

## Several Issues In The Process Of High-Quality Human Resource Development in Thai Nguyen Province

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### **ABSTRACT**

*In conclusion, the article highlights the importance of human resources and presents solutions to enhance the quality of the workforce in Thai Nguyen Province, aligning with the requirements of economic development and the fourth industrial revolution. The province benefits from an abundant and young labor force actively engaged in economic activities. Vocational training initiatives have led to stable employment for rural workers. The labor structure has shifted towards the industrial-construction and service sectors, with a higher educational level compared to regional and national averages. However, challenges persist. The province faces both a surplus and shortage of human resources, with a low-quality workforce lacking essential skills and work ethics. Unskilled laborers and those in difficult districts require more training. The predominance of basic manual labor leads to low productivity and limited job creation. The imbalance in labor distribution and shortage of skilled workers contribute to low competitiveness. Insufficient financial resources are allocated for vocational training and talent nurturing. To address these challenges, the article proposes solutions such as implementing a human resource development plan, optimizing the state budget, aligning human resource development with economic and social strategies, prioritizing education and training quality, establishing favorable policies and incentives, improving education and communication, and leveraging the advantages of the education system in Thai Nguyen Province.*

*In the context of globalization and international integration, where the economy primarily relies on knowledge, human resources, especially high-quality human resources, are increasingly playing a decisive role in the economic and social development of Vietnam. Recognizing the critical role of human resources in the strong development of the country during the industrialization, modernization, and international integration phases, the Communist Party of Vietnam has always given special attention to the leadership of the national renewal process and the strategy of human development. It is considered both a goal and a driving force for economic and social development. The 13th Congress of the Party emphasized the importance of promoting the development of human resources, particularly high-quality human resources, to meet the requirements of the fourth industrial revolution and international integration. This includes developing a team of experts, leading scientists in various fields, emphasizing technical personnel, information technology personnel, technology management personnel, managerial personnel, and social management and life organization personnel, as well as caring for human resources. In line with the Party's direction, Thai Nguyen Province has always prioritized this work, considering it a key strategy in the province's economic and social development. However, this work has not yet fully met the practical needs and potential of the province. Therefore, based on the analysis of the current status of human resources in the province, this article proposes some solutions to develop these resources to meet the requirements of the current economic development.*

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### **I. Advantages of Human Resources in Thai Nguyen Province**

Thai Nguyen possesses an abundant labor force, with the proportion of working-age individuals being twice as high as those who are not in the working-age range (768,688/1,200,000). The labor force in Thai Nguyen Province is generally young, with a high proportion of individuals engaged in economic activities within the working-age range (out of the total 768,688 individuals aged 15 and above in the labor force, 679,623 individuals are currently employed in the economy, accounting for 60.08% of the population).

After 10 years of implementing the "Vocational Training for Rural Laborers by 2020" project, Thai Nguyen Province has enrolled and provided vocational training to over 40,000 rural workers. Over 82% of the trained individuals have obtained stable employment and been recruited by enterprises.

The labor structure has shifted in accordance with the economic restructuring process. The proportion of the agricultural-forestry-fishery sector has decreased, while the industrial-construction and service sectors have seen an increase. The educational level of the workforce in Thai Nguyen Province is higher than the regional and national averages for the Central Highlands, the Northern Mountainous region, and the country as a whole. The proportion of individuals with completed lower secondary and upper secondary education is 69.6% (whereas the

national averages are 41.45% and 28.2%, respectively). The corresponding national targets are 53.5%, 32.7%, and 20.8%.

Currently, in Thai Nguyen Province, each district, city, and town has vocational education centers, continuing education institutions, and non-public units. In the past year, 50 vocational education institutions in Thai Nguyen Province enrolled and provided vocational training to over 40,000 individuals, surpassing the plan by 6.3%. This has generated employment opportunities for nearly 25,000 people, with the rate of labor force participation through vocational training exceeding 68%, higher than the national average.

Vocational training and job placement have been genuinely prioritized, with many practical solutions in response to the demands of enterprises. These efforts have contributed to Thai Nguyen Province's ranking among the top provinces in the northern mountainous region in the Provincial Competitiveness Index (PCI) of 2020, particularly in terms of labor training.

Moreover, as the third-largest education center in the country, Thai Nguyen University has contributed to the supply of human resources for governmental agencies, career units, industrial enterprises, and service providers in the region. Statistics show that from 2017 to 2021, out of the total number of successful applicants for master's programs at Thai Nguyen University, 5,924 individuals were from the 15 provinces in the Central Highlands and Northern Mountainous regions, accounting for over 76.11% of the total enrolled master's students during this period.

It can be observed that in recent years, there have been initial changes in the human resources of Thai Nguyen, particularly in terms of quality. The number of economically active individuals within the working-age range has increased, while the unemployment rate has decreased. The labor structure has gradually shifted, with a reduction in the agricultural workforce and an increase in the number of workers in the service, tourism, industrial, and construction sectors, aligning with the economic restructuring process.

## **II. Existing Issues**

Similar to the general situation in the country, Thai Nguyen province faces both surplus and shortage of human resources, with low quality of the workforce. (The quality of the workforce is assessed based on work skills, physical fitness, and work ethics). In terms of professional and technical expertise, as well as work skills, a significant portion of the workforce has low levels of competence that only meet current requirements but fail to meet the demands of future modern production. The ability to transfer modern technology and absorb new technology is limited. Organizational discipline in labor is not high, and physical fitness is also limited.

There is still a large number of unskilled laborers who have not received vocational training, or the quality of their training does not meet the requirements. The labor structure in Thai Nguyen has shifted in the right direction, in line with the current economic restructuring; however, it is still slower than the actual requirements. The distribution of human resources is uneven among sectors and regions. Within each industry, it is still not rational. Difficult districts such as Phu Luong, Vo Nhai, and Dinh Hoa still lack high-quality labor resources and competent management officials.

There is an abundant labor force that meets the quantity requirements for enterprises, but they are mainly basic manual laborers. The proportion of trained labor is low, and the majority of workers perform simple tasks in the production chain, such as processing and assembly, resulting in low economic value and low labor productivity. The quality of employment is low, while the ability to create jobs in an economy with low growth rates has affected employment opportunities for workers. The support resources for job creation are insufficient to implement programs and projects to address employment. The structural shift of labor is still slow, and agricultural labor still accounts for a high proportion, leading to low labor quality.

Labor distribution is uneven among regions, failing to create conditions to leverage the advantages of land for job creation and positively influence labor migration from rural to urban areas. The proportion of skilled labor is still low, with weak skills, expertise, physical fitness, and work etiquette, resulting in low competitiveness. A large number of workers have not been trained in industrial labor discipline. Most workers come from rural areas and agriculture, carrying the production habits of small-scale agriculture, being flexible with working hours and behavior. Workers are not equipped with knowledge and skills for teamwork, lack the ability to cooperate and bear risks, and are reluctant to contribute ideas and share work experiences.

The provincial budget of Thai Nguyen is tight, and the income of the population is low, so the financial resources allocated for vocational training and nurturing talents are not proportional. The economic restructuring and development of industries are still slow, resulting in a limited number of job opportunities. There is still a delay in the reform of recruitment mechanisms, which does not stimulate retraining to increase the proportion of trained labor and enhance labor efficiency. There is a mismatch between the training structure, educational level, and professional requirements of the social production. Budget investment in education and training fails to meet the demands. There is a shortage of classrooms, laboratory equipment, and practical facilities in secondary schools. The new vocational training institutions are gradually being renewed to improve quality and meet the requirements of the labor market. Investment in education and training development is limited and fails to meet the needs for development and improving the quality of education. The development of human resources still

heavily relies on state budget resources. The regular budget expenditure for education is still low, mainly focused on personnel (about 90%). The expenditure ratio for professional activities does not meet the practical demands of education. The province lacks both the quantity and material facilities of vocational training schools and centers. The teaching staff in vocational training institutions is insufficient in quantity and lacks professional quality. Content, programs, and training methods are slow to innovate, failing to establish the necessary linkages and connections between training and the demands of the domestic and foreign labor markets. There is a lack of close coordination between vocational schools and businesses. Businesses have not shown interest in investing in on-the-job training, despite the provincial People's Committee having policies to support this training model. Labor supply and demand are still imbalanced, with supply exceeding demand. The majority of businesses in the area are small-scale and have not attracted many workers. Vocational education management in the province still faces overlapping and shortcomings, with limited coordination between relevant departments and agencies such as the Department of Labor, Invalids, and Social Affairs, the Department of Education and Training, the Industrial Zone Management Board, and local authorities, requiring improvement. The quality of community learning centers and continuing education centers is still low. In addition, local management officials lack the capacity to manage and coordinate continuing education programs. The labor force tends to pursue higher education degrees, leading to a focus on taking exams and studying at universities after completing high school. Some graduates from universities are unable to find employment in their fields of study, resulting in a situation of both surplus and shortage of skilled labor. The allocation and utilization of resources are dispersed and wasteful. Therefore, effective solutions are needed to address these existing issues.

### **III. Some solutions for developing the human resources of Thai Nguyen province**

- Implementing the construction of a human resource development plan to serve economic and social development, including the human resources within the state agencies of the province. Developing a training and capacity enhancement program to innovate the activities of policy-making agencies at the provincial level, as well as organizations and individuals involved in human resource management in state agencies, tailored to each type of organization or institution, avoiding generic training in state administration.
- Efficiently utilizing the state budget allocated for human resource development. Attracting foreign investment and mobilizing resources for the development of human resource training through contributions from the public and businesses.
- The development of high-quality human resources must be aligned with the economic and social development strategy, meeting societal demands, and being relevant to practical requirements. Due to a lack of information and connections between families, individuals, learners, businesses, and training institutions, there is a lack of guidance and consistency in human resource training. Learners lack guidance and individualized career choices, training institutions only offer programs in their specific fields of expertise, and organizations, institutions, and businesses continue to recruit and utilize labor in their own distinct ways. Therefore, it is necessary to provide guidance and career orientation for learners at all educational levels, considering their family circumstances, academic abilities, and the developmental trends of the local and national economy and society.
- Emphasizing education and training is a crucial factor in the process of developing human resources. Education and training must be built to ensure quality from preschool to higher education. The focus should be on comprehensive development, including moral qualities, physical fitness, work capabilities, as well as necessary skills for learners. The development of educational programs must meet the requirements of the labor market. It is necessary to establish links with businesses during the education and training process, particularly at the university level.
- Constructing and improving a system of policies and tools to encourage and promote human resource development: Specific policies and institutionalization of investment incentives and promotion for human resource development. Implementing preferential regimes for land use and reduced land rental fees, providing preferential loans for building human resource development facilities, allocating funds for purchasing teaching equipment, and offering incentives for teachers. Increasing investment from the state budget and mobilizing all resources in society to develop human resources, innovating financial management mechanisms. Implementing employment creation policies and providing support for the poor to participate in various insurance schemes. Implementing housing policies and taking care of the living conditions and spiritual well-being of workers in industrial zones. Improving remuneration policies, bonuses, allowances, and policies to attract talented individuals to work in the province.
- Efforts should be made to enhance education, communication, and create a strong transformation in the awareness of all levels, sectors, and citizens about the position, importance, goals, content, and direction of building and developing high-quality human resources in the country under the impact of the current Industrial Revolution 4.0. It should be clearly identified as a key political task of the entire political system, with a focus on aligning perceptions within party organizations, state agencies, and socio-political organizations, primarily among core personnel directly involved in research and strategic planning, policies, and the impact of opportunities and

challenges for our country from the Industrial Revolution 4.0. The entire society, every citizen, every enterprise, organization, and institution needs to have knowledge about the opportunities and challenges of the Industrial Revolution 4.0.

- Leveraging the advantages of the education and training system in Thai Nguyen province, as it is one of the three major centers for high-quality human resource training in the country. Thai Nguyen province should create favorable conditions to diversify types of schools and training institutions within its territory to establish a solid foundation for human resource training, especially high-quality human resources.

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