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# Vietnam's limitations on high-quality human resources

## Current state of affairs and emerging trends

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**Abstract:** Vietnam lacks a highly skilled labor force that meets the necessary standards for organization and caliber. We lack a workable training and utilization system to generate the necessary drive for this force to steer the economy toward a competitive and efficient development. Due to the limited quantity and poor quality of highly skilled workers as well as the inefficient utilization of the nation's most valuable resources, social labor productivity and economic competitiveness are low. Training top-notch human resources is one of the most crucial and innovative activities that will help Vietnam lay the groundwork for its industrialization and modernization. The advancement of human resources has produced specific outcomes in the past. Vietnam has created policies with competitive pay, bonuses, and welfare benefits to entice and hire specialists, talents, and highly qualified individuals. High-quality human resource development and training have received focus. A growing number of well-qualified technicians and businesspeople are entering the workforce and significantly advancing national growth.

**Keywords:** Labor, high-quality human resources, enterprises, labor market, sustainable development, Vietnam

### Introduction

As of now, there is no agreement on what constitutes superior human resources. Although there are several ways to approach this, the idea essentially relates to skilled laborers in a certain sector of the economy. Human resources of high quality must satisfy the demands of the market, including those related to professional knowledge, abilities, positive attitudes, working styles, and job responsibility. At the moment, nations are concentrating on developing and training their human resources in order to boost national competitiveness and encourage sustainable growth. Developing high-quality human resources is becoming a decisive factor for socio-economic development. Investing in the development of high-quality human resources is an urgent requirement for all countries, especially for developing countries, to quickly close the gap with developed countries in the world. In Vietnam, the requirement for high-quality human resources has been recognized by the Communist Party of Vietnam quite early, since the Sixth Congress in 1986. In the period of promoting industrialization and modernization, the above awareness has been set out in a specific way. In 2011, the Communist Party of Vietnam pointed out: "Developing and improving the quality of human resources, especially high-quality human resources, is a strategic breakthrough, a decisive factor in promoting the development and application of science and technology, restructuring the economy, transforming the growth model and the most important competitive advantage. ensuring fast, effective and sustainable development" This view marks a step forward in the awareness of the role of human factors in the rapid and sustainable development strategy, considering the development of high-quality human resources as one of the three breakthrough stages of the national development strategy in the new period. On the basis of assessing the current situation of Vietnam's human resources and being properly aware of the development trend of the world economy in the following years, the Communist Party of Vietnam has determined that the development of high-quality human resources is one of the three stages of strategic breakthrough. The connotation of high-quality human resources has also been more clearly defined, that is, "human resources for leadership, management and key fields" and it is necessary to continue to associate the development of high-quality human resources with "application and development of science and technology, innovation". Therefore, in the country's development orientation for the period of 2021 - 2030, the orientation has been set out to create a breakthrough in the development of high-quality human resources, attract and value talents.

### Literature Review

Training high-quality human resources is one of the key and breakthrough tasks, contributing to creating an important foundation for Vietnam to implement industrialization and

modernization. Over the past time, the development of human resources has achieved certain results. Vietnam has developed policies to attract and employ talents, experts and highly qualified workers with attractive salary, bonus, and welfare policies... The training and fostering of high-quality human resources has been paid attention to. Good businessmen and workers with high technical qualifications appear more and more in society, making a significant contribution to the development of the country. In the world, many countries have implemented this strategy.

**Japan:** Japan is the 11th most populous country in the world, has the highest population density and urbanization globally, and is an economic powerhouse, leading the world in many industries, such as automobiles, robots, electronics, etc. In the face of fierce competition in emerging markets, Japan has determined that developing high-quality human resources is a national policy to maintain its position and influence. To do that, Japan focuses on education, training, especially the on-the-job training system, and implements macro policies, in order to promote the development of high-quality human resources. (Hien et al., n.d.; Uoc et al., n.d.)

