

The Development of High-Quality Human Resources in Phu Tho Province to Meet the Requirements of Sustainable Development

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Abstract

High-quality human resources play an important role in economic growth. In the current cause of national industrialization and modernization and international integration, developing high-quality human resources has been of greater and greater significance and in dire need to meet the requirements of the 4th Industrial Revolution and international integration. Therefore, amending and perfecting the policies of developing high-quality human resources is a regular and long-term task and an objective necessity. It demonstrates a profound understanding of the viewpoint: "Improving quality of human resources and local human resources" is one of the three breakthroughs in the socio-economic development strategy for the period of 2021 - 2022 with a vision to 2045.

Keywords: High-quality human resources, the requirements of sustainable development.

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1. INTRODUCTION

Being well aware of the key role played by human resources, especially high-quality workforce, our Party has advocated a strategic breakthrough in human resources development since the 11th National Congress. To specify the views and guidelines of the Party, the National Assembly promulgated the Labor Code in 2012, the Law on Vocational Education in 2014, the Education Law in 2019, Law on Cadres and Civil Servants, Law on Public Employees, Decision No. 489/QD-TTg dated April 8, 2020 of the Prime Minister promulgating an implementation plan based on Conclusion No. 49-KL/TW dated May 10, 2019 of the Secretariat of the 11th Party Central Committee Party; Decision No. 749/QD-TTg dated June 3, 2020 of the Prime Minister approving the "National digital transformation program up to 2025, with orientation to 2030"; Directive No. 14/CT-TTg dated May 25, 2021 of the Prime Minister on strengthening learning promotion and talent promotion, building a learning society in the period of 2021 - 2030; Decision No. 1373/QD-TTg dated July 30, 2021 of the Prime Minister approving the Project "Building a learning society in the period of 2021 - 2030";

Based on the important role of human resources, especially highly-trained personnel; on the

real situation of human resource development in the past time and on requirements of the national development in the new period, the 13th National Congress of the Party has identified strategic breakthroughs in the development of labor force, especially highly-qualified employees. This is a right and creative policy of the Party which is aimed at making the country develop in a rapid and sustainable manner. To concretize this resolution, the Party committees and authorities of Phu Tho Province have made lots of decisions on human resource training. Up to now, the quality of local cadres, civil servants, public employees, workers and ordinary people has been improved, meeting the requirements of socio-economic development and international integration.

Considering human resources as a decisive factor for the local socio-economic growth, in recent years, Phu Tho province has adopted lots of policies to synchronously implement development solutions. The quality of the province's human resources has improved synchronously with a view to all three basic factors: physical strength, skills and professional ethics. There has been a growth in labor productivity, equaling to 76% of the national average, ranked 4th in the Northern midland and mountainous region.

Despite many achieved impressive results, in accordance with the requirements set out earlier, the development of human resources, especially the high quality personnel of Phu Tho Province still has limitations. There remains a large number of untrained workers; low quality of training; an unreasonable occupational structure; a shortage of qualified, capable and skilled workers, and an excess of manual workers; a lack of good leaders, managers and experts in economic and technical sectors, etc.

Due to the above fact, the Resolution of the 19th Congress of the Party Committee of Phu Tho Province for the 2020-2025 term set out directions, goals and solutions for local socio-economic development, including a target of reaching 72% and above out of the total number of trained workers, of which those with a degree or certificate make up 30% or more. To meet that target, the congress's resolution put an emphasize on "Focusing on the development of high-quality human resources, especially those working in priority economic sectors; on the application of the achievements of the 4th industrial revolution; on the development of science and technology. Improving the quality of all-round education and gifted education. Developing an in-depth training system; associating training with employment, training with market demands. Synchronously implementing innovative solutions to improve the quality of managers and teachers at vocational education institutions."

