



## High quality human resource development approach of Vietnamese government

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### Abstract

In an increasingly diverse and complex market economy like Vietnam today, all sectors are affected by human resource factors. In particular, when the Agreement on Comprehensive Partnership and Trans-Pacific Progress (CP TPP) was signed, it opened the opportunity to access advanced production and management technologies. So how to have enough high level human resources to seize this opportunity is an important question. According to the World Bank report, all income groups are expected to benefit, but the level of benefits will be higher in the high-skilled labor group. Therefore, the article is to study the issue of developing highly qualified human resources to take advantage of opportunities from CP TPP in order to go deeply and find out some policies to develop human resources. Using many methods of analysis, referring to the actual data and articles related to this issue, we wish to give a full perspective on the drawbacks and propose a number of recommendations for the government to help the advancement of the development of highly qualified human resources.

**Keywords:** highly qualified human resources, CPTPP, approach, Vietnamese government

### 1. Introduction

According to the results of the General Statistic Department, 1/10 of Vietnam's labor productivity is lower than that of developing countries in ASEAN such as Laos, Cambodia and less than 1/10 of Singapore. It is estimated that the average annual labor productivity in Vietnam increases by 3%, lower than GDP by 5% per year. This will make it very difficult for Vietnam to close the gap with Thailand and Malaysia. For example, if Vietnam wants to catch up with Thailand at the present time, it takes more than 20 years. The reason is that Vietnam is facing many difficulties while the quality of human resources in is too low. Therefore, Vietnam has signed a comprehensive and progressive Trans-Pacific Partnership (CP TPP) agreement (Bao Lam, 2017)<sup>[1]</sup>. CP TPP is a breakthrough for free trade among member countries. According to domestic and foreign economic experts, CP TPP will create favorable conditions for FDI enterprises to have a good staff to develop their business, contributing to the development of Vietnam's economy. At the same time, solutions and applications of the industrial revolution 4.0 in the personnel training activities of enterprises is much needed, because human resource is a nuclear factor to promote growth with higher quality (Minh Ngoc, 2018)<sup>[7]</sup>.

The improvement of education and training systems, improving the quality of human resources is an important requirement today. Perhaps all reforms must originate from reforming the training and education system to improve the quality of human resources. Now is not the time when carefree schools offer training programs based on their thoughts, frameworks or desires, but must be based on the needs of the labor market, training on demand and supply, training must be more practical oriented and carried out in a shortened time (Vu Tien Loc, 2018). It can be seen that the quality of labor force in Vietnam is still very limited. In which the rate of trained workers is still low, the shortage of skilled workers has not met the demand of the labor market

and integration. In addition, the gap between vocational education and the demand of the labor market is growing. When considering the problem of unemployment in terms of technical expertise, the unemployment rate tends to increase among high-skilled workers (Phuong Chi, 2018)<sup>[15]</sup>.

### 2. Literature review

#### High quality human resource

Highly qualified human resources can be understood as a part of human resources, crystallizing what the essence, quality of human resources, is a part of social labor with educational and professional qualifications. high technology, good labor skills, creative ability, especially the ability to quickly adapt, meet the requirements of practice, know how to apply the trained knowledge and skills to bring productivity, quality and efficiency in the manufacturing process, including the following types: high-level workers; experts and artisans; knowledge; senior technical workers; senior management workers (Van Trang, 2016)<sup>[17]</sup>.

Characteristics of highly qualified human resources: Having a leading role and quick adaptation to the transformation of modern science and technology of the integrated economy; Moving quickly to knowledge activities, more creative than physical labor; Computer applications, information technology should improve competitiveness in the domestic and foreign labor market, creating unprecedented new possibilities for intellectual workers; There is a tendency to develop knowledge in many different areas and be able to participate in inter-training programs to meet new requirements of production, business and work (Van Trang, 2016)<sup>[17]</sup>.

Highly qualified human resources are studied, approached from the job position, the level of training or self-accumulation, contributing effectively to society, the concept of highly qualified human resources that society It should be directed as follows: Highly qualified human resources include trained or self-accumulating workers,

professional, high-tech, skilled labor skills, capable of adaptive integration with rapid changes of society, of science and technology, participation in labor with high efficiency, ability to contribute to the development of organizations and the whole society (Thanh Hien, 2014) <sup>[15]</sup>.

