



The current status of training and development of marine human resource in China and experience lessons for Vietnam

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Abstract

Vietnam is a coastal country, with more than 3,260 km of coastline and about 4,000 large and small islands, 28/63 provinces, coastal cities, 125 coastal districts, of which about 700 marine mining communes. Seas and islands play a particularly important role for Vietnam in all fields from politics and diplomacy to economics and national security and defense. Resolution No. 36 - NQ/TW dated October 22, 2018 on "the strategy for the sustainable development of Viet Nam's marine economy by 2030, with vision towards 2045" of the Central Committee of the Communist Party of Vietnam has determined the goal of making Vietnam become a powerful maritime nation; achieving the basic criteria for the sustainable development of the marine economy; forming a marine ecological culture;... To do this, training and developing marine human resources with ethical qualities, capabilities and qualifications has become a breakthrough factor in implementing the strategy for the sustainable development of Viet Nam's marine economy by 2030, with vision towards 2045. At the same time, in the face of the continuing complex development of the international situation, especially the strategic competition between the power countries, sovereignty and maritime borders disputes and the disagreements between the countries in the East Sea (South China Sea or Bien Dong Sea), the training and development of marine human resources play an even more important role. In order to provide more theoretical and practical basis for implementing this strategic goal, the article will focus on the following issues: (i) China's maritime human resources training and developing; ii) Experience lessons for Vietnam.

Keywords: Training and development, marine human resources, China, Vietnam, experience lessons

Introduction

Throughout the development of each country, the training, development and efficient using of human resources effectively is always one of the countries' strategic focuses, whether in terms of political, economic development or defence and security. China's not out of that trend. Recognizing the importance of training and using human resources, over the years, China has focused on and promulgated many policies on to train human resources. With the ambition to become a maritime power and suzerain in the East Sea, China has promulgated many policies and laws on training, fostering and development the marine human resources. China's process of implementing these policies and laws has achieved many successes, helping China from becoming one of the world's leading maritime powers, standing in every region and oceans in the world. China's success has left valuable experience lessons for countries, including Vietnam, in training, fostering and developing marine human resources.

Methodology

To implement the research content, the authors used the following researching methods:

Firstly, the available document analyzing methods desk researching method): The authors have collected and analyzed available documents related to: China's maritime human resources situation, Vietnam's Marine Human Resources situation; China's policies and experiences in training and developing marine resources.

Secondly, Statistical forecasting Methodology: Using statistical analysis of data from national and international statistical programmes on human resources in general and marine human resources in particular, labour market needs and conditions, marine economic development situation, marine-related industries; data on the situation of marine training,... This methodology is used to analyze and evaluate the status of marine human resources training in Vietnam and other countries, clarify the experience of China, from which to draw experience lessons in the training and development of marine human resources.

Thirdly, International Experience Researching Methodology: The authors are expected to study the international experience of human development orientation and forecasting of China - the country has certain successes in marine human resources training and developing linked to the economic development strategy in general and sustainable development of the marine economy strategy in particular. The research content focuses on issues such as: i) Policies, Laws on training and developing marine human resources; ii) Foreign experience in training and developing marine human resources.

Fourthly, Expert Methodology: Training and developing marine human resources is a new, interdisciplinary, international research issue, so it is necessary to involve the widespread participation of domestic and international experts in this study. The sharing of experiences and exchanges of expertise among international experts will help

the topic to be multidimensional, ensuring scientific up-to-date and international integration.

Results

1. Current status of China's marine human resources training and developing

1.1. Regarding training and developing human resources in general

The Chinese government is very interested in training and efficiently utilizing the existing human resources in the country, with a view to improving the quality of these resources when gradually transition to a knowledge-based economy progresses. In 2003, China proposed a Strategy to further strengthen talent fostering and training in order to implementing the goal of comprehensively building a moderately prosperous society set out at the 16th Congress of the Communist Party of China. The content of the strategy is to take talent to revive the country, build a large team of high quality talent; resolutely uphold the motto of respect for labor, intellect, respect for talent and creativity, take development as the starting point of talent work, adjust talent in a reasonable way, take capacity building as the core, give impetus to talent forecasting, persevere in creative innovation, attempt to form a mechanism of evaluation and use of talent scientifically... China's status of training and development of marine human resources.