2. CONTENT

2.1. The Role Played by High-Quality Human Resources

In the current cause of national industrialization and modernization and international integration, developing high-quality human resources has been of greater and greater significance and in dire need to meet the requirements of the 4th Industrial Revolution and international integration. Therefore, amending and perfecting the policies of developing high-quality human resources is a regular and long-term task and an objective necessity. It demonstrates a profound understanding of the viewpoint: "Improving quality of human resources and local human resources" is one of the three breakthroughs in the socio-economic development strategy for the period of 2021 - 2022 with a vision to 2045.

In this article, in our opinion: *Developing high-quality human resources is a quantitative and qualitative growth process which creates a change in the society's structure of labor force, and a development process of physical strength, intelligence and ethics for employees.*

On April 15, 2022 [¹], the Politburo and the Secretariat held a national conference to implement the Resolution on the directions of socio-economic development, national defense and security assurance in the Northern midland and mountainous region to 2030, with a vision to 2045. The Northern Midlands and Mountains make up 35% of the country's natural area, with lots of natural resources and minerals; a population of 4.7 million, equal to more than 15% of the country's total. This is a particularly important strategic area in terms of politics, economy, culture, society, national defense and security and foreign affairs. It serves as the western and northern gateways of the country. In his speech at the conference, General Secretary Nguyen Phu Trong pointed out that the region's advantages have not been effectively exploited. It is still a "low-lying area" and "poor hub" of the country; regional connectivity remains weak. The gap in development level and per capita income in the region continues to widen as compared to the whole country.

Meanwhile, the 13th National Party Congress aims for developing the region by means of "better exploiting and bringing into play the advantages of each region in terms of infrastructure, natural conditions, economic - political - geographical positions, human resources; strengthening intra-regional and inter-regional connectivity to participate in global value chains, creating new development space...". This fact leads to requirements for assessing the implementation of Resolution No. 37 of the 9th Politburo and Conclusion No. 26 of the 11th Politburo and for the promulgation of a new resolution on the directions of socio-economic development, defense and security assurance in the Northern midland and mountainous region. The goal is that the Northern Midlands and Mountains will have developed in a green, sustainable and comprehensive manner by 2030; with a growth to be witnessed in processing, manufacturing and energy industries, high-tech agriculture, border-gate economy, tourism, etc. By 2045, the region will be a model of green development for the whole country, of which 50% of provinces are included in the relatively well-developed group.

For the above objectives to be achieved, the General Secretary stated that it is necessary to change development thinking, especially in terms of regional and sub-regional connectivity; specific mechanisms and policies; resource allocation; to well deal with the relationship between regional development and national development. The traditions of revolution, patriotism, creativity, self-reliance, self-reliance need to be revived among cadres and ordinary people. In the modern economy, when the world economy is gradually shifting to a knowledge-based economy and globalization is

¹ "Northern Midlands and Mountains will aim for green development" vnexpress Friday, April 15, 2022,

rapidly taking place, the decisive role of human resources, especially high-quality ones, is becoming more and more obvious. Recent economic growth theories have shown that an economy that demands rapid growth at a high rate must rely on three basic pillars: technology adoption, modern infrastructure development and better quality of human resources. In particular, one factor that is also the most important driving force of sustainable economic growth is human resources, especially well-trained personnel. Therefore, important roles played by qualified human resources are as below:

Firstly

High-quality human resources are a prerequisite for the success of the cause of industrialization and modernization. Research works on the actual national development all confirm the key role of high-quality human resources to the process of industrialization and modernization, which is reflected in two aspects as follows:

In the first place: Resources such as capital and natural resources have no power of their own. They take effect and have positive social impact when combined with human resources through human activities.

In the second place: Man with his intellect - is an inexhaustible resource, capable of recovery and self-regeneration. The view of developing high-quality human resources has been of great interest to numerous countries and this issue is arising in East Asia. For poor countries, the period of industrialization can only be shortened and a high and sustainable growth rate be achieved thanks to investment in the rapid development of high-quality human resources.

