

# EDUCATIONAL POLICY FOR DEVELOPMENT OF HIGH QUALITY HUMAN RESOURCES: SURVEY IN HAI PHONG CITY, VIETNAM

## POLÍTICA EDUCACIONAL PARA O DESENVOLVIMENTO DE RECURSOS HUMANOS DE ALTA QUALIDADE: PESQUISA NA CIDADE DE HAI PHONG, VIETNÃ

**PHUONG HUU TUNG**

National Academy of Public  
Administration, Vietnam  
phuonghuutung@gmail.com

**DO THI HAI HA**

National Academy of Public  
Administration, Vietnam  
kimphu.qtnl@gmail.com

**NGUYEN VAN TRI**

National Academy of Public  
Administration, Vietnam  
nguyentridhvn@gmail.com

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**Corresponding author:**

phuonghuutung@gmail.com



**Abstract:** High-quality human resources are considered as one of the factors creating the success of organizations and countries. Developing high-quality human resources is a contributing factor to economic growth through improving labor productivity, thus increasing incomes for workers, and when income increases, it will help the overall economy growth may occur. The article uses qualitative research methods and collects secondary data to build groups of criteria for evaluating the development of high-quality human resources to meet the requirements of international integration on the basis of identified contents determining the quantity, quality and structure of high-quality human suitable to the context of international integration, thus adapting the current situation of developing high quality human resources to meet the requirements of international integration of the city. Hai Phong city in terms of quantity, quality and structure of high quality human resources in Hai Phong city. Research results show that high-quality human resources in Hai Phong tends to increase in the period 2017-2021; The quality of Hai Phong high-quality human resources is increasingly being improved, the structure of high-quality human resources is shifting, but it is not suitable for the requirements of economic restructuring in the context of international integration. Therefore, the author proposes a number of policies to improve the institution for the development of high-quality human resources in Hai Phong city in the coming time.

**Keywords:** Policy. Human Resources. High Quality. Education.

**Resumo:** Os recursos humanos de alta qualidade são considerados como um dos fatores que criam o sucesso das organizações e dos países. O desenvolvimento de recursos humanos de alta qualidade é um fator que contribui para o crescimento econômico através da melhoria da produtividade do trabalho, aumentando assim a renda dos trabalhadores, e quando a renda aumenta, isso ajudará o crescimento geral da economia. O artigo utiliza métodos de pesquisa qualitativa e coleta dados secundários para construir grupos de critérios para avaliar o desenvolvimento de recursos humanos de alta qualidade para atender às exigências da integração internacional, com base em conteúdos identificados que determinam a quantidade, qualidade e estrutura de recursos humanos de alta qualidade adequados ao contexto da integração internacional, adaptando assim a situação atual de

desenvolvimento de recursos humanos de alta qualidade para atender às exigências da integração internacional da cidade. A cidade de Hai Phong em termos de quantidade, qualidade e estrutura de recursos humanos de alta qualidade na cidade de Hai Phong. Resultados de pesquisas mostram que os recursos humanos de alta qualidade em Hai Phong tendem a aumentar no período 2017-2021; A qualidade dos recursos humanos de alta qualidade de Hai Phong está sendo cada vez melhorada, a estrutura dos recursos humanos de alta qualidade está mudando, mas não é adequada para as exigências da reestruturação econômica no contexto da integração internacional. Portanto, o autor propõe uma série de políticas para melhorar a instituição para o desenvolvimento de recursos humanos de alta qualidade na cidade de Hai Phong nos próximos tempos.