The national policy of "Science and Education Strengthens China" is a fundamental policy. If science and education are the two wheels for China's entry into the new century, then talent is the axis of the wheel and human resource development will determine the speed of those wheel. Therefore, the implementation of this strategy creates more space for human resource development.^[7]

Towards the 100th anniversary of the founding of the People's Republic of China (2049), China is implementing many talent development projects in various fields, aiming to strive to have at least one thousand people by 2049. world-class scientist, including 10 Nobel Prizes. China is carrying out "the projects of hundreds, thousands, tens of thousands of talents." The goal by 2010 is training and fostering hundreds of world-class scientists, engineers and theorists; thousands of top-ranking nation-wide specialists in national professional fields; and tens of thousand young talents with outstanding achievements in specialized fields, with key roles, with developing development.^[8]

1.2. Regarding policies on training and developing for marine human resources

In 2011, China issued the National Medium- and Long-term Marine Talent Development Plan (2010–2020) and China's National Medium- and Long-term Talent Development Plan (2010–2020). These policies set out the overall goal of talent development by 2020 is to increase the total human resources from 114 million people to 180 million people.

The strategic objective is to "strengthen competitive national talent, strive to rule in the ranks of the world's greatest talent" by 2020. To this goal, the essence of this plan has set the road map for China to become an economic powerhouse, in which only a talented team can make the country great. It is also important to promote the training of professional talents that are urgently needed in key areas of socio-economic development.

On the basis of continuously strengthening the selection and training of domestic talent, the China's National Plan is

important to note that China is implementing a more open talent development policy, attempting to attract foreign talent to return their hometown or come to China to start and establish a business, build and improve policies and laws, especially, policies and laws the following aspects: immigration, long-term residence, tax collection, insurance, housing, children's learning, etc. According to experts, this first published Talent Planning Framework is a guideline to bring China to the ranks of strong talent countries in the world, contributing to promoting China's development and having a positive impact on the international community.^[7] China's National Medium- and Long-term Marine Talent Development Plan (2010–2020) sets out the main tasks:

1. Cultivate Student learning abroad team to become the world's leading marine scientists and marine engineers
2. Fostering a team of marine construction technical talents
3. Fostering a team of talent applying marine resource exploration techniques
4. Fostering a team of professional technical talents to serve the marine public service.
5. Fostering a team of marine management talents.
6. Fostering a team of highly technical marine talents

vii) Fostering a team of internationalized marine talents

At the same time, Parts III and IV of the China's National Medium- and Long-term Marine Talent Development Plan (2010–2020) provides for the following working mechanisms and specific policy measures: Regarding Mechanisms: i) Improving institutions and mechanisms for marine talent management; ii) Establishing a mechanism to link central and local work on marine talent; iii) Strengthening cooperation mechanisms to exchange marine and land talents. Regarding policy measures: i) Policies and measures to prioritize investment in marine talent; ii) Policies and measures to promote the comprehensive development of marine education; iii) Policy measures to nurture creative maritime talent through industry-university-research collaboration.

In the current socio-economic development situation, China basically has enough economic and social conditions to realize the above strategic goals. Through 60 years of development, China has transformed from a country with widespread illiteracy into a major country of talent in the world. In terms of scale, China has become a great country of talent. Important achievements have been achieved in fields ranging from hybrid grain research to major projects such as the Three Gorges Dam, manned spacecraft, moon exploration, etc. It shows the great contribution and role of talent in promoting China's socio-economic development.

Currently, the Chinese Government is implementing 16 major scientific and technical projects. These important projects have an important task of contributing to the formation of a nuclear talent team, creating conditions for the birth of important talent. In addition, in terms of distributing scientific and technical resources, it is necessary to attach importance to building scientific research facilities, including national key laboratories, national engineering centers, and development research centers, etc. On the basis of constantly strengthening the selection and training of domestic talent, China's National Medium- and Long-term Marine Talent Development Plan (2010–2020) also stated that China will implement a more open talent development policy, trying to attract talent from abroad come to China to start a business.^[6]

China has the following measures to support the implementation of high-quality human resource training strategy:

i) Increasing the budget for education

In 1992, the Chinese government issued a policy on studying abroad: "supporting all students who want to study abroad, encouraging them to return home and allowing them to travel easily." In later years, the Chinese government proposed Project 211. The project supports China's 100 leading research institutes with facilities and working conditions to meet "international standards" in academic teaching and research by the beginning of the 21st century. From 1996 to 2002, the government allocated 18.4 billion yuan to the "initiative fund" to help operate the project. This is said to be the largest investment in education in Chinese history.

