiled from Binh Duong Provincial Statistical Yearbook 2020).

4. Solutions to develop high-quality human resources in Binh Duong province

The process of developing high-quality human resources in Binh Duong province also reveals some limitations related to improving the quality of human resource training in Binh Duong province such as the lack of a general human resource development plan, especially high-quality human resources. The quality of general education and vocational education is still limited, leading to a shortage of highly skilled human resources and difficulty to meet the needs of enterprises. The quality of trained human resources has not yet met the practical requirements of the key fields and industries of the locality. The diversity of job placement services is low; The budget for training and recruiting employees of enterprises is not high due to concerns about the situation of workers changing jobs after being trained... is an important and urgent requirement and task for the education and training industry home province (Binh Duong Provincial Party Committee, 2021).

In general, the province's human resources have not yet met the requirements of development and integration; the number of cadres, civil servants and public employees of the province is still lacking compared to the requirements of assigned tasks, especially in the fields of urban management, transportation, trade and service, health care, education - training create; Although the contingent of cadres, civil servants and public employees has basic training, some still have limited professional capacity, lack of practical experience, are weak in computer science and foreign languages, so the ability to complete tasks is not high; The work of developing high-quality human resources still reveals many limitations, the percentage of public employees with postgraduate qualifications in high schools and colleges still low, the occupational indicators, the number and positions job position to attract... has not met the demand; labors serving in economic sectors are basically satisfying in quantity but unstable at times, dependent on workers from outside the province; Enterprises still face difficulties when recruiting workers for positions requiring high qualifications and skills in many industries and fields, including fundamental industries

and fields, which are the driving force for economic development. Therefore, to develop high-quality human resources, the province focuses on promoting many solutions.

Firstly, in international cooperation to improve the quality of higher education, it is necessary to cooperate and associate with foreign educational institutions through which to share advanced and current teaching knowledge and skills. Strengthen the management of joint education programs at all educational levels and foreign-invested educational and training institutions in Binh Duong province. Cooperate and organize the effective implementation of the project on the digital transformation of the education sector in Binh Duong province; exploit and strengthen the management, teaching, and higher education based on digital transformation.

Second, along with the integration process, it is necessary to improve the quality of higher education in Binh Duong province. The urgent requirement is to improve the quality of higher education to approach the industrial revolution 4.0, to meet the needs of learners with the following goals: learning to do and learning to create; having enough thinking capacity, especially creative thinking to adapt and cope with the rapid changes of society. The international cooperation environment requires the promotion of learning capacity, labor capacity, communication ability, and outstanding level of information technology, creating important conditions for everyone to access knowledge from other countries' multiple sources without much overhead. Learners have the advantage to connect the known and unknown, between traditional and modern, and between real and virtual to make appropriate choices and form new knowledge and skills suitable for their job needs.

Third, the current development of high-quality human resources in Binh Duong also poses an urgent need to renovate university training activities in the direction of diversifying training types to suit social needs. This is considered a practical and breakthrough solution to promote the development of higher education. Universities in the province often associate with businesses in introducing students to internships, fostering improved career skills, and finding jobs after graduation. The cooperation between schools and businesses not only creates outputs for training products, enlists the support of businesses, but also captures the required information from businesses with advanced management and technology levels progress, creating a basis for innovation, adjusting training goals, and meeting the diverse requirements of the newly formed labor market. In the process of university training associated with the needs of enterprises and

the labor market; the transition from training what the school has to the goal of training what the society needs with the spirit of the close connection between business and university. At the same time, universities need to actively cooperate at home and abroad, cooperate with businesses in implementing training programs; organize cooperation programs for short and long-term training for students and lecturers from one to three months, and complete undergraduate and master's knowledge with several universities in the world. Organize several study abroad semesters, short and long-term, creating favorable conditions for students to integrate to be able to exchange academically, seek scholarships and find jobs after graduation.