Secondly

High-quality human resources and the application of science and technology to socio-economic development affect all areas of socio-economic life. Whether the economy develops rapidly towards modernity or not depends on the application of science and technology. Science and technology play a big role in promoting economic growth. In 1994, Paul Krugman compared the contributions of science and technology to economic growth during the take-off phase of economic growth in European countries (1850 to the first half of the 20th century), in the US (1890 to the start of the 20th century and in Japan (1950 - 1970) and in four Asian countries (Thailand, Malaysia, Indonesia, Philippines). The results showed that economic growth rate was 34.4% when based on capital, 14.8% when based on labor, and 49.8% when based on science – technology in the former countries. In four Asian countries, in the take-off period (1961-1985), the corresponding figure was 64.3%; 35.4%; 0%. Krugman said that those Asian countries did not harness effectively their internal resources in the process of economic growth; instead, they relied on immoderate

capital investment (offered by other countries and labor was used two times higher than in Europe, USA and Japan during the take-off period). Hence, it is evident that science - technology is an essential factor that countries must take into account [2].

Thirdly

High-quality human resources have social impact. They not only directly affect economic growth, but also directly and indirectly relate to social issues. As humans are at the center of development, the ultimate goal of development is to improve the social welfare of all people. High-quality human resources with high skills and high labor productivity not only contribute to social development; they are a prerequisite for better material and spiritual life of humans.

2.2. The Actual Situation of High-Quality Human Resources in Phu Tho Province

2.2.1. Actual Situation of the Number of Trained Workers in Phu Tho Province

In the period of 2015 - 2020 (According to Decision No. 27/2011/QĐ dated December 28, 2011 of the Provincial People's Committee approving the Human Resource Planning for Phu Tho province in the period 2011 - 2020) is as follows:

a) Cadres: In 2015, the number of cadres was about 1,783, of which 76.6% had a university degree, 21.5% Master's Degree, 1.9% Doctoral Degree. Those with an intermediate level of political theory was 24.2%; with a bachelor or higher level of political theory 75.8%.

In 2020, the number of cadres who took on the leadership was about 1,970, of which those with a university degree made up 51.7%, with a Master's Degree 42.1%, with a Doctoral Degree 6.2%. Cadres with an intermediate level of political theory accounted for 15%; with a bachelor or higher level of Political Theory 85%.

b) Civil servants and public employees: In 2015, the number of civil servants and public employees with a university degree or higher was 60.9%, with an intermediate level of political theory or higher 34.8%. In 2020, the number of civil servants and public employees with a university degree or higher was 67.5%; with an intermediate level of political theory or higher 55.9%.

Commune-level cadres and civil servants: In 2015, there were about 5,161 cadres, including 2,311 commune-level civil servants, and 2,850 cadres in charge. The percentage of cadres with a university degree or higher was 28.3%, with a college degree 39.6%, with vocational training 32.1%. In 2020, there were about 5,165 commune-level cadres, including 2,318 civil servants, and 2,847 cadres in charge. The percentage of cadres with a university degree or higher

was 34.8%, with a college degree 42.2%, with vocational training 23%.

c) **Businessmen:** In 2015, there were about 9,700 businessmen in the province, the proportion of businessmen with a university degree or higher was about 49.2%. In 2020, the number was 12,500, those with a university degree or higher made up about 68.1%.

d) **Teachers and lecturers:** In 2015, the number of professionally trained teachers and lecturers was about 2,840, of which those with a university's or a college's degree made up about 2,580, those with a Master's or Doctoral Degree 30.2%. The number of vocational teachers was about 1,270, of which those with a university degree or higher accounted for about 11.8%. In 2020, the number of professionally trained teachers and lecturers was about 3,740, of which about 3,600 teachers and lecturers had a university's or a college's degree, 40.2% had a Master's or Doctoral Degree. The number of vocational teachers was about 1,900, 25% of which had a Master's or Doctoral Degree.

e) **Health workforce:** In 2015, the health workforce totalled about 5,700, of which there were 1,230 doctors with a university's degree or higher. The ratio of health workers/10,000 people reached 42 (compared to 41 for the whole country); there were 9 doctors for every 10,000 people (compared to 8 for the whole country). In 2020, the total health workforce was about 8,600, including about 1,560 doctors with a university's degree or higher. The ratio of health workers/10,000 people reached 60.7 (compared to 52 for the whole country); there were 11 doctors for every 10,000 people (compared to 10 for the whole country).