In just one generation, since 1978, China has raised the rate of college-aged people from 1.4% to 20%. In the field of engineering, China trains 442,000 bachelor's degrees every year, along with 48,000 people reaching master's degrees and 8,000 people achieving doctorates. However, only Peking University and a few top Chinese schools are recognized by the world as having high quality. Since 1998, China officially announced its determination to transform Chinese universities, and the state budget for higher education has more than doubled, reaching 10.4 billion US dollars in 2003.^[7]

ii) Innovating the education system, training programmes and improve the capacity-building of teachers

Between 2000 and 2005, the number of scientific publications by the leading research universities in the SCI (Science Citation Index) category has doubled. Tsinghua University had about 2,700 articles listed in the 2003 SCI catalogue, nearly equal to the number of top 50 schools in the world^[2]. China's leading research universities have also begun to emphasize the quality of scientific publications by rewarding articles that have high rates of quotation or appear in prestigious scientific journals.

1.3. Regarding the current status of training and developing of marine human resources

Regarding the current status of China's marine human resource training, the newspaper "China Education News" on June 7, 2021, the 5th edition, published the opinion of Professor Chen Jianmeng - president of the Zhejiang Ocean University, talked about how to solve three common problems of training in maritime-related universities and build an excellent maritime talent training system.

Accordingly, according to the current assessment under the foundation of building a maritime power, China's maritime higher education is entering a period of rapid development. How to properly handle the relationship between developing marine undertakings and fostering maritime talent has become an important issue facing universities and colleges related to the sea in the new era.

Professor Chen Jianmeng of China said: "The 21st century is the maritime century, and building strong maritime water is an important part of the cause of socialism with Chinese characteristics. Since the 18th National Congress of the Communist Party of China set out the strategic task of building a strong water in the sea, our country's maritime

policies have been comprehensively promoted in the fields of marine resources development, marine economic development, etc innovate marine science and technology, ecological civilization and protect marine rights and interests. Under the direction of the maritime power strategy, the state and local authorities fully support the development of marine higher education, and our country's marine higher education has entered a period of rapid development. According to incomplete statistics, as of 2020, in my country there were more than 200 universities related to the sea.

A new age calls for innovative marine talents

"China's 2020 Maritime Economic Development Report" shows that, in 2019, our country's total marine exploitation output exceeded NND 8.9 trillion, the contribution of the marine economy to national economic growth reached 9.1%. The ocean is a strategic location for high-quality development, a marine economy characterized by considerable technology and human resources. Cultivating marine talent with creativity is the inherent driving force for the development of marine resources. At present, our country's maritime power strategy is being comprehensively developed to a new breadth and depth, the marine science and technology revolution and the transformation of marine industry are taking leaps of development. of humanity, such as the development of deep-sea resources, intelligent oceans, and marine carbon reservoirs, urgently need to be explored by marine talents.

Secretary-General Xi Jinping pointed out in his article, "Struggle to become the world's great science center and innovation high" that "hard power and soft power, in the final analysis, depend on the strength of talent" and "solidly establish the strategic position of talent that leads development". Colleges and maritime universities need to prioritize maritime skills training, strengthen maritime talent development strategic planning, improve and perfect the maritime skill training system, continue to learn the appropriate systems and mechanisms for the development of maritime profession. And it's beneficial for the development of marine talents, and speeds up the process of forming marine talent. Build a mutually supportive development model with marine development strategies in the region.

How to solve problems that are common in colleges and universities related to the sea

Currently, a number of marine-related colleges and universities have three common problems in marine skill training:

Firstly, training in marine-related disciplines lags behind expansion of marine industry. As the position of the marine economy in the national development strategy has significantly improved, a series of new actions to develop, protect and use the oceans are rapidly emerging. The speed of marine transformation and upgrading has been rapid, emerging marine industries, typically marine biomedicine, marine water use and development of new marine energy have grown rapidly, and traditional industries such as marine chemistry, shipbuilding, maritime construction, and modern marine services have made new breakthroughs. This objectively requires aquatic higher education to follow trends and provide an appropriate system of talent training and knowledge innovation. However, problems such as the unbalanced professional structure of maritime-related disciplines and a few training facilities at Chinese

universities are still flourishing and not effectively linked to the development needs of our maritime industry.