### **International economic integration and linkage**

International economic integration, for developed countries, is a transition from an industrial economy to a knowledge economy under the impact of globalization and industrial revolution 4.0. For developing and underdeveloped countries, it means effectively exploitation the resources and comparative advantages to shorten the development gap (Nguyen Hoang Tien, 2018). International economic links is understood as the process of integrating economies with certain similarities into a unified bloc to: (1) Achieve maximum benefits of each member and minimize disparities in development level (EU); Promote multi-dimensional and comprehensive economic relations, forming regional economic regions (EU, ASEAN, ECOWAS) and inter-regional (BRICS, OPEC). This is an ongoing economic process inevitably associated with the development needs of each country (Nguyen Hoang Tien, 2018). According to Nguyen Hoang Tien (2018) models (level) of international linkages (from low to high) are as follow:

- Free Trade Area (intra-regional trade) - an agreement to lower tariffs and non-tariff barriers among members (AFTA, ACFTA, NAFTA...)
- Customs Union (foreign trade) - unify the general tariff policy for non-member countries (EEC)
- Common Market (trade, investment, human resources, science and technology) - with four freedoms (EU)
- Monetary Union - ECB bank with general monetary policy and common currency (EURO zone)
- Economic Alliance - unifying economic policy, fiscal (tax) and general (interest) currency (EURO zone)

Taking the policy of proactive and active international integration, on April 10, 2013, the Politburo issued Resolution No. 22 / NQ-TW on international integration (Resolution 22), which clearly defined the association. International integration will be widely deployed in many fields, especially, economic integration must be associated with the need to reform the growth model and restructure the economy. At the same time, in order to implement Resolution 22, the Government issued Resolution No. 31 / NQ-CP dated May 13, 2014 on the Government's action program with specific objectives in the fields of information; issued Directive No. 15 / CT-Tg dated July 7, 2015 of the Prime Minister's Cabinet on the continuation of Resolution 22. This shows that international economic integration is a consistent and internal focus on the Party's foreign policy and international economic cooperation in the process of national renewal. In fact, in the past period, Vietnam has been active and proactive in negotiating and signing new free trade agreements with partners. As of April 2016, Vietnam has participated in establishing 12 Free Trade Agreements (FTAs) with 56 countries and economies in the world, including 6 new generation FTAs as Vietnam Agreement - EU and TPP Agreement (Nguyen Hai Thu, 2016) <sup>[8]</sup>.

### **High quality human resource development policy**

High quality human resource is a component of general

human resources, playing an important role in the cause of national construction and development. In the cause of national industrialization and modernization and international integration, developing high quality human resources has become more important and urgent than ever. In order to acquire high quality human resources who are qualified and capable to meet the task requirements, the State must pay special attention to investment in training, fostering and retaining, construction and development of high quality human resources. The state must have the right attitude and views on training and retaining, use and development of high quality human resources. Without proper and reasonable attracting, training and developing, maintaining and usage policies, it is difficult to foster and build high quality human resources to meet the requirements and missions in new stages. In each period of revolutionary construction and development of the country, it is necessary to have compatible high-quality human resources to meet the requirements of that period. This requires the State to have right attitudes and views associating with the training, retraining, development and usage of high quality human resources in accordance with the objectives and tasks of the current period. The policy of developing high quality human resources is the most urgent need of the Vietnamese economy in its current shape, so the study of supplementing and improving policies to develop high-quality human resources is becoming a regular and must-have task of each government. (Tuyet Mai, 2016) <sup>[16]</sup>.

### **3. Research methodology**

To study this topic, our research group has used the method of analyzing the basic impact of human resources in Vietnam when participating in CP TPP; the opportunities and challenges of the Vietnamese government when participating in CP TPP to develop highly qualified human resources. The method of synthesizing is also in use to expose the main measures to take advantage of opportunities and addressing challenges of human resources facing CP TPP reality.

Our research objectives include: (1) to explore the opportunities and challenges of the Vietnamese government in human resource development when participating in CP TPP; (2) to provide adequate solutions for the government. Through that, we made recommendations to solve the problem of highly qualified human resources when Vietnam joined CP TPP. Our research objects include: policies of the Vietnamese government on high-level human resources when participating in CP TPP.

### **4. Research result and discussion**

Through the research process, we realize that the problem of human resources that Vietnam is encountering consists in the number of trained workers with very little qualifications, low quality and skills, unreasonable labor structure, who are losing competitiveness in both the international and domestic labor market. In particular, we see that the main reason is that the training is still weak and prolonged, leading to the fact that quality of human resources does not improve significantly. Although Vietnam has abundant human resources but they are lacking professionalism. In the current labor market, high-quality human resources and skilled workers are still of employers' great concerns. The market is in desperate need of business management experts, programmers, technicians, intermediary managers

who are financially and marketing savvy, highly skilled and eager workers. However, the supply of quality labor in the market is limited. Besides, Vietnam's human resources are facing the ongoing CP TPP admission process. This is an opportunity as well as a pressure to improve national human resources in the context of global and regional integration. Therefore, the Vietnamese government has decided to offer many ideas to improve the quality of human resources that are as follow.