Fourth, improve the quality of science and technology human resources. The experience of many developed countries in the world shows that to develop high-quality human resources, it is necessary to widen international cooperation relations, strengthen scientific and technological capacity and develop development mechanisms to improve the quality of human resources in science and technology. The process of international cooperation to develop high-quality human resources in Binh Duong province opens up opportunities and conditions for the province to take advantage of the achievements of the modern scientific and technological revolution, accelerate the process of industrialization, modernize, and meet the requirements of the socio-economic development of the province.

The environmental impact of international cooperation on the development of high-quality human resources in Binh Duong shows that we want to develop science and technology human resources as quickly as possible and catch up with the level of countries in the region and the world. In the world, priority should be given to investment in international cooperation in education and training, this is the fastest way to Binh Duong.

Fifth, attract high-quality human resources. The development of high-quality human resources in Binh Duong province in the context of integration and the strong development of the scientific and technological revolution requires, on the one hand, fostering and supporting training to improve quality. Local human resources, on the other hand, must attract high-quality human resources from home and abroad. In 2019, the People's Council of Binh Duong province issued Resolution No. 05/2019/NQ-HDND promulgating regulations on policies to attract and support training and fostering to improve the quality of provincial human resources in Binh Duong. The level of support to attract high-quality human resources of Binh Duong province is considered to be much

higher than that of other provinces in the region. As a result, Binh Duong province has attracted a contingent of scientific-technical staff and highly qualified workers for industries and fields where the existing human resources have not yet met the requirements, serving the digital transformation strategy, digital economy, digital society, consistent with the economic restructuring of the province in the direction of prioritizing service and industry development; prioritize the development of high-quality human resources in leadership, management, and key areas of the economy; increase job opportunities with high quality and high income for employees; making human resources become the most important foundation and advantage for sustainable economic development, international integration, building Binh Duong to develop towards a smart, civilized and modern city.

In reality, there have been very strict demands for quality, high-quality human resources to develop smart cities, and smart universities... Therefore, it is very necessary to attract teams a team of experts who are studying and working abroad, with advantages, and have access to a modern educational and working environment; not only for short-term development goals but also to promote the quality of human resources in the province in the long run. The province has tried to overcome barriers in terms of income, working conditions, and the environment with policies and incentives such as suitable jobs, an equal working environment, and appointed positions for experts. The province has built a roadmap for socio-economic development, and established the image and position of Binh Duong both nationally and internationally, initially creating an attractive environment to attract high-quality human resources.

5. Conclusion

High-quality human resources have been and are a "survival" factor, playing a vital role in socio-economic development in Binh Duong. Therefore, in the immediate future, it is necessary to implement the above solutions synchronously and comprehensively. Although many mechanisms and policies to develop high-quality human resources in the province have been effective in practice, in the process of implementation, those policies have revealed many limitations and shortcomings, the effect is not commensurate. To continue to develop high-quality and effective human resources, it is necessary to regularly adjust, supplement and perfect the system of mechanisms and policies to create a legal corridor and facilitate the development of human resources developing high-quality in our

country under the impact of the industrial revolution 4.0. The renovation and improvement of mechanisms and policies to create motivation for the development of high-quality human resources must be carried out synchronously in many aspects such as education - training, science - technology, environment, employment, income, social security, insurance, social protection, health care, labor market development policies, housing, living and settlement conditions. The State needs to continue to renovate institutions and perfect the legal corridor from central to local levels to create a favorable environment for human resource development, and to encourage the development of the market for high-quality human resources; markets, and scientific and technological products in the direction of integration, building a legal environment for the development of new business lines and industries in Vietnam is starting to arise from the 4.0 Industrial Revolution.

Developing high-quality human resources is a current trend and an inevitable requirement for Binh Duong. That not only creates a premise and a material-technical basis for socio-economic development in general but also to further promotes international integration in the context of the 4th science and technology revolution. Human resources with high quality, reasonable quantity, and structure, rich in intelligence, rich in the will, and aspiration, with enlightened revolutionary ideals, will be the driving force to soon bring Binh Duong to development with breakthroughs break effectively.

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