

BUILDING HUMAN RESOURCES IN THE EDUCATION-TRAINING TO MEET THE REQUIREMENTS OF INTEGRATING WITH THE CONCERNING OF THE INDUSTRY REVOLUTION 4.0 IN BINH DUONG PROVINCE, VIETNAM¹

EDUCAÇÃO-TREINAMENTO PARA ATENDER ÀS EXIGÊNCIAS DE INTEGRAÇÃO COM RELAÇÃO À REVOLUÇÃO DA INDÚSTRIA 4.0 NA PROVÍNCIA DE BINH DUONG, VIETNÃ

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Abstract: Building human resources in the education-training sector contributes to the training of human resources with professional qualifications, political qualities, ethics, lifestyle, and noble personality while contributing to the increase of material wealth for the community society; while ensuring a civilized, comprehensive, and sustainable society. The article clarifies the theoretical basis of human resources, education, and training human resources to locate and have specific criteria for assessing the quality of education and training human resources in Binh Duong province to meet the integration of the requirements in the context of the 4.0 revolution. Based on assessing the current situation of human resource development for education and training in Binh Duong province, the study has proposed several solutions to develop human resources for education and training in Binh Duong province.

Keywords: Education-training. Human resources. International integration. Binh Duong Province. Vietnam.

Resumo: A formação de recursos humanos no sector da educação-formação contribui para a formação de recursos humanos com qualificação profissional, qualidades políticas, ética, estilo de vida e personalidade nobre e contribui para o aumento da riqueza material da comunidade sociedade; assegurando ao mesmo tempo uma sociedade civilizada, integral e sustentável. O artigo esclarece a base teórica de recursos humanos, educação e formação de recursos humanos para localizar e ter critérios específicos para avaliar a qualidade da educação e formação de recursos humanos na província de Binh Duong para atender a integração dos requisitos no contexto da revolução 4.0. Com base na avaliação da situação atual do desenvolvimento de recursos humanos para educação e treinamento na província de Binh Duong, o estudo propôs várias soluções para desenvolver recursos humanos para educação e treinamento na província de Binh Duong.

Palavras-chave: Educação-treinamento. Recursos humanos. Integração internacional. Província de Binh Duong. Vietnã.

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Introduction

Binh Duong is a province in the Southeast with a geographical position, and favorable natural conditions, close to Ho Chi Minh City, over the past 26 years (1997-2023) of formation and development Binh Duong has made great achievements large in the economy and society. One of the reasons for Binh Duong to achieve great achievements to be proud of in more than 26 years of renovation and integration (1997 - 2023), is that the Party Committee and authorities of Binh Duong province have invested in building and developing human resource development for education and training.

However, besides these great achievements, in general, the province's human resources have not yet met the requirements of development and integration; Although the human resources of the education and training sector are trained, some still have limited professional capacity, lack practical experience, are weak in informatics and foreign languages, so the ability to complete tasks is not high. Human resource development in the education-training sector still reveals many limitations, the percentage of public employees with postgraduate qualifications in high schools and colleges is still low... not yet meeting the national target experts in digital transformation, digital economy, digital society, and e-government; Human resources for education and training have not yet become the most important foundation and advantage for sustainable economic development, international integration, and Binh Duong's development towards a smart, civilized, and modern city. Therefore, the study will evaluate the potentials, challenges, results, and directions and propose solutions to develop human resources for education and training in Binh Duong province to meet the requirements of integration in the context of revolution 4.0.

1. Literature Review

In the trend of globalization and international integration, the impact of the Industrial Revolution 4.0, improving the quality of human resources, especially education and training human resources, is a matter of concern for all countries - peoples, territories, organizations in the world, and Vietnam; there have been many research works related to this topic.

Dunlop, J. T., (1992) studied “*The Challenge of Human Resources Development*” to clarify the challenges of human resource development. According to the author, a productive workforce

depends on a country's education system, the quality of health care opportunities, training and retraining, family policy, and labor policy of the country with or without unions, and the quality of public services. Chuler and Walker (1990) in the article "*Human resources strategy: Focusing on issues and actions*" study the strategy of human resource development as an urgent requirement for changes in the business environment. Shim (2001) in "Recent Human Resources Developments in OECD Member Countries" points out that during the past two decades, OECD governments have actively initiated reforms in the management of public employees; in which, Human Resources Management (HRM) is an important area of these reforms. McGrath (2002) in the article "*Skills for Development: a new approach to international cooperation in skills development*" studies human resource development in terms of improving skills and exploiting the international cooperation environment for this content. According to the author, education - technical and vocational training is a central tool of development cooperation. Bircan and Gençler (2015) in the article "*Analysis of Innovation-Based Human Resources for Sustainable Development*" clarifies the topic of innovation-based human resource analysis for sustainable development.