2.2.2. Implementation of Policies to Attract High-Quality Human Resources in Phu Tho Province

Phu Tho Provincial People's Committee has issued many policies on attracting talents to Phu Tho Province, such as Decision No. 4466/2004/QD-UB dated March 5, 2004 of the Chairman of Phu Tho Provincial People's Committee on the implementation of policies to attract highly qualified personnel to work in the province; Decision No. 2641/2009/QD-UB dated July 9, 2009 of the Chairman of Phu Tho Provincial People's Committee on the implementation of preferential regimes for trained personnel who are welcomed to work in Phu Tho province. In recent years, Phu Tho province has adopted preferential policies for experts, scientists, university or college professors, and teachers with a master's or doctoral degree, leading experts and highly-skilled workers who come here to seek work. A focus has been made on building a team of teachers and lecturers who meet professional standards, have a sense of responsibility and professional ethics.

2.2.3. The Training of High-Quality Labor Force in Phu Tho Province

In the period of 2015 - 2020, the province dedicated 796.6 billion VND/year to the training and development of human resources, 57% of which was for training, 43% for investments in facilities and equipment. The total number of newly trained human resources reached 238.8 thousand people, an average of 47,700 people per year; training and refresher courses were also given to 23,600 cadres, civil servants, public employees, businessmen and technical workers.

Thanks to preferential policies in place, Phu Tho province's human resources have developed rapidly in terms of quantity and quality; the average growth rate is about 1.6%/year and gradually increases on a yearly basis. Its labor force structure has seen a strong shift from the agricultural sector to the industrial and service sectors, which has contributed to raising the province's general index to second place in the Northern Midlands and Mountains.

According to the Phu Tho Provincial Department of Labor, War Invalids and Social Affairs, the rate of trained workers reached 55%, of which those with a professional degree or certificate made up more than 24.4%, higher than the national average in 2015. Just since 2011, 179,200 people have been newly trained; 18,700 registrations of cadres, civil servants, public employees and technical workers have been reported for retraining programs and refresher courses. As a result, the quality of human resources has been continuously improved; workers with a university degree or higher reached 9.1%, with a college degree 8.7%.

The Phu Tho Association for Promoting Education has had 100% coverage across the province for 20 years of its construction and development. 28.85% of the provincial population is now its members, which make Phu Tho Province, become one of the localities with the highest attraction rates in the country. The Association has actively advised the province's departments to promulgate guidelines and policies to effectively organize the implementation of learning promotion and talent nurturing activities, building a learning society, and being constantly creative in the implementation of socialization in education, mobilizing organizations and individuals to participate in supporting education inside and outside the school; building a learning promotion fund from the provincial down to grassroots level, ect. One outstanding result from the building of learning models over the past term was how creatively and effectively various localities did it. Creativity was not only shown in one model, one criterion; instead, in most models, there were typical examples, good practices and wide coverage in many areas. The movement has grown in breadth and depth with widespread coverage; it encouraged cadres, its members and people to actively

study, contributing to improving the quality of human resources. During the implementation process, the Provincial Association for Promoting Education always sticks to the principle "Leave difficult tasks until last", "Pilot first, replicate later". Regarding its leadership and directions, the Association focuses on propaganda to create unity and consensus among cadres, its members and people. The work of summarizing, praising and rewarding outstanding groups and individuals has been promptly carried out. The Association's Learning Promotion Fund has functioned well, which enables the Association to either have resources to support students and adults with better learning conditions or to nurture the spirit of lifelong learning among families, clans, and communities, making an important contribution to the successful implementation of building learning models according to the guidelines of the Party and Government.

Given the above situation, it can be seen that the high-quality human resources of Phu Tho province have developed in both quantity and quality.

2.3. Some Solutions to Develop High-Quality Human Resources of Phu Tho Province

Based on the real situation of high-quality human resources in Phu Tho province, we propose the following solutions:

Firstly

Raising everyone's awareness of the purposes, significance, roles and benefits of building the model of a learning citizen, a learning society, a learning organization, lifelong learning for the development of high-quality human resources, specifically.