Secondly, the quality of the training of marine talents has not yet met the requirements of the high quality development of the marine industry. On the one hand, many of the marine-related colleges and universities that exist in our country have been converted to fisheries and maritime colleges. They have extensive training experience in a number of specialized fields such as marine life and marine turbines. It's not high yet. On the other hand, although many well-known colleges and universities have established marine academies or marine disciplines in turn, the time is short and the results are unclear. Overall, compared to the demand for high-quality maritime development, the qualifications and quality of maritime human resources training at maritime universities in our country are still low, the conflict between the capabilities of marine human resources with the development of the maritime industry and marine science and technology innovation is relatively prominent.

Thirdly, the perception of university students to devote themselves to maritime aspirations that are far beyond the strategic requirements of maritime power. Building a maritime-rich nation urgently needs to raise university students' maritime awareness of "subsea, care for ocean, serve the ocean" and "strengthen the country with the sea and enrich the country by the sea". This is not only the spiritual motivation for building a nation rich in the sea, but also the basic content of embedding marine talent in colleges and universities. However, due to the long-standing influence of the "land-on-sea emphasis" idea and the lack of marine awareness education, university students have a weak marine consciousness, lack of interest and willingness to devote themselves to the marine profession. Low, severe restrictions on the quality and number of marine resource.

In order to solve the problems that exist in embedding marine talent, it is essential to establish a solid scientific perspective on the leadership of marine higher education development with a strategy to strengthen the country by sea, to properly handle the relationship between marine development. Propaganda and cultivation of marine talents. New requests, new tasks.

Build an excellent maritime talent training system.

Over the years, Zhejiang Ocean University has undertaken a long process of exploration and training to nurture marine talents who can "stand up and do well". Comrade Xi Jinping visited the school twice during his tenure in Zhejiang to examine and guide the work, fully affirm the school's roots and hard work, and give important directives for the school to serve the sea economy and development of Zhejiang. Implementing the confidence entrusted to the Secretary-General, the School took the task of serving the country's development strategy by sea, following the requirements of the development of the seafarers in the region, is oriented to cultivate the capacity of innovation and seafaring, actively, building an excellent training system of marine talent to lead the sea economic development.

Be at the forefront of optimizing industry layouts, specializing in marine strategy. To develop well between colleges, universities related to the sea and marine economic development, first of all must be based on the organic link between the layout of marine-related disciplines and the industrial sectors of the marine industry, especially the

strategic needs of the country's marine power and the long-term development of maritime initiatives, while enhancing the professional advantages of the traditional marine related disciplines, has enhanced the layouts of the sectors, specialties to develop emerging marine industries at the national strategic level, and has promoted and promoted the development of a number of emerging sectors through cross-integration, creating fertile land to lead the growth of future maritime industries. Zhejiang Marine University is located in the core of the region and is the main battlefield of maritime economic development and maritime power building, linked to the implementation of the national marine power strategy and regional marine economic development. Five main areas of "Four Seas and One Road", such as The Silk Road on the Sea, has formed a major "one-core and three-group" marine science with marine sciences as its core and marine biology, marine engineering sciences, social sciences and maritime humanities as its support.

Collaborative training of top talent in industry-university-research. On the basis of the optimum layout of disciplines, specialties in the field of the sea, the colleges and universities related to the sea must also implement the goal of training marine talent in accordance with the needs of the development of the marine economy, coordinate development, provide talent, intellectual support for the high-quality development of marine industry, and help to solve the problem of the "stricken" core technology in key areas. The university has established a "science-teaching-learning link", a school-local-business partnership system, and a stable mechanism for interaction between teaching and scientific research, as well as a quick response mechanism to the need for talent. On the one hand, teachers combine the boundaries of their academic development and the actual development of the industry, bringing new materials, new ideas, new methods of scientific research into the content of teaching, and bringing the latest research results into teaching.