Lawler and Boudreau (2020) in their book "*Achieving Excellence in Human Resources Management*" report findings from the Center for Effective Organizations (CEO) fifth study on the human resource function in large corporations; identify best practices and organizational design that will help develop human resources as a high-value strategic partner.

Tran Nguyen Tuyen (2010) in the article "*Swedish Experience in Science and technology development and high-quality human resource training*" approaches to asking the question in the context of the EU situation, the Swedish economy, and society in the impact of the world economic and financial crisis, thereby explaining the guidelines and policies for developing high-quality human resources of Sweden through training along with the science and technology strategy; lessons learned for Vietnam. Ho Thi Ha (2020) points out in the article "*The Role of Education - training in human resource development to Meet the Requirements of socio-economic development in our country today*" the importance of education - training as the foundation and driving force in training, fostering and developing the intellect, quality, physical strength and capacity of people, thereby developing human resources.

Article "*Liberal Education Towards Comprehensive Human Development*" by Nguyen Minh Tri, said: "In the trend of globalization, integration, and expanded international exchange, the education of people based on "creeds", and "administrative orders" has proved to be lost, and no longer appropriate, causing many negative consequences, the most obvious manifestation of

that mechanism is to eradicate the person, the sense of self-control, the spirit of initiative, integration, and independence in thought, critical thinking and confidence of progression and creativity; stimulate dependence, just get used to stereotypes, act blindly, etc.”

Research related to practical issues, mechanisms, policies, and effectiveness of human resource development for education and training in Binh Duong province has the following works: Nguyen Thi Van Su (2011) in "*Evaluating the Impact of the international cooperation program to Improve the quality of teacher training*" evaluated the effectiveness and factors leading to the success and sustainability of the project "Improving the Quality of teacher training" teacher training program” of the Faculty of Pedagogy, Can Tho University, and the Faculty of Education and Social Work, University of Sydney; evaluate the close relationship between the two units from which to develop sustainably; make recommendations for future collaborative development projects to improve teacher capacity. "*Developing human resources in Binh Duong Province in the Process of Industrialization and Modernization*" by Nguyen Chi Hai and Ha Thi Thieu Dao (2011) clarifies the characteristics of human resources in Binh Duong Province, objectives and solutions to develop and effectively use the province's human resources to serve the process of industrialization and modernization.

In general, research works at different levels have studied issues related to the study of solutions for the program of human resource development in education and training in Binh Duong province. However, through research and survey, we found that there are still the following "gaps": there is no comprehensive and consistent set of criteria to survey, analyze and evaluate the quality of educational human resources education – training, as a basis to locate practical solutions to improve efficiency; related research work on the topic of the project o is still limited, there is no work directly addressing this issue. This study does not overlap with previous research and published works.

2. Results and Discussion

Potentials, opportunities, and challenges for the development of education and training human resources in Binh Duong province

About the potential, position.

Binh Duong has an important geo-strategic position, linking development with key southern provinces and cities. Binh Duong has the capacity for international cooperation and integration more and more deeply, has high socio-economic efficiency, has access to a high level of science and technology; is actively interested in legal support for businesses, open administrative procedures, creating favorable conditions for the development of production, and business environment. The infrastructure, and industrial development level of Binh Duong province is increasingly improving in both quality and quantity, with the expansion of industrial zones and clusters with strong development of fields with high knowledge levels; Smart urban areas are built and completed to improve the quality of the province's population.

Binh Duong province has advantages and potential in attracting more and more foreign investment to the province, accessing the international market; The quality of education and training in the province is increasingly approaching international standards.

About the opportunity

In the political field, Binh Duong province strengthens the development of human resources for education and training, contributing to opening up opportunities to learn experiences and solutions to improve the quality of leaders, managers, officials, Party members, civil servants, and public employees have increasingly high qualifications and capabilities, meeting the requirements of building human resources to meet the needs of integration in the context of the 4.0 revolution; the opportunity to improve the potential and position of the province as well as the country of Vietnam.

In the economic field, developing the quality of human resources in education and training contributes to meeting the requirements of economic development, especially in fields requiring high levels of science, technology, and knowledge; improve the quality of creativity, innovation, development, and competitiveness to attract domestic and foreign investors compared to other provinces and cities, especially the leading economic development provinces and cities of the Southeast region.

In the field of culture-society, developing the quality of human resources for education and training in Binh Duong province is to promote human development, elevate the province's traditional culture in combination with the human quintessence, and socially enter the world's advanced civilization.