Specifically, Japan has built a very scientific education system, full of types, including: universities, colleges, colleges of technology, specialized training schools that are directly responsible for training human resources for the country. At the same time, in order to mobilize maximum social resources, the country has created many favorable conditions, in order to encourage on-the-job training; forming a system of vocational education and training in enterprises... Japan's education and training policies help workers to be able to grasp and use advanced and modern techniques and technologies quickly and effectively - which is especially necessary in the current Industrial Revolution 4.0. Regarding macro policies to promote the development of high-quality human resources, Japan attaches great importance to absorbing valuable achievements and experiences of developed countries. This is consistent with Japan's policy of importing science and technology, and at the same time helps them to shorten time and save costs for the development of high-quality human resources. In addition, the Japanese government has also implemented many other policies to improve the quality of human resources. For example, sending people to study abroad is focused and encouraged by Japan, with various funding sources from both the state, students, employers, as well as other foreign partners. (Review & 2002, n.d.)

**South Korea:** South Korea is a country that does not have many advantages in terms of natural resources and minerals, so the government of this country has early recognized the in-depth development of human resources as a decisive factor for the country's economic and social development. An overview of the Korean education system can be seen that this is a complete and complete education, built according to the American and Western models. The special feature of Korea is the construction of an "open education system", in which learners - "customers" play a central role. An open education system creates equity in educational opportunities for everyone, at any age, anytime, and anywhere. That allows the implementation of a lifelong education strategy, encouraging the maximum potential of individuals in the career of enriching their knowledge, thereby making the best contribution to the nation. In addition to attaching importance to education and training, the Korean Government also pays great attention to the use of the state's macro-management tools, in order to improve the quality of human resources and build high-quality human resources. Specifically, South Korea has always tried to maintain budget expenditure on education activities at 5%-10% of GDP, reaching 19% in some years and becoming one of the world's four leading countries in terms of investment budget expenditure on education (OECD, 2018). In addition, South Korea also pays great attention to welfare development and the promotion of equality through a series of laws that have been enacted. The Government regularly expands and builds more employment promotion centers, strengthens the social safety network, and increases labor insurance compensation for all subjects, including seasonal and shift workers, to address the negative effects of unemployment. (Education & 2016, n.d.)

**Singapore:** Singapore is a small country, but it has a very developed economy. The "golden key" to help the country develop is to improve the quality of human resources and develop the core and central part of the social workforce by specific measures, such as: using education and training policies. Every year, Singapore invests in education and training about 20% of its budget. To overcome the limitations of the old education system, the government has proposed a "national school mindset" in the direction of encouraging Singaporean students to be creative and strengthen critical thinking skills. Currently, Singapore's policymakers have created a training system that is coordinated by businesses, government agencies, different labor groups and training institutions.

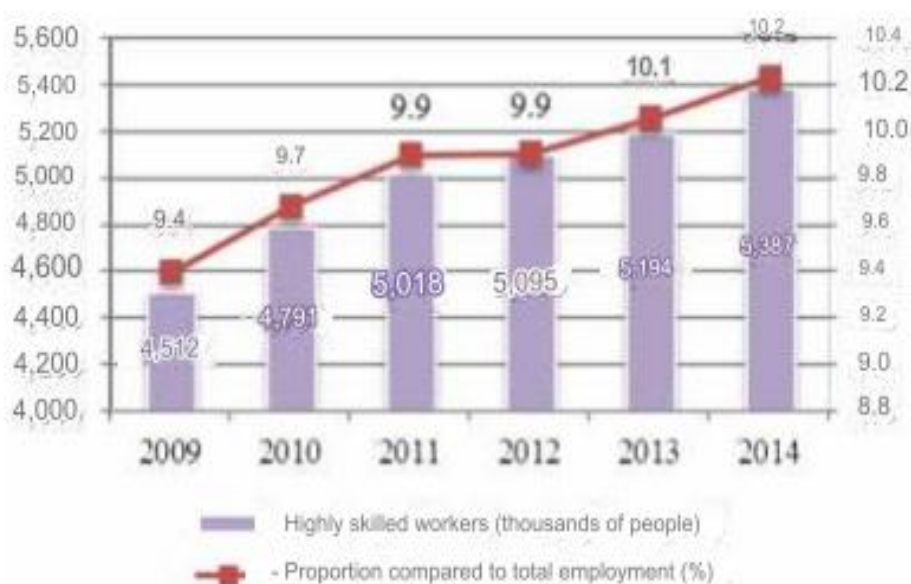
Singapore also implements a series of policies on salaries, bonuses, regulations on working hours, and high-quality labor remuneration. The salary mechanism in Singapore is very transparent, with the participation of 3 parties: the Labour Arbitration Court, the National Productivity Commission and the National Council on Wages. The country restricts the recruitment of low-skilled foreign workers, while creating all favorable conditions and incentives to attract high-quality workers. Singapore attaches great importance to recruiting foreign talent through education and business channels based on the idea of taking advantage of "brain drain", overcoming "brain drain". With this approach, the Singapore Government always has a high-quality workforce that is replenished every year. (Jiminez Santural Jose et al., 2021; Tien et al., 2023) (T. L. H. Nguyen, 2016)