Maximize the advantages of scientific research into teaching. Strengthen the undergraduate and graduate teaching system, take full advantage of the four national science and technology innovation platforms and the 26 provincial and ministerial levels of the university, and establish a "three-in" management system for students, i.e. group, project, laboratory, encouraging students to participate in teaching. On the other hand, under the idea of "support, integration and guidance", the school actively explores and promotes "a college and a research institute", builds "industrial colleges" with industry-leading enterprises, collaborates with domestic research institutes to build training facilities for students. Innovative talent oriented composite application excellence for the maritime industry.

Leading the practice of ethical education innovation in colleges and universities with the ocean spirit. Gather more highly qualified people in the field of the sea, guide the specialties related to the sea to participate in the building of the marine power and the development of the ocean, in addition to the cultivation of university students "know and understand the sea", but also to cultivate. Students love and use the sea. The school adheres to the educational perspective of "Moral and talented", cares about the guidance of the marine, deepens the building of a vast political ideological system of a marine nature, strengthens

the sentiment, the ideals of the motherland, the country of the students. To build a maritime-rich country and to form an advanced model of ideological political education.

For example, the radical use of the island survival training facilities on campus, the training facility off the Lanyue Lake, as well as the various training and training platforms such as the simulation training room for ship operations, the ship turbine simulation laboratory, etc., the marine emergency rescue and other contents included in the military training of the students, effectively enhanced the sense of patriotic protection at sea of the university students. Another example, the compilation of the "Introduction to Maritime Safety Education" for university students with the People's Liberation Army of China in Shenzhen District, Zhejiang Province, has expanded the effectiveness of the content and form of moral reasoning education; continued to organize a festival of maritime defence culture, organized many maritime military knowledge conferences, and... Various thematic activities raise students' awareness and responsibility for love of the sea and management of the ocean.^[5]

2. Experience lessons for Vietnam

According to the assessment of the Vietnam Administration of Sea and Island, Vietnam's maritime resource are deficient in quantity and quality, the human resources structure is unbalanced, the managerial staff is weak in expertise and professionalism. Marines only meet limited domestic needs, and have no export capabilities like the Philippines, Indonesia, Korea, China... Innovative research and human resources are scarce and not of the highest quality, so marine science and technology achievements in marine-related activities do not meet the requirements.

The main reason is that the investment in the development of marine human resources is not proportionate; the faculty is scarce and weak; the training facilities, the research institutes, the equipment, the qualification of officers for training, human development... Both lack and weakness, while international co-operation in maritime training has not been strongly boosted.

Overcoming these difficulties, over the last 10 years, the development of marine human resources in our country has been paid attention, invested effectively. The Government has entrusted the Ministry of Education and Training with the responsibility to conduct, in coordination with ministries, sectors and local authorities, a review of human resources development projects, focusing on the development of marine human resources through training (university and university), vocational training, the construction of training facilities and human resources training programmes for marine management and exploitation. Ministry of Labour – Injured and Social implemented review, adjustment, supplementation of the planning of the network of vocational institutions, meeting the requirements of the development of the marine economy and monitoring the implementation of strategies, human resource development planning for workers serving the Maritime Strategy.

At the same time, the Ministry of Education and Training has amended and supplemented the priority policies for students and practitioners with permanent passports residing in difficult communities across the coast and island. The Ministry has reviewed training programmes for the development of the marine economy, guided, supported training facilities to open appropriate training codes, served

the mission of the sea economy development. There are 20 marine-related specialties, 92 universities with 20 university, master, doctoral degrees.

The Ministry of Labour, Invalids and Social Affairs has included 15 occupations in the field of marine economics in the List of Key Vocations for Human Resource Training (9 occupations at the international level, 3 at the regional level, 8 at the national level). Pilot models are also being developed to train captains and engineers of fourth-grade fishing vessels for fishermen in the implementation of the Training Scheme for Rural Workers by 2020. In addition, the Ministry of Labour – Injured and Social Affairs, in collaboration with the Ministry of Agriculture and Rural Development, has developed and implemented two vocational training programmes and a programme to improve captains and fourth-class servants skills for fishermen in the sea. By 2016, more than 20,000 offshore seafood fishermen had been trained.^[6]

It can be seen that in the past, our country has proposed a number of solutions in the training and nurturing of marine personnel, however, the number of specialists on the sea, islands trained and used is not proportionate to the requirements of the development of the marine economy, guaranteeing defence – security at sea.