**Palavras-chave:** Política. Recursos Humanos. Alta qualidade. Educação.

## 1. Introduction

Hai Phong city is a city directly under the Central Government, located in the northern key economic region, connecting the provinces of the Red River Delta, in the economic triangle of Hanoi - Hai Phong - Quang Ninh. The Resolution of the XVI Congress of the Party Committee of Hai Phong city also determined: “Strengthen the development of human resources, especially high-quality human resources, to meet the requirements of the Fourth Industrial Revolution and international integration. economy is one of the three breakthroughs”. Hai Phong city clearly identifies the position and importance of developing quality human resources, considering it as the “key” to fast, efficient, and sustainable growth of the locality (Hai Phong City Party Committee, 2020). Hai Phong city has focused and synchronously implemented many important solutions contributing to the development of human resources, especially high-quality human resources, thereby achieving many achievements contributing to enhancing the position of Hai Phong. Hai Phong such as: gross domestic product (GRDP) in the period 2017 - 2021 increased on average 14.02%/year, 2.1 times higher than the general growth rate of the whole country; GRPD scale in 2021 will reach VND 276,661 billion, 2.1 times higher than 2017 (Hai Phong, 2022); the average income of employees in 2021 will reach 254.99 million VND/employee, 2.5 times higher than the national average; by 2021, the proportion of trained workers in the total number of employees aged 15 and over working in Hai Phong will reach 85%, of which the rate of workers with certificates will reach 35%; the proportion of workers with university and post-graduate degrees increased by 6.8% (Hai Phong, 2022). It can be seen that the high development of human resources has contributed to promoting economic growth, the economic structure has shifted strongly

towards industrialization and modernization; step by step increase the endogenous capacity of Hai Phong city .

In order to achieve the above growth goals, the article is made to clarify the theoretical basis and experience on developing high-quality human resources to meet the requirements of international integration. In which, research on the concept, content, roles, building a group of evaluation criteria and factors affecting the development of high-quality human resources to meet the requirements of international integration. Research experience in developing high-quality human resources to meet the requirements of international integration of some prominent localities, having similar contexts with Hai Phong city. Analyze and evaluate the situation of developing high-quality human resources to meet the requirements of international integration of Hai Phong city in the period 2017-2021; specify the results achieved, some limitations and reasons. Proposing some key policy implications to promote the development of high-quality human resources to meet the requirements of international integration of Hai Phong city by 2025, with a vision to 2030.

## 2. Theoretical overview

### *High quality human resources*

In the development process of the country, there are many different resources for social development. However, considering the relationship between resources, human resources play a decisive role in other resources. Up to now, there are some typical scholars who have raised the concept of high-quality human resources as follows:

The concept of high-quality human resources is given by author Pham Minh Hac (2004): “High-quality human resources are highly qualified and capable human resources, a shock force to receive changes transferring advanced technology, effectively implementing the application to our country’s conditions, is the nucleus of its field in industrialization - modernization is expanded in the form of “oil slick” by leading the part of workers with lower qualifications and capacity, going up at a fast rate” (Pham Minh Hac, 2004).

Some other scholars agree that high-quality human resources must have sufficient professional knowledge and skills; mastering modern equipment and technologies; use a foreign language in professional communication; have social skills, communication, behavior, cooperation, capacity for creative activities; industrial working style, professional conscience and good health (Anh, 2019; Hang, 2017; Loan, 2022; Tung, 2022). In today’s era of international integration, high-quality human resources are the workforce that must have

awareness and international integration capabilities, that is, the ability to understand the international market and work, negotiate and cooperate in a multicultural environment without dissolving national identity.

Thus, it can be generalized: high-quality human resources are understood as a typical and core part of the workforce, capable of meeting the high requirements of reality in terms of physical strength, qualified high education and technical expertise, good labor skills; have good professional ethics; capable of quickly adapting to changes, knowing how to creatively apply trained knowledge and skills to the production process, bringing high productivity, quality and efficiency, contributing to economic-society development.

### ***Developing high-quality human resources***

According to Smith (1988): Human resource development (HRD) includes programs and activities, direct and indirect, directed or personally implemented, that can affect the development, individual productivity and the well-being of the organization as a whole (Smith, 1988).

McLagan (1989): HRD is the integrated use of training & development, career development and organizational development to improve individual and organizational effectiveness (McLagan, 1989).

Gilley (1989): HRD is organized learning activities organized within an enterprise to improve work performance and/or personal development; and/or organization (Gilley & Eggland, 1989).

Chalofsky (1992): HRD is the study and practice of enhancing the learning capacity of individuals, groups, collectives and organizations through the development and application of learning interventions with the ultimate aim. optimize the development and effectiveness of people and organizations (Chalofsky, 1992).