In the field of education and training, developing the quality of human resources in education and training opens up many opportunities with the acquisition of high-quality education and training mechanisms, methods, and environments in the world, building a

professional and advanced education for the province in particular and the whole country in general.

In the field of science and technology, developing the quality of human resources for education and training opens an important bridge between the province's human resources and the most advanced and latest levels of science, technology, and knowledge of the world, thereby applying it to the diverse development goals of Binh Duong province in the new period.

Difficulties and challenges

Developing the quality of human resources for education and training in Binh Duong province in recent years has encountered difficulties and challenges both objectively and subjectively. In particular, directly related to the above topic, some difficulties and challenges are posed for Binh Duong province, basically as follows:

The work of developing the quality of human resources for education and training in the province has received great attention, but the transformation of the advantages and potentials (above) has not been really noticed and is still partly spontaneous, deal.

Although Binh Duong province has a long-term strategy to develop the quality of education and training human resources in Binh Duong province, there are many problems related to the development of the quality of education and training human resources population growth, population change, infrastructure, etc., have not been thoroughly studied and evaluated to have an effective plan to develop the quality of human resources for education and training.

Practice shows that the province has not fully promoted its potential and advantages to promote the development of quality human resources in education and training of Binh Duong province: it has not brought into play its comparative advantage, emphasizing the internal superiority of Binh Duong. Binh Duong's situation in comparison with other provinces and cities to attract quality human resources in education and training; it is necessary to have a long-term strategic vision, standardize the contingent of cadres, civil servants, public employees and employees in the field of education and training according to each professional field to maximize capacity; problems of learning from the experiences of countries, regions, and organizations around the world in promoting quality human resources in education and training.

Binh Duong province's competitiveness in terms of attracting high-quality human resources in general, education and training human resources, in particular, compared to some outstanding provinces and cities in some aspects is still limited especially with Ho Chi Minh City. The phenomenon of brain drain affects the quality of human resources in continuing training and education.

Results of human resource development in Education and Training in Binh Duong Province

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.

The general policy of Binh Duong today is "striving to build Binh Duong province to develop sustainably in the direction of a smart, civilized and modern city; by 2030, Binh Duong will become a modern industrial center, and by 2045, a smart city of the region and the whole country" Binh Duong Provincial Party Committee (2020); "always respect and maximize the comparative advantages of the locality, in parallel with enlisting, mobilizing, exploiting and effectively using resources for development" Binh Duong Provincial Party Committee (2020); It can be seen that the policy of developing human resources for education and training of Binh Duong Province is a strategic breakthrough. In the period 2010 - 2022, certain successes have been achieved.

Attracting high-quality human resources in education and training

Starting from a "pure agricultural" province with a low level of economic development, to develop industrial zones and clusters - according to the central policy of industrialization and modernization - in addition to "spreading the red carpet" to invite Calling investors, the Party Committee and authorities of Binh Duong province have conducted many programs and plans to develop human resources.

Since 1997, Binh Duong's population has been 679 thousand people, population density is 252 people/km². To ensure human resources for industrial development, Binh Duong Provincial Party Committee and People's Committee have issued and implemented many mechanisms and policies to attract human resources from other provinces and cities to settle and work in industrial zones. The highlight of Binh Duong's human resource attraction policy is to always create opportunities for employees to access social security services such as health care, education, insurance, etc., without discrimination between people residents in the province with household registration and immigrants without household registration. That attraction has

attracted 80-90% of workers from outside the province to work in industrial parks of Binh Duong province; at the same time, making Binh Duong's population increase rapidly.

From the success of attracting unskilled workers, since 2011, Binh Duong Provincial Party Committee issued the program "Improving the Quality of human resources for the Period 2011 - 2015" to meet the needs of society and contribute to the development of human resources part of transforming the economic development model, increasing the province's competitive advantage.

Implementing the program "Improving the quality of human resources for the period 2011 - 2015", vocational training for employees is promoted. Every year, the number of graduates from vocational training institutions provides for the labor market on average more than 30,000 people, contributing to raising the rate of trained workers in the province to more than 70% (Trinh Binh, 2018).

By the end of 2017, there were 8 universities in Binh Duong province and a network of vocational training institutions was developed throughout the districts, towns, and cities with 76 vocational education institutions. In 2017 alone, the province created additional jobs for 45,500 workers, of which the rate of trained workers reached 76%. The number of high schools also increased: in 2017: 262 schools; in 2021: 281 schools Binh Duong Statistics Department (2020).