- First is the reform of the education and training system, this is a key task and a key solution to solve the current human resource problem. The government needs to complete an open, integrated education system, promote stratification, channeling, encourage lifelong learning and build a learning society. Renovating programs, popular textbooks, curriculum framework at university level and vocational education towards promoting creative thinking, self-study ability, increasing practice time, practice focusing on soft content and skills for learners to meet the requirements of enterprises and society, ensuring the link between levels of study and education, between vocational education and higher education. Innovating teaching and learning methods are to be applied at all educational levels. The next is renovating policies for teachers and education managers and improving the quality of research and application of modern science and technology specific for industrial revolution 4.0 in education and training. Special attention should be given to reorganizing and perfecting mechanisms and policies for pedagogical schools nationwide.

- The second is to renew state management apparatus for human resource development. For example, to form agencies responsible for collecting and building information systems on supply and demand of human resources in the whole country in order to ensure that the supply meets the demand of human resources for socio-economic development. Renovating policies, mechanisms and tools for human resource development (working environment, employment policy, income, insurance, social protection, housing conditions and living and settlement conditions) and paying attention to policies for high quality human resources and talents are also important in the working agenda of the government.
- Third is to ensure financial resources to develop human resources. The government needs to promote socialization to increase mobilization of capital from both domestic and foreign partners and organizations. In order to achieve this, the government needs to effectively use foreign funding and have mechanisms and policies to allocate the state budget in a concentrated manner to spend on training support programs, developing human resources in remote areas..
- Finally, for the purpose of proactive international integration, the government must create an environment and favorable conditions to attract teachers, talented and highly experienced scientists of foreign countries and overseas Vietnamese to participate in the process of university human resource training and scientific and technological research at Vietnamese higher education institutions.

In order to successfully implement the above solutions, it is

necessary to promote propaganda, making cadres and civil servants of the entire political system at all levels, individuals, schools, enterprises and organizations to understand the role and responsibility of training and using human resources, turning human resources challenges into advantages for economic, social development and national status in the international arena.

The labor market in Vietnam is becoming very active and dynamic. Raising the level of human resources is more interested by all related partners and organizations. However, to improve the level of human resources that are currently still very weak and not enough for the national development is a problem for the government as well as Vietnamese enterprises.

This article provides a consistent view with previous studies that high-quality human resources in Vietnam are insufficient in number and poor in quality. Previous policies issued by the Government, domestic and foreign enterprises have also partly solved the problem, but not completely. Human resources are still not enough to meet the actual demand for society.

Based on the policies formed from the above research results such as: improving education and training system; renewing the state's human resource management mechanism; guaranteeing financial resources and creating conditions to attract foreign and/or Vietnamese knowledge abroad, this study not only points to the inadequacies of high-level human resources, but also adds a few policy can be implemented to solve the problem raised earlier.

In fact, to implement these policies, it will not be too difficult if our State pays more attention and cooperates with domestic and foreign enterprises to facilitate the implementation of these policies to create much needed human resources to meet the rising demand when utilizing opportunities from CPTPP.

Currently the policies that the article offers are only based on theoretical research and have not been applied in practice, so there are unavoidable errors and shortcomings. But it is certain that the above policies will bring benefits in raising the level of human resources and socio-economic development.

## 5. Conclusion and recommendation

It can be seen that Vietnam participating in CPTPP will contribute to promoting export of goods to major markets, especially those that Vietnam has many production advantages such as agricultural products, seafood, food, textile and leathered shoes. Moreover, with greater involvement in global value chains through cooperation and association with businesses in the bloc, Vietnamese brands also have the opportunity to increase in recognition and reach out to the world. The challenge of Vietnamese labor is that competition will be the biggest threat while the availability of Vietnamese vocational education is still slow. Competition between Vietnam and other countries in the world in providing high quality labor resources requires the quality of vocational education to be significantly improved towards approaching regional standards and so on. Pressure is put on the enhancement of the ability to recognize diplomas between Vietnam and other countries. The rate of trained workers in Vietnam is still low, the shortage of skilled workers has not met the demand of the labor market and integration. In addition, the gap between vocational education and the demand of the labor market is growing.

When considering the issue of unemployment in terms of technical qualifications, the unemployment rate tends to increase among high-skilled workers. In order to take advantage of opportunities from CP TPP, the Government of Vietnam has introduced a number of solutions to develop highly qualified human resources, thereby improving the quality of human resources to ensure sufficient quantity and quality of workforce to participate in the economic integration process to make the country more developed in the international arena. In the reform of human resource training, the business role is very important. Enterprises in the current context are not just the order makers; the education industry's customers must also be the owners and investors of the education system. Besides, it is necessary to strengthen participation in the development of training programs and curricula and to organize the teaching, guiding the practice and assessing the learning results of learners at vocational education institutions as well as organizing training and improving vocational skills and re-training jobs for employees of enterprises. At the same time, there is a need to increase the expenses for vocational training activities of enterprises to be deducted when determining the taxable incomes according to tax law.

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