Burgoyne & Reynolds (1997): HRD is the field of study and practice that fosters lifelong learning, and is relevant to the work of individuals, groups, and organizational levels. As such, it includes - but is not limited to - training, career development and organizational development (Burgoyne & Reynolds, 1997).

Stewart and McGoldrick (1996): HRD encompasses activities and processes, designed to have an impact on individual and organizational learning. It assumes that organizations can be formed by building learning units and learning processes by both organizations and individuals that have the ability to influence and direct through deliberate interventions. and have a plan (Stewart & McGoldrick, 1996).

McCracken and Wallace (2001): HRD is the creation of a culture of learning, which encompasses a range of training, development, and learning strategies that both respond to organizational strategy and help shape and influence it (Mcguire et al., 2001).

Gourlay (2000): HRD focuses on theory and practice related to training, development and learning in organizations and individuals in the context of shaping business strategy and organizational competitiveness (Amess & Gourlay, 2000).

McGuire et al (2001): HRD can be described as components of an organization's training activities that provide the knowledge and skills needed in the context of (changing) goals of the organization. organization (Mcguire et al., 2001).

Referring to the above points of view, the research team found that the two most mentioned and agreed-upon contents are: firstly, the view of development does not stop at training and learning activities but also on development. must be viewed as an ongoing process and included in the totality of management interventions including professional and organizational development; Second, human resource development must aim at improving the working efficiency of individuals and organizations. Career development is an ongoing process of life, study and employment management activities.

In summary, the research team believes that: “Developing high-quality human resources to meet the requirements of international integration is the process of creating a change in quantity, improving the quality of human resources in accordance with international practices on qualifications, knowledge, skills, professional consciousness and strength to ensure the structure of industries, fields and territories upon international economic integration”.

### **3. Research Methods**

To accomplish the purpose of the topic of the article, the authors use a combination of research methods.

*Firstly*, the systematization method is mainly used in the theoretical overview related to the development of high-quality human resources to meet the requirements of international integration, thereby ensuring the systematic, comprehensive, comprehensive research on the development of high-quality human resources to meet the requirements of international integration; at the same time, clearly define the content, theoretical and practical

gaps of the article, and find out new points that the article researches and perfects the theoretical basis.

*Second*, the method of analysis - synthesis: this is the method of research and analysis of documents; specific analysis of documents, data, different theories, gathered into a unified system. Thereby understanding the nature of the object of research - developing high-quality human resources to meet the requirements of international integration of Hai Phong city. From the analysis of each side, each part of the development of high-quality human resources to meet the requirements of international integration of Hai Phong city.

*Third*, statistical method: The essence of this method is to compare and contrast the indicators of developing high-quality human resources to meet the requirements of international integration that have been quantified over time. From there, clearly identify the trend of movement and development of high-quality human resources to meet the requirements of international integration. This method is mainly used to analyze and evaluate the current situation of developing high-quality human resources to meet the requirements of international integration of Hai Phong city in the period 2017-2021. This article uses statistical data from the General Statistics Office, Hai Phong City Statistical Office. At the same time, the research team also inherits secondary documents that have been widely published in books, newspapers, scientific journals, theses, scientific research topics at all levels, and policies of the Party, policies and laws of the State in the field of high-quality human resource development and international integration.