Quality human resources are a prerequisite for our country to accelerate its pace of development and shorten the gap with other nations. We can refer to some of China's experience in training and using marine personnel, specifically as follows:

Firstly, Vietnam needs to have a comprehensive talent strategy linked to national planning. It sets out the policies, goals, solutions and resources available to create the most favourable conditions, the most attractive incentives to attract and use talent in the country; attract talent from abroad (scientists, foreign students, graduates) and attract foreign talent to Vietnam to work.

Secondly, the institutionalization of the island sea in general and of the marine human resources in particular to create a prerequisite for the training and use of talent. The training and use of talent not only requires a comprehensive strategy but also needs to be specified and incorporated into the legal regulations regulating the areas of training, labor, finance (to have financial resources to serve the training, cultivation, use of talents)...

Thirdly, increased focus on investment in education, in which the education system is organized, training is adapted to domestic conditions and access to the world's advanced education. Open specialized maritime training related to the practical needs of human resources for maritime policy planning, exploitation, maritime management, security assurance, marine defence...

Vietnam need to develop educational programmes, training, teaching and learning methods, strengthen the combination of training education with production, business, development of human resource development schemes in each stage of development of society. Among them, special attention is paid to higher education to provide the source and foundation for building quality marine human resources. China now has more than 200 marine universities. Meanwhile, there are few universities and institutions in Vietnam that focus on marine research.

To improve the quality of training, it is necessary to build a team of university faculty with sufficient quantity, quality assurance (specialized, foreign language, sent to training in

the country with advanced education). Besides, it is necessary to attract professors and professionals who are working in the field of marine practice to join the team of university teaching staff in Vietnam to connect theory and practice.

The importance and determination to implement the appropriate training education policy is the decisive factor in creating high-quality human resources for rapid and sustainable development.

Fourthly, Vietnam needs to pay particular attention to creating good conditions for talented young people. In the context of a market economy, workers tend to choose high-income places to work. Meanwhile, State salary regulations for civil servants are low, making it difficult to attract talented young people. The state needs policies and arrangements to attract talented young people.

Fifthly, the reform of the training education system, especially vocational training and skills for workers, should be effectively implemented and the socialization of training education should be promoted. The training and development of human resources must be in line with the needs of the labour market according to the occupation, the training at the university level must be linked to the need for economic and social development of the country, the human resources requirements of the maritime sectors (maritime management, maritime economy, marine construction, sea mining engineering, etc.).

Sixth, improving the efficiency of human resources management and use. It is necessary to forecast labour requirements in the maritime sectors; to recruit and create conditions for them to have employment; to have adequate material treatment.

Seventhly, increased investment in building facilities for science and technology such as scientific research facilities; talent training centres. Step by step modernization of these facilities in accordance with international standards; innovation of programmes, content, methods of research, training in the direction of the advanced countries.^[3]

Eighthly, developing human resources capable of international integration on a hereditary basis and upholding ethnic cultural elites. Strengthening international experience in human resource development, in the organization of training, scientific research and production services must choose strategies and methods of development in accordance with national traditions and conditions of economic and social development of Vietnam. Strengthen international experience in human resource development, training, scientific research and production services^[1].

Ninthly, increase the investment budget for training, use of marine manpower. Especially funding for talent training programmes, research into marine science, having a satisfactory salary policy to attract talent in the marine field.

Conclusions

Education and training play an important role in the development of nations. South African President Nelson Mandela - Nobel Peace Prize winner, also emphasized the fundamental role of education and training in the national development. "Education is the most powerful weapon which you can use to change the world. Therefore, countries, including Vietnam, regard training education in general and maritime human resources training in particular as the "top book country".

At present, Vietnam's training and development of marine human resources is facing many challenges and unavailability (both subjective and objective). That requires the Party and the State to take prudent, correct steps. Learning the experiences of the countries with developed marine human resources, especially China's experience is one of the steps mentioned above.

Increasing the number, enhancing the quality of training, and using marine personnel is a long way to go, but with the determination of the Party and the House and the synchronous application of strategies, policies, planning, institutional improvement, and increased investment in financial resources, we hope that in the future, Vietnam can do even better in training and use marine resources.

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