**China:** China is the second largest economy in the world today. To achieve this status, China has taken many measures to develop human resources, especially high-quality human resources. Specifically, in order to develop human resources in a better way, China has increased investment in the field of education and training. Investment capital for human resources accounts for 15% of gross domestic product. The contribution rate of talents to socio-economic development in China accounts for about 35% (Nguyen Thu Thuy and Tang Thi Thuy, 2020). Subjects participating in this process are not only from the state, but also expanded and diversified through different investment channels, such as foreign investment, investment of businesses and citizens. At the same time, China has also carried out a restructuring of investment in the direction of spearheads, improving the quality of vocational training and investing in poor areas in the West, ethnic minority areas and large rural areas. In addition, the Chinese government implements the principle of "supporting students to study abroad, allowing and encouraging them to return to their home country freely". At the same time, implementing the strategy of "Connecting Chinese globally", encouraging overseas Chinese intellectuals to return home to work with high remuneration in terms of: salary, bonus, housing allowance, health insurance, relatives allowance, etc. More and more overseas Chinese are holding high positions in key fields of this country, such as finance, banking, academies, scientific research institutions, etc. (Minh Ngoc et al., n.d.; Tien, J, et al., n.d.) (Do et al., n.d.; Management & 2021, n.d.)

### Results and findings

In 2014, Vietnam had nearly 5.4 million highly qualified workers, including 585 thousand leaders in branches, levels and units (accounting for 10.9% of highly qualified workers); 3,165 thousand high-level professional and technical workers (accounting for 58.7%) and 1,638 thousand intermediate professional and technical workers (accounting for 30.4%). In the period 2009-2014, the number of high-skilled workers increased quite rapidly, from 4.5 million to 5.4 million people. (fig 1)

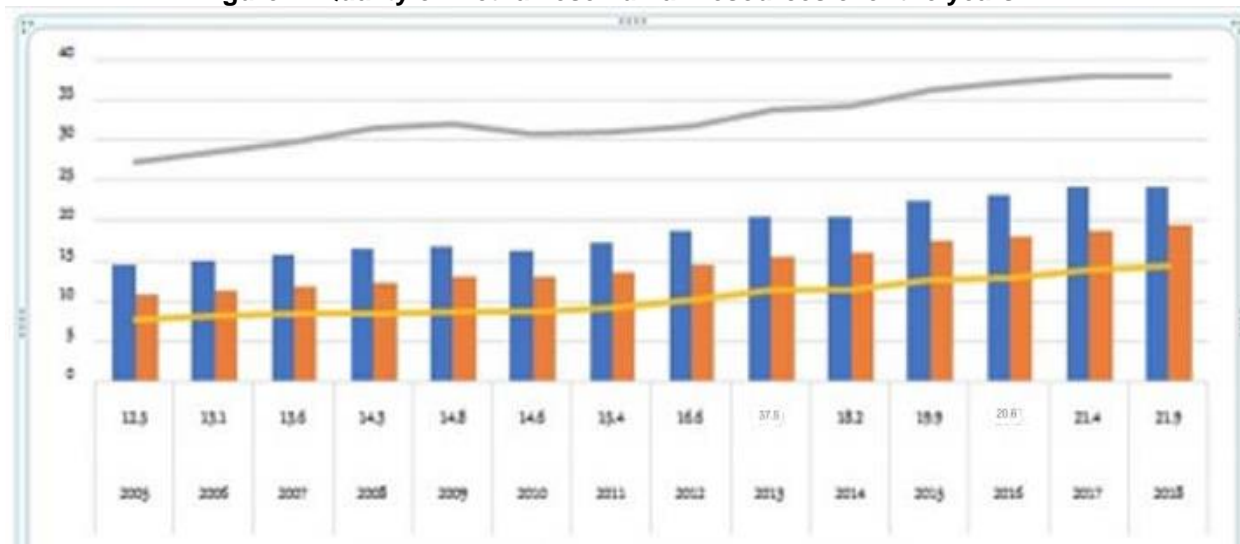
Figure 1. Scale of highly skilled labor and proportion compared to employment



Source: General Statistics Office of Vietnam, 2023

According to the report of the General Statistics Office, the average labor force in the country in 2022 is 51.7 million people, an increase of 1.2 million people compared to 2021 (equivalent to an increase of 2.4% compared to 2021). The labor force consists of 50.6 million employed people and 1.1 million unemployed. Women (46.8%) account for a lower proportion than men (53.2%). Although there has been an increase in the proportion of the labor force in urban areas in recent years, 62.8% of our country's labor force is still concentrated in rural areas. (fig 2) (Zhu, 2002)

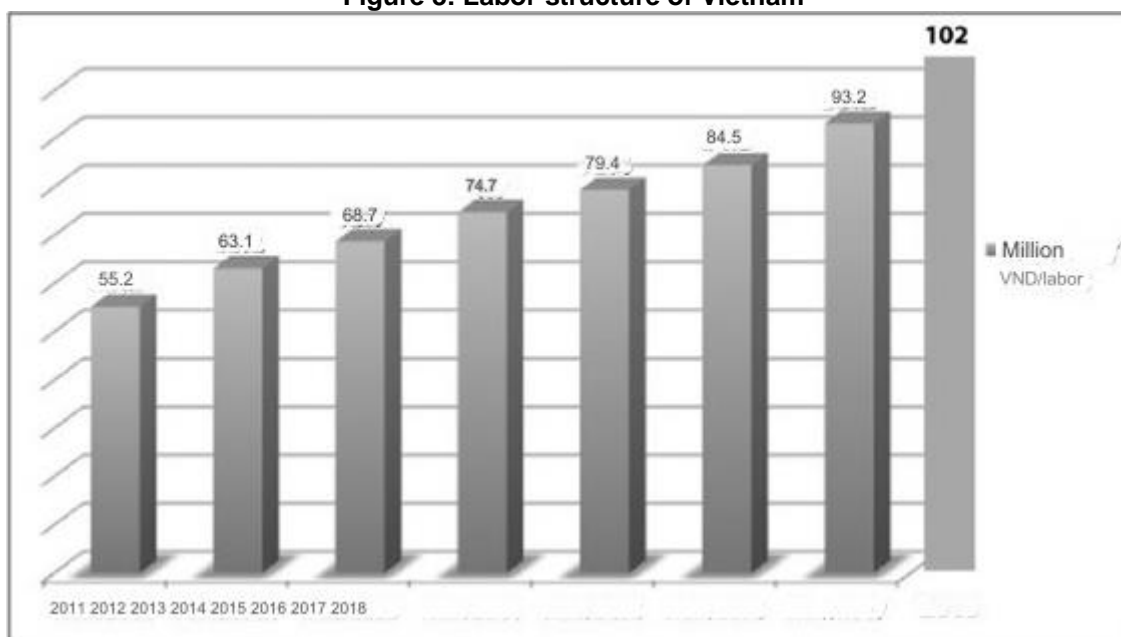
Figure 2: Quality of Vietnamese human resources over the years



Source: General Statistics Office of Vietnam, 2023

In 2022, more than two-thirds of the population aged 15 and over (accounting for 68.6%) will join the labor force, an increase of 0.8 percentage points compared to 2021. Labor force participation rates vary unevenly between regions. The labor force participation rate of the rural population is higher than that of urban areas at 4.2 percentage points. The labor structure by sector over the past time has been assessed through the number of employees working in industries, agriculture and services. The proportion of workers in agriculture decreased from 48.7% in 2010 to 27.6% in 2022, equivalent to 14.1 million workers. (fig 3) (Huu Ai et al., 2023b; Zhu, 2002)

Figure 3: Labor structure of Vietnam

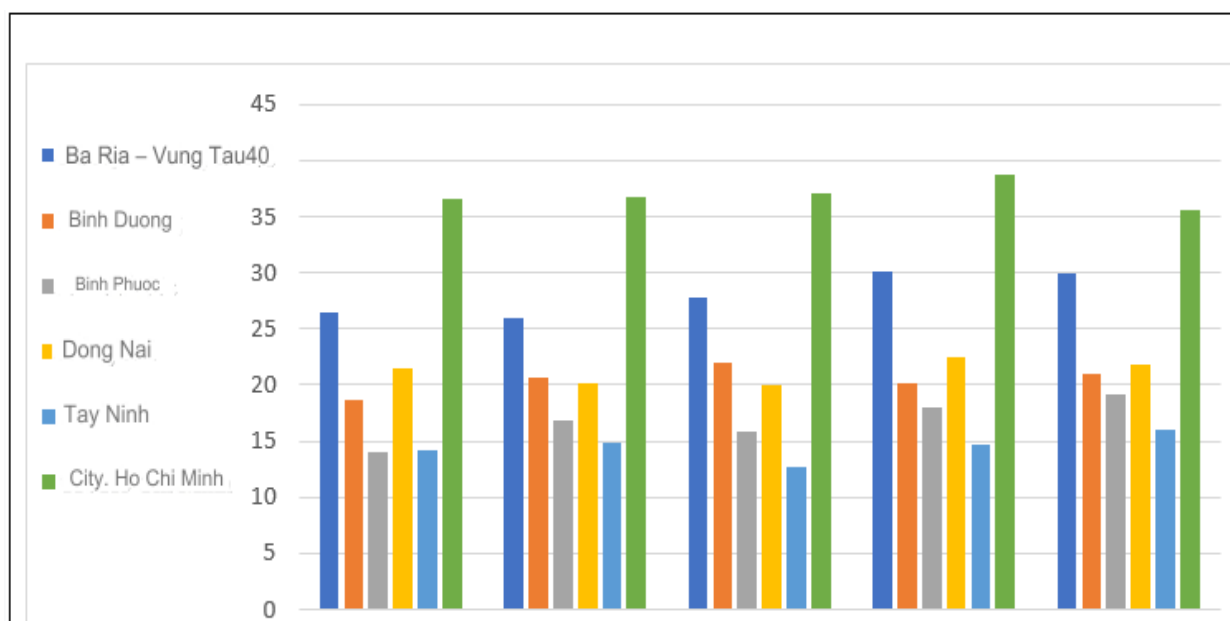


Source: General Statistics Office of Vietnam, 2023

The shift of labor from agriculture to industry and services is evident when the proportion of workers working in the service industries increased from 29.6% in 2010 to 39.1% in 2022. The number of workers in this industry is mainly workers in the fields of tourism services, transportation and warehousing, e-commerce, real estate business, etc. (Huu Ai et al., 2023a; Vo, 2009)

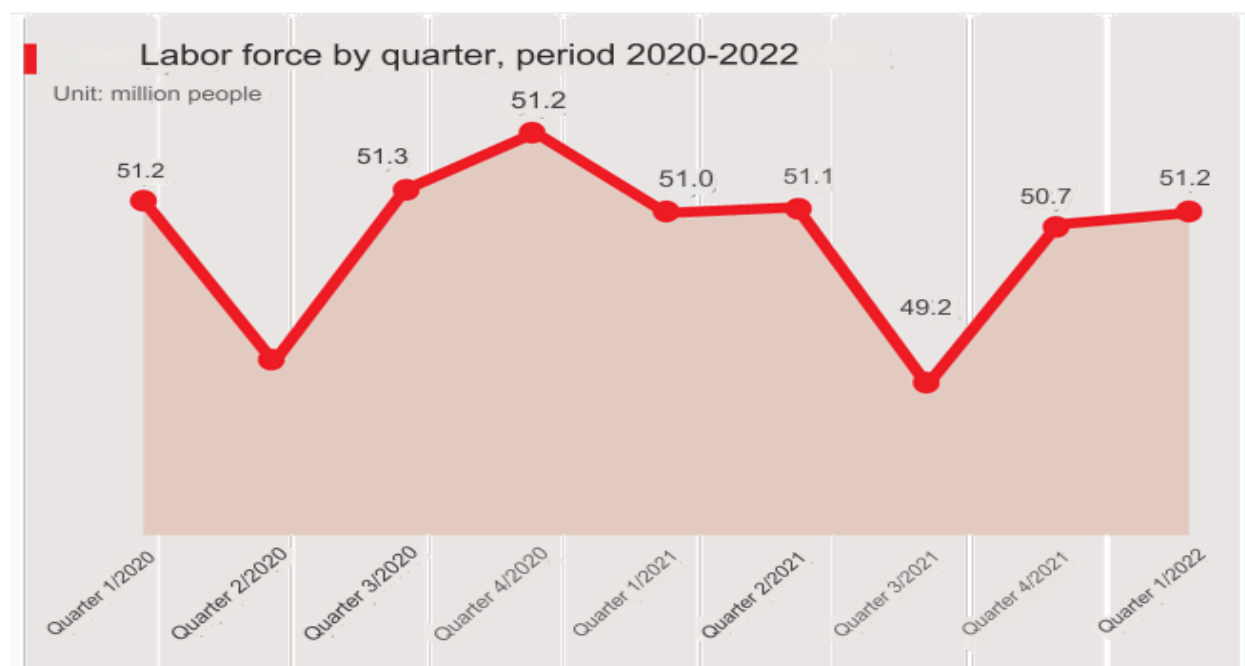
As for the industrial workforce from 2011 to 2020, it was 28.1%; the proportion of labor in the field of industry - construction fluctuated slightly and stably at about 32.25% of the total labor demand in the period 2019 - 2022 and reached 33.3% in 2022. The proportion of trained labor force in our country is still low. Of the total 51.7 million people aged 15 and over in the country's workforce, only about 13.7 million have been trained, accounting for about 26.4% of the total workforce. Comparing data by 6 socio-economic regions, the highest percentage of trained workers is in the Red River Delta (37.1%) and the lowest is in the Mekong Delta (14.5%). Currently, there are more than 38.0 million workers (accounting for about 73.6% of the workforce) in the country who have not been trained to reach a certain professional and technical level.

(fig 4)



Source: General Statistics Office of Vietnam, 2023

Regarding training, while the economy is in short supply of high-skilled workers in many professions such as consulting, designing, human resource management, senior business leaders, lawyers, environmental scientists, information technology engineers, biotechnology, electrical engineers, etc electronics, mechanics, logistics... young graduates are mainly bachelors of finance, banking, accounting, law, office administration, etc.; and there is a shortage of skilled technical workers to increase the productivity and competitiveness of products and businesses, most of the young people who graduated from grade 12 choose the path of university. While the requirements for knowledge, vocational skills, soft skills and modern industrial labor qualities at enterprises, young graduates are often only equipped with general theories, weak implementation capacity, and lack of important life skills. In particular, high-skilled workers are weak in informatics and foreign languages, and lack sharp tools to work, which has greatly affected their ability to work independently and improve productivity. Regarding labor mobility according to market signals, the migration rate in the labor market is quite high, according to the Population and Housing Survey (2019), the proportion of high-skilled workers moving accounts for about 11.3% of the total number of migrant workers. In which, the group that moves the most is workers with a university degree, accounting for 71%. High-skilled workers tend to move to regions, cities and regions with the most vibrant labor markets (Ho Chi Minh City and Hanoi are the 2 provinces with the largest number of high-skilled workers, 67.9% and 19.1%, respectively; mainly working in the foreign-invested enterprise sector, accounting for 36% of the number of migrant workers). The point of attention is that associated with high mobility, the level of "job hopping" is high, and it is not secure to invest in long-term career development of a part of high-skilled workers (fig 5) (review & 2001, n.d.; Su et al., 2021) (Thanh et al., 2024; University & 2021, 2021)



Source: General Statistics Office of Vietnam, 2023

**Discussion and conclusion**

It can be seen that the above countries have their own ways of developing high-quality human resources in accordance with the reality of the country, but they all have certain similar characteristics. The State has a very important role in orienting and developing high-quality human resources. The State not only performs the main function of orienting the development of human resources, but also performs the function of participating in the construction of human resources by specific financial, economic and social measures. Education and training are the direct decisive factors in improving the quality of human resources. All countries focus on building a complete and complete education system, suitable to the characteristics and situation of the country, and suitable for a modern industrial society. (Tri et al., n.d.; Truong, ..., & 2009, n.d.; Truong, ..., & 2010, n.d.)

Rational and scientific use of human resources, ensuring that high-quality human resources are always fully supplemented: Governments of countries and businesses have paid great attention to the rational and scientific use of endogenous human resources, as well as the addition of high-quality human resources. On the one hand, this makes the workforce feel secure to work, dedicate, and voluntarily improve their professional qualifications and experience, and on the other hand, always attract the amount of gray matter from the outside, meeting the requirements of national development (D. Nguyen et al., n.d.; Truong & Van Der Heijden, 2009; Van & Phuong, 2021)

Vietnam is a country with many advantages in terms of human resources. It can be seen that, although the quality of human resources has improved, in order to meet the current socio-economic development, Vietnam's human resources are facing many challenges due to: The level of human resources is still low; The labor structure is not reasonable both in terms of qualifications and distribution by region; Imbalance in the structure of trained labor between vocational education and higher education; Unskilled workers still account for a high percentage, posing an urgent problem of vocational training for this force. Through studying the experiences of countries, a number of key solutions have been synthesized to promote the development of human resources and the quality of human resources in Vietnam in the coming time. Vietnam accelerates the implementation of innovation and improvement of the quality of human resources, including the quality of education and training, focusing on digital transformation, modernization of facilities and equipment, changes in education and training methods, especially higher education and vocational education. Ensure the scale and structure of training disciplines for the country's socio-economic recovery and development. Improve mechanisms and policies to attract investors, businesses and employers to actively participate in vocational training and skills development activities. Vietnam builds models associated with vocational education with enterprises and the labor market in each region and locality in accordance with each target group, focusing on specific subjects. Forecasting the demand for

vocational training, especially science and technology professions, in which priority is given to information technology, new technology and high technology. To organize the network of vocational education institutions in the direction of openness, flexibility, modernity, and accessibility, diversified in types and forms of organization, rationally distributed in terms of branch structure, regional and regional levels, and capable of meeting the demand for high-quality human resource training. (Kamoche, 2001; D. T. N. Nguyen et al., 2018; Zhu, 2005) (Tien, Ngoc, et al., n.d.)

Vietnam has great potential for human resource development. However, in order to own high-quality human resources, it is necessary to develop human resources capable of mastering technologies and quickly adapting to technological changes, promoting important internal factors for national development. ensuring shortcuts, catching up, combating the risk of lagging behind, shortening the development gap compared to other countries in the region and the world. Therefore, the development of high-quality human resources needs to become a breakthrough stage in order to successfully implement the strategic goals of Vietnam's socio-economic development in the coming time. (H.-T. Nguyen et al., n.d.; Tien, Ngoc, et al., n.d.; Tien et al., 2021)

### **Acknowledgement**

We would like to sincerely thank Vietnam Trade Union University for facilitating the time and necessary resources for the authors to complete this research. The authors also especially thank the General Statistics Office of Vietnam for sharing the data source as a basis for the article's analysis.

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