To improve the connection between education - training and the needs of businesses, training institutions have been active, building a team of qualified teachers according to regulations, and investing in training equipment suitable to their needs social demand. The quality of education and training human resources in Binh Duong province is improving day by day, going deep into the fields of specialization and diversifying training programs.

Implementing the program to improve the quality of human resources in the 2016-2020 period, the province has implemented many solutions such as raising awareness of the political system, economic sectors, and the whole society about the role of human resources human resources for socio-economic development; formulating and implementing key programs and projects on training and attracting human resources; improving the quality of training and retraining and vocational guidance, the operational capacity of the system of schools, training, and retraining institutions; policies to serve the requirements of improving the quality of human resources...

In the context of integration and the strong development of the scientific-technological revolution, besides training to improve the quality of human resources on the spot, Binh Duong province focuses on attracting high-quality human resources in the field of science and

technology education and training from home and abroad. In 2019, the province issued policies to attract and support training and fostering to improve the quality of human resources in Binh Duong Province Binh Duong Provincial People's Council (2019). 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, and building Binh Duong to develop towards a smart, civilized, and modern city.

Table 1. Incentives for human resources to work in Binh Duong province compared with some provinces

Unit: Million VND/person

Position title	Bình Dương	Bà Rịa Vũng Tàu	Cần Thơ
Professor (University)	300	-	130
Associate Professor (University)	250	-	150
PhD - Principal Lecturer (University)	200	-	100
PhD (University)	180	-	65
Doctor, Specialist Level II Doctor, Resident Doctor	600	350	65
MSc, Level I specialist doctor	500	300	45
GP-general practitioner...	>400	250	-
Bachelor of Science, Engineering in Biomedical Engineering	50	-	-

(Source: People's Council of Binh Duong Province (2019); People's Council of Ba Ria - Vung Tau Province (2014); Can Tho City People's Council (2014))

From practice, the need for high-quality human resources to develop education and training, build smart cities, smart universities, etc., requires attracting a team of experts who are studying and work abroad, with the advantage, 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 socio-economic development roadmap, and established the image and position of Binh Duong both nationally and internationally, initially creating an attractive environment to attract the development of human resources in education and training.

Improving the quality of human resources for general education

Implement Resolution No.29-NQ/TW dated November 4, 2013, of the Central Committee on Fundamental and comprehensive renovation of Education and Training (GDDT), Resolution of the Party Congress of Binh Duong province For the 10th time (term of 2015 - 2020), general education activities in Binh Duong province over the past 10 years have made steady progress and achieved important achievements. “If in 1997, the whole industry had only 157,737 students at all levels, 11,441 civil servants, officials, and employees, 2,819 classrooms (of which there were only 258 classrooms on the upper floor); Up to now, 91/91 communes, wards, and townships in the province have preschools and primary schools, reaching 100%; 73/91 communes, wards, and townships have lower secondary schools, the rate is 80.21%; 09/09 districts, towns and cities have upper secondary schools, reaching the rate of 100%. The whole industry has 719 schools and centers with more than 490,000 students and students with 79.95% of public schools being upgraded (Nguyen Thi Nhat Hang, 2022).

Every year, Binh Duong attracts a large number of workers from all parts of the country to live and work here, leading to a rapid increase in the number of students at all levels. Comparing the number of high school students in the 2016-2017 school year with the 2020-2021 school year, increased to 96,272 students; with which primary school students increased by more than 34% with 53,726 students; high school students increased by 37.6%, to 42,566 students.

Table 2. Number of high school students

School year	2016 – 2017	2017- 2018	2018- 2019	2019- 2020	2020- 2021
Elementary	157.396	172.503	193.553	202.663	211.122
Junior high school	85.230	93.600	101.541	111.764	121.953
High school	27.882	28.792	33.367	31.829	33.705
Total	270.508	294.895	328.461	346.256	366.780

(Source: Binh Duong Statistical Office (2021), *Statistical Yearbook of Binh Duong province 2020*, Statistical Publishing House, Hanoi, p. 509)

Table 3. Number of high school students as of September 30 by locality, year, and grade level

	2020				2021			
	Total	Elementary	Junior high school	High school	Total	Elementary	Junior high school	High school
Bac Kan	56.652	30.245	18.779	7.628	58.471	30.942	19.718	7.811
Binh Duong	366.780	211.122	121.953	33.705	379.672	221.591	123.185	34.896

(Source: General Statistics Office (2021), *Number of high school students as of September 30 by locality*, <https://www.gso.gov.vn/px-web-2/?pxid=V1011&theme=Gi%20C3%A1o%20d%E1%BB%A5c>)

In the last 5 years (2017 – 2021), the number of high school students increased by a large number, in 2021 increased more than in 2017: 84,777 students, an increase of 29%. The number of high school teachers in 5 years, 2021 will increase more than in 2017: 317 teachers, up 10%. (see the following table).