It is necessary to organize propaganda campaigns to build the model of a learning citizen, a learning society, a learning organization, lifelong learning on the mass media, in schools, state-run agencies, enterprises, residential areas via meetings, conferences, seminars, the internet; through the movement for a studious family and clan and the movement for learning organizations and learning communities. Lifelong learning week should be celebrated annually in localities and educational institutions; Awareness must be raised and a sense of responsibility be sharpened for each citizen, governments at all levels, social organizations, socio-political organizations, socio-professional organizations regarding the importance of lifelong learning and building a learning society in the new development stage of the country. Building a learning society should be considered a task of the entire Party and people in the spirit of Directive 11-CT/TW dated April 13, 2007 of the Politburo. It should also be included in regular meetings of in state-run agencies, social organizations and residential areas; Learning promotion and talent nurturing activities should be encouraged more. The models of "a studious family", "a studious clan", "a

learning promotion community" should be copied more with specific and practical contents and criteria. The movement for "building a learning society" should be closely linked with the movement for "All people unite to build cultural life", which then should be considered as a criterion for periodical assessments for timely commendations and rewards; Organizations and individuals with many achievements in building a learning society should be commended; The title of "a learning organization" should be conferred on agencies and localities; It is necessary to get support from the heads of residential areas and religious leaders, retired cadres and intellectuals, reputable people in the community, family lines or get them involved in propaganda campaigns.

Secondly

Designing and running incentive programs for the development of high-quality human resources

Considering mechanisms and policies a driving force for human resource development, the province has already issued many important decisions such as: Decision No. 1184/QD-UBND dated May 24, 2017 of the Provincial People's Committee on promulgating a list of university disciplines that need more teachers and lecturers who will be recruited in accordance with regulations on incentives to attract highly qualified personnel to Phu Tho province in the period of 2017 - 2018; Plan No. 316/KH-UBND dated January 24, 2017 on training of and giving refresher courses to cadres, civil servants and public employees in the period 2016 - 2020; Plan No. 316/KH-UBND dated January 24, 2017 on vocational training for rural workers in the period of 2016 - 2020; Decision No. 30/2016/QD-UBND dated October 201, 2016 on promulgating regulations on exemption and reduction of urban land rent for socialization projects in the field of education – training, vocational training, health, culture, physical activity and sports, environment, judicial expertise; Decision No. 07/2017/QD-UBND dated March 16, 2017 of the Provincial People's Committee on regulations on incentives to attract highly qualified personnel to Phu Tho Province, etc.

State-run agencies and organizations should have a policy on training and developing high-quality human resources. Having this policy will clearly demonstrate their leadership's interest in developing high-quality human resources, which is the basis for the human resources department, related departments and employees to carry out related activities. The policy on training and developing human resources in these units should clearly state its objectives, scope of application, expected activities to be carried out, requirements, regulations and criteria for selecting participants, rights and obligations of related parties.

A strategy for developing high-quality human resources for sustainable development should go hand

in hand with a business strategy or plan. The results obtained from interviews with managers and businessmen about human resource development in state-run agencies and organizations show that many of them do not have a strategy for human resource development, which can be attributed to the fact that their leaders do not realize the importance of such a strategy; they have no idea of its design and where to get a fund for its implementation. Therefore, along with a change in perception of these leaders, it is necessary to develop a strategy to develop high-quality human resources in line with the socio-economic development strategy to have the labor force to implement the development strategy.

Thirdly

There should be a compensation policy to honor high-quality human resources to meet sustainable demands

A flexible salary policy should be implemented based on talent criteria; there should be no limitations to income levels, if such an income is legitimate thanks to their talent and creativity; and at the same time those who are suspected of corruption will be brought to account.

It is necessary to develop preferential policies and regimes for high-quality scientific and technological human resources, which serve as motivations to attract talents into research and policy-making agencies so that they are given favorable conditions to maximize their creativity.