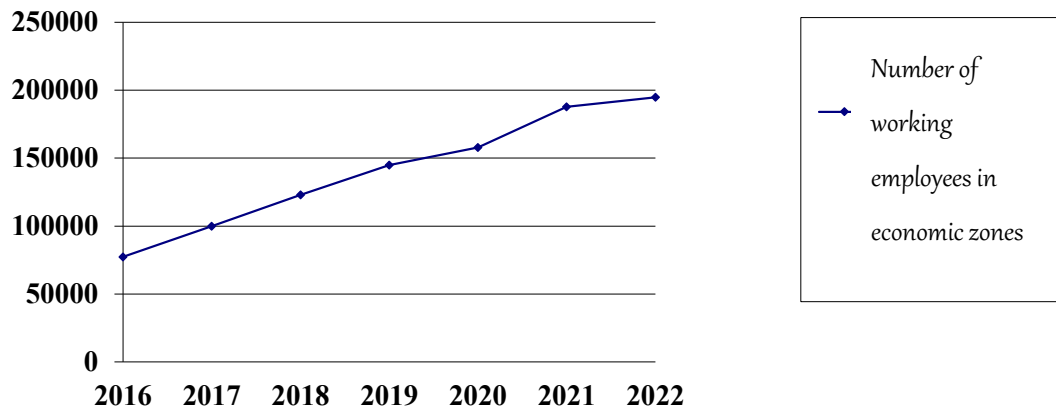
## **4. Research results**

### ***4.1. Descriptive statistics***

#### ***Quantity of high-quality human resources***

In terms of economic type, the non-state economic sector, specifically companies and enterprises operating in the area of Hai Phong economic zones accounted for 86.58% of the total number of enterprises in the city (in 2021), is the area that attracts the most laborers. The number of foreign-invested enterprises has the highest growth rate with an annual increase of 27.2% in the period 2017-2021. Economic zones in Hai Phong developed very strongly, business activities increased rapidly in both quantity and efficiency, making a decisive contribution to the economic growth of the city. Economic zones attract a great deal of human resources. According to the increasing momentum of the enterprise, the annual

human resources increased significantly. Human resources in economic zones develop very rapidly in number, increasing by tens of thousands of people each year.



**Figure 1. Number of human resources in economic zones in Hai Phong in the period 2016-2022**

Foreign workers in Hai Phong IZs and EZs are mainly leaders and experts in FDI enterprises. Industrial corporations located in the EZ are currently facing a shortage of high-quality workers who are managers and experts. The workforce is business administrators and experts who come to Vietnam to fill the positions of management, production executive, research and operation. This will lead to the fact that the costs of enterprises will increase significantly due to having to pay income for this high-quality human resources department, which the local workforce, which is the high-quality human resources of Vietnam, does not have the opportunity. join the team of experts and managers. In addition, the high-quality local labor force working in the IZ does not meet the requirements for skills and qualifications, leading to a loss of competitive advantage in terms of high-quality local human resources.

**Table 1. Number of high-quality human resources working in Hai Phong city economic zones**

*Unit: Person*

| No | Industrial area          | Total number of employees | High quality human resources |                              |                                  |               |
|----|--------------------------|---------------------------|------------------------------|------------------------------|----------------------------------|---------------|
|    |                          |                           | Manager                      | Advanced technical expertise | Intermediate technical expertise | General Labor |
| 1  | An Duong Industrial Park | 11,563                    | 153                          | 519                          | 798                              | 10,093        |
| 2  | Trang Due Industrial     | 47,895                    | 352                          | 5,278                        | 7,432                            | 34,833        |



|    |   |                |              |               |               |                |
|----|---|----------------|--------------|---------------|---------------|----------------|
|    | Park  |                |              |               |               |                |
| 3  | Nomura Industrial Park                                      | 30,890         | 151          | 2.578         | 4,390         | 23,771         |
| 4  | VSIP Industrial Park  | 64,490         | 55           | 4.061         | 20,569        | 39,805         |
| 5  | Nam Cau Kien Industrial Park                                | 3,308          | 52           | 468           | 686           | 2.102          |
| 6  | Do Son Industrial Park                                      | 6,822          | 34           | 1.067         | 490           | 5,231          |
| 7  | Dinh Vu Industrial Park                                     | 9,124          | 108          | 2.063         | 1,781         | 5,172          |
| 8  | Deep C2A Industrial Park                                    | 1,830          | 12           | 396           | 838           | 584            |
| 9  | Deep C2B Industrial Park                                    | 1,000          | 15           | 154           | 264           | 567            |
| 10 | Dinh Vu MP Industrial Park                                  | 1,487          | 30           | 334           | 301           | 822            |
| 11 | Nam Dinh Vu Industrial Park                                 | 932            | 14           | 175           | 125           | 618            |
| 12 | Dinh Vu-Cat Hai Economic Zone (Outside the industrial zone) | 6,310          | 34           | 2,201         | 2.185         | 1,890          |
|    | <b>TOTAL</b>  | <b>185,651</b> | <b>1,010</b> | <b>19,294</b> | <b>39,859</b> | <b>125,488</b> |

(Source: Hai Phong Economic Zone Authority in 2022)

In the past 5 years, the labor force from other localities to Hai Phong such as Hai Duong, Bac Ninh, Thanh Hoa, Nghe An, Ninh Binh tends to increase. The point of attracting labor from other localities to Hai Phong lies in the marked improvement of Hai Phong's social security policy. Hai Phong has created favorable conditions for housing, infrastructure, and learning policies for workers and children of workers living in the city. Previously, workers were quite afraid, tending to go to provinces with lower costs and living standards than Hai Phong such as Bac Ninh, Thai Nguyen or further south such as Binh Duong and Dong Nai. .

### *About the quality of high-quality human resources*

By the end of 2021, the number of trained workers is 65,530 (undergraduate level is 18,387, college level: 10,749, intermediate level: 8,202 elementary school: 6,443 and vocational training: 21,749), accounting for about 42.9% of the total number of employees labor; the number of untrained (untrained) workers is 87,297 people, accounting for 57.1 % of the total number of employees.



**Table 2. Professional and technical qualifications of high-quality human resources working in economic zones of Hai Phong city**

| Year | Total number of employees | Professional and technical qualifications |                            |                                 |                        |                               |           |
|------|---------------------------|---|----------------------------|---------------------------------|------------------------|-------------------------------|-----------|
|      |                           | University and above                      | Vocational college/college | Intermediate/Vocational Diploma | Elementary occupations | Vocational training regularly | Untrained |
| 2017 | 97,926                    | 12,573                                    | 7,712                      | 7,314                           | 3,055                  | 12,790                        | 57,537    |
| 2018 | 120,320                   | 14,137                                    | 8,348                      | 8,302                           | 3,873                  | 26,097                        | 59,298    |
| 2019 | 141,767                   | 38,101                                    | 24,561                     | 12,014                          | 5,435                  | 70,054                        | 61,686    |
| 2020 | 152,827                   | 18,387                                    | 10,749                     | 8,202                           | 6,443                  | 28,192                        | 87,297    |
| 2021 | 183,326                   | 20,509                                    | 38,112                     | 19,432                          | 7,483                  | 105,273                       | 72,713    |
| (%)  | 116.97                    | 113.01                                    | 149.10                     | 127.67                          | 125.10                 | 169.38                        | 106.03    |

$\bar{t}$ : Average growth rate

*Source: Hai Phong Economic Zone Authority*

From 2017 to 2021, although the number of employees working in the economic zone continuously increases, the quality of labor is still limited (simplified workers, informal workers without labor contracts, laborers according to the season); Unskilled labor accounts for the majority. Therefore, there is a serious shortage of highly qualified technical workers, workers in new industries such as electronic engineering, chief engineers, mechanical engineers, and manufacturing. create, electronics. The percentage of workers with vocational training is still low, skills, skills, physical strength and industrial working style are not high.

#### **4.2. Some policies to develop high-quality human resources in Hai Phong city**

Hai Phong City has developed policies and issued clear regulations on attracting talented people from other localities, or from abroad voluntarily to work in the city. Develop a strategy for attracting domestic and foreign experts. Develop a plan to find students with good academic standing at universities and put them on the list of reserve human resources. After graduating from school, the city will continue to send higher-level training at home or abroad.

Hai Phong city has developed mechanisms and policies in detecting and selecting talented people, with high professional and technical qualifications, with good character and ethics to train as resource officers instead of staff. future leadership and management. Hai Phong city has had preferential policies in addition to salary according to the state's

regulations for intellectual workers. Material incentives are based on the principle of properly valuing their contributions, ensuring they and their families have a stable life.

The city is actively implementing a program to develop affordable social housing and housing for workers to attract workers from outside. Identifying migrant workers as an important source of supplementary labor for the City's labor shortage, over the years, Hai Phong has had many solutions to attract this workforce. Prominent among them is the fact that Hai Phong city is focusing on promoting the development of affordable social housing for workers, and at the same time implementing a mechanism to allocate land for businesses to build dormitories for workers. attracting and retaining employees, especially qualified and high-quality workers.

It is known that many years ago, Hai Phong approved the implementation of 7 projects to build houses for workers invested by enterprises from non-budget capital, with a total area of more than 20.7 hectares, scale of more than 4,555 apartment. Hai Phong is expected to plan about 20% of land in industrial zones to build social housing for workers. Recently, the Economic Zone Management Board at the same time awarded investment registration certificates for two worker housing construction projects of Pegatron Vietnam Co., Ltd and Universal Scientific Industrial Vietnam Co., Ltd. In addition, the construction project of workers' housing in Trang Due Industrial Park is also rushing to complete the procedures to proceed with construction.

To promote the development of worker housing, especially in industrial parks, on January 10, 2022, the People's Committee of Hai Phong city issued Official Letter No. 185/ People's Committee-XD3 on a number of solutions to promote development. housing development for industrial park workers, including one important content: When formulating and approving the industrial park construction planning, a suitable land area must be arranged in the area for construction of workers' houses, The trade union's institution ensures a synchronous system of technical and social infrastructure to serve workers and employees working in that industrial park.

Hai Phong city is determined to create a breakthrough in the construction of worker housing, create competitive advantages, and attract workers with neighboring localities such as Quang Ninh, Hai Duong, Thai Binh, etc. The solution is said to be quite effective to overcome the labor shortage of many enterprises in the industrial zones of Hai Phong.

Hai Phong city has developed a flexible, modern, sustainable and integrated labor market. This issue requires managers and functional agencies to explore and research to

create a market. a developed, transparent and effective labor market, respecting the laws of market movement. Information on recruitment needs and accompanying conditions should be clearly disclosed. From there, suppliers and employees themselves can choose and agree to sign a contract with the employer. The labor market is always open and flexible, ensuring both publicity of demand and attraction of supply. Designing and networking the labor market information system through the city's employment service centers, through the system of district labor departments to search and receive trained human resources to promptly respond to enterprises of industrial zones and industrial zones; and at the same time classify the number of employees according to specialized occupations to be proactive in labor supply. The local Labor Department is responsible for reviewing and making a list of unemployed people of working age, demobilized soldiers for cultural training, vocational training, and workers who have lost their jobs due to lack of work. businesses that change technology have the opportunity to find jobs.

Well implement mechanisms, policies and laws on development of education - training, science - technology; attach importance to university and post-university training, college and vocational training according to regional and international standards. Create rapid and clear changes in human resource development, especially high-quality human resources for industries, fields with potential and advantages. Promote socialization and give autonomy to public universities, colleges and vocational schools; encourage enterprises to participate in vocational training.

Concretize and synchronously deploy groups of key solutions to develop high-quality human resources to meet the requirements of industrialization and modernization of the city by 2025, with orientation to 2030; strengthen the training of scientific staff, managers, and high-level technical workers to meet the needs of investors. Develop mechanisms and policies to support capacity building of human resources for colleges, vocational secondary schools and vocational training centers in the city. Overcoming the unreasonableness of training scale, structure of professional qualifications; linking training with scientific research and technology application. Paying more attention to the development of the automation industry, investing in in-depth research groups in the fields of digital, information technology, software technology, satellite information, digitization, new energy, materials new materials, biotechnology and their integration.

Expand the vocational training network and change the vocational training structure according to the needs of the labor market. Promote vocational training in the direction of

socialization, diversification of training forms, flexibility and practicality. Strengthen the connection between training institutions and enterprises, conduct training according to requirements and addresses to ensure that post-trained workers are used in accordance with the training program.

Strengthen the linkage of vocational training with training institutions of large cities and localities with strengths. Focus on training and retraining a contingent of technical workers and qualified workers for the key industries that Hai Phong needs: mechanical engineering, electronics - informatics, chemical and pharmaceutical industries and occupations requiring basic technical techniques.

## **5. Discuss some policies for developing high-quality human resources for Hai Phong city**

The system of mechanisms and policies plays a very important role, directly or indirectly, creating driving forces or impediments to the development of the economy - society in general and human resource development. high quality in particular. In fact, over the years, our Party and State have promulgated many new mechanisms and policies that have had a positive impact on the development of high-quality human resources. However, in the process of implementation, those policies have revealed many limitations, inadequacies, and disproportionate effectiveness. Therefore, in order to continue to develop high-quality human resources effectively, it is necessary to regularly adjust, supplement and perfect the system of mechanisms and policies to create a favorable legal framework for the development of human resources. high-quality human resources in our country in general as well as in Hai Phong in particular 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, etc. workplace, employment policy, income, social security, insurance, social protection, health care, labor market development policy, housing conditions, living, settlement ,... In which, first of all, it is necessary to attach importance to the creation of mechanisms and policies to attract, use and treat high-quality human resources. The renewal of recruitment policy, arrangement to use high-quality human resources needs to be implemented in the direction

of openness, fairness, objectivity and accuracy, based on actual qualities and capabilities. In particular, leaders and managers need to boldly use high-quality young human resources; entice them to make efforts to implement the accumulated and trained knowledge and expertise through fair use policies.

Creating a breakthrough in remuneration, honoring high-quality human resources, implementing a flexible salary policy according to the criteria of talent and contribution efficiency; create a favorable working environment and promotion opportunities to motivate, stimulate and encourage them to work creatively and effectively. Ensure adequate conditions of facilities and means of work and research for young scientists and talents. Regularly honoring talents comes with an incentive mechanism for material benefits for those whose contributions bring many benefits to society.

*Firstly*, the city needs to master and strictly implement all guidelines of the Party, policies and laws of the state. At the same time, renewing thinking and ways of doing things in the direction of substantive, practical and effective; overcome the weaknesses in each job, each stage of the development process with the development of high-quality human resources.

*Secondly*, it is necessary to do well the education and propaganda work, creating a strong change in the awareness of all levels, all branches and people about the position, importance, objectives, content and direction of construction. building and developing high-quality human resources of the city to meet the requirements of international integration, under the impact of the current industrial revolution 4.0. It is necessary to clearly define this as the central political task of the whole political system, in which it is necessary to soon unify the awareness among the Party, State and socio-political organizations, first of all, the military forces core, is directly operating in the field of research and strategic and policy making. The whole society, each person, every business, agency and organization needs to have an understanding of the opportunities and challenges of international integration, the industrial revolution 4.0; of digital economy, digital society, digital management.

*Thirdly*, the city needs to focus on identifying appropriate, feasible and effective measures for the development of high-quality human resources, from formulating strategies, promulgating policies and regulations to creating a framework for human resources legal, organizing implementation to mobilizing the participation of the whole political system and the whole society, propagating and educating about the awareness and

responsibility of each citizen, self-consciously constantly learning and improving the level of all subjects face.

*Fourth*, it is necessary to define the development of high-quality human resources as the responsibility and obligation of the whole society, the political system, the responsibility of leaders, managers, schools, businesses, and families as well as for each individual. Developing high-quality human resources is not only the responsibility of agencies and city leaders, but also the responsibility of all levels, branches, businesses and individual citizens. The city's goal of developing high-quality human resources can only be achieved when all resources are fully mobilized.

## **6. Conclusion**

Developing high-quality human resources to meet the requirements of international integration is the process of creating an increase in quantity, improving the quality of human resources in accordance with international practices in terms of qualifications, knowledge, skills, professional consciousness and strength to ensure the structure of industries and fields when integrating into the international economy.

Hai Phong city has made great efforts in developing high-quality human resources to meet the requirements of international integration, but limitations that need to be overcome are still such as: the quality of human resources is not high, the employees are not able to meet the requirements of international integration. low professional skills, lack of practical experience, limited ability to compete in the working environment, a part of high-quality human resources is not ready for international integration, vulnerable to regional fluctuations and international.

Research results show that high-quality human resources in Hai Phong tend to increase in the period 2017-2021; The quality of Hai Phong's high-quality human resources is increasingly being improved, the structure of high-quality human resources is shifting, but it is not suitable for the requirements of economic restructuring in the context of international integration. Based on the socio-economic development goals of Hai Phong city, and the demand for forecasting high-quality human resources to meet the requirements of international integration in the coming period of the city, the research team proposes four policy implications to develop high-quality human resources to meet the requirements of international integration by 2030.

## 7. Conflict of interest

The authors declares that there is no conflict of interest.

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