Table 4. Number of high school students in Binh Duong province (2017 – 2021)

Year	2017	2018	2019	2020	2021
Quantity	294.895	325.680	348.866	366.780	379.672

(Source: <https://www.gso.gov.vn/so-lieu-thong-ke/>)

Table 5. Number of high school teachers directly teaching in Binh Duong (2017 – 2021)

Year	2017	2018	2019	2020	2021
Quantity	12.763	12.676	12.613	12.992	13.080

(Source: <https://www.gso.gov.vn/so-lieu-thong-ke/>)

Thus, in the past years, although the quality of teachers and educational administrators has made many positive changes, the percentage of teachers and administrators reaching standard qualifications or higher is quite high, but in terms of the number of human resources for education and training is still lacking compared to the needs of society.

The results of the high school graduation exam in recent years, especially in the last 3 years, have always been at a high level; The comparison results announced by the Ministry of Education and Training show that the difference between the high school graduation exam scores of Binh Duong province and the average scores of students in all subjects is the lowest in the country. The motto of real teaching, real learning, and true quality of education in the province has been confirmed. Political education, ideology, ethics, lifestyle, life skills, physical education, knowledge of national defense and security, career guidance for students and emulation movements to teach well, study well, style cultural, artistic, and sports movements are maintained and developed.

The process of developing human resources for education and training in Binh Duong province has achieved some positive results, associated with social needs in various fields; organizational apparatus in the political system of the province has been arranged, reducing the focal point inside; merging, dissolving, 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.

3. Conclusions and Suggestions

Education and training human resources are an integral part of the human resources of Binh Duong province. In the action program to develop and improve the quality of human resources, the Binh Duong Provincial Party Committee determined: “Building human resources to meet the requirements of promoting the national goals of digital transformation, digital economy, and digital society, e-government; 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 for leadership, management, and key sectors of the economy; increase job opportunities with high quality and high income for employees; making human resources the most important foundation and advantage for sustainable economic development, international integration, and building Binh Duong towards a smart, civilized and modern city” (Binh Duong Provincial Party Committee, 2021)

Binh Duong Provincial Party Committee determined that the development of human resources for education and training makes an important contribution to economic restructuring, creating resilience and competitiveness of human resources at home and abroad. At the same time, international experience shows that focusing on developing human resources for education and training is considered the foundation for the sustainable development of each country. Therefore, the Party Committee and authorities of Binh Duong province have set out a direction to develop human resources for education and training sustainably, through "career orientation for students from junior high school and high school; focus on selecting excellent students studying in high schools to create high-quality human resources for the province”.

Based on the above, we boldly propose the following solutions:

Firstly, the province must have policies, strategic planning, and planning of quality human resources for education and training in Binh Duong province by 2030, with a vision to 2045. Focus on raising awareness and responsibility for education and training organizations, agencies, and units about the importance of developing human resources for education and training.

Second, have mechanisms and policies to use rational and appropriate human resources for education and training; promote the socialization of training and retraining of human resources in education and training; build a learning society, study promotion day; encourage the development of learning and talent promotion activities.

Third, promote the roles and responsibilities of organizations, agencies, units, and schools to develop human resources for education and training. Continue to perform well the function

of state management over education-training institutions; promote decentralization, and exercise the autonomy and self-responsibility obligations of human resource training institutions. Continue to improve the content, curricula, and training in the direction of advanced and modern; identify industries and professions that need intensive training for schools and institutes in the province to implement, focusing on areas such as tourism, services, processing, manufacturing industry, and high-tech agriculture.

Fourthly, agencies, departments, and sectors organize conferences to listen to the opinions of employers, thereby developing appropriate education and training human resource development plans. Promote digital transformation into practice, internship, and actual working in enterprises so that learners can access new technologies, thereby actively and proactively in self-study and self-research to apply the achievements of the industrial revolution 4.0 in production, application, and problem-solving.

Fifth, strengthen coordination and association with schools, institutes, academies, central training institutions, and schools in the locality. Encourage local training institutions to coordinate with domestic and foreign training institutions, associate training institutions with enterprises, expand training forms according to enterprises' orders and attract Enterprises that are more involved in human resource training.

The synchronous implementation of the above solutions contributes to the development of education and training of human resources in Binh Duong, fulfilling the goal of socio-economic development.

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