Creating adequate conditions in terms of facilities and means of working and research for scientists and young talents who are currently working in the province.

Regularly honoring talents and adopt an material incentive mechanism for those whose contributions bring many benefits to the society.

Fourthly

Creating favorable working environment for high-quality human resources to work in the province

For people with high professional qualifications and skills, when they move to Phu Tho province to work or are working here, the Provincial People's Committee needs to have specific and practical policies to make them willingly work in the province for a long time. Towards that goal, some specific solutions are suggested as follows:

Set up a separate salary regime for these people which offer a salary 10 to 20 times higher than that of the average employee. Only then can they afford their reproduction of labor power.

Provide housing and means of transportation for them so that they have favorable conditions for traveling and working.

Offer them with adequate facilities, means, and equipment needed for their jobs at their workplace.

Fifthly

Encourage all personnel in agencies and enterprises to self-study and improve their professional qualifications with an emphasis on improving soft skills.

The quality of the province's human resources has developed synchronously on all three basic aspects: physical strength, skills and professional ethics.

Learning is lifelong; only learning can help change a person's perception. Through learning, people can explore the knowledge of mankind. Through learning, people are enabled to access the knowledge economy. That's why Lenin once said "Study, learn more, study forever". A person who does not learn has no knowledge; yet, when he does, if he does not self-study, research and apply it to his daily life, such knowledge will gradually fade away. Therefore, self-studying and self-researching, improving soft skills, making continuous efforts are necessary for a person to achieve success in life.

Attention should be paid to sharpening and improving soft skills - a decisive factor for the quality of high-quality human resources. In fact, 70% of job success is determined by soft skills. In modern society, soft skills are increasingly appreciated. Many employers consider these personality skills one of their key hiring requirements. In high schools, in recent decades, soft skills have been taught more in extracurricular activities. At universities, this practice is being paid more attention. That shows better awareness of the importance of soft skills in the education sector. Indeed, professional qualifications and educational degrees are necessary, but not sufficient for a person to have job success and live well. In life, each person's life skills, business acumen, and the art of communication, etc. play an important role; these factors are called "soft skills". Soft skills are a combination of skills that help a person think and interact with their colleagues at work but not professional/technical skills. "Soft" skills are mainly personality traits which are professional and cannot be touched; they are not special ones; they determine whether you can become a homeowner, a leader, and an audience, a negotiator, or conflict mediator.

Soft skills differ from hard skills which are related to professional qualifications, technical knowledge, or professional degrees and certificates. Soft skills include: Communication; Presentation; Teamwork; Time management; Leadership; Effective

thinking; Problem-solving; Learning and self-study; Negotiation; Conflict resolution; Meeting organization, etc. Reality shows that "For a successful person, 30% of his success is contributed by technical knowledge, the remaining 70% are determined by soft skills they are equipped with" - Wikipedia. To achieve success in life and career, a person must acquire both hard skills and soft skills. Possessing professional soft skills will enable employees to greatly contribute to the success of a business. For this reason, employers attach great importance to soft skills and consider them one of important recruitment requirements. Thus, in modern life with an increasingly dynamic, stressful and competitive working environment, soft skills are an indispensable factor, especially for the youth.

3. CONCLUSION

Theory and practice show that developing high-quality human resources is essential. It serves as the foundation for socio-economic development and the basis for the implementation of national industrialization and modernization. In the socialist-oriented market economy and international economic integration, high-quality human resources are a must. In fact, existing high-quality human resources of our country in general and of Phu Tho province in particular are insufficient, weak in quality; they have encountered many difficulties in the process of socio-economic development. Developing high-quality human resources is a prerequisite to approach the

knowledge-based economy, gradually narrow the gap in the national economic growth. Based on valuable lessons on developing high-quality human resources in developed countries globally and regionally, other provinces and cities nationwide, developing a model of learning citizens as suggested by the National Association for Study Promotion and the Study Promotion Association of Phu Tho Province is a practical solution that will contribute to promoting the development of high-quality human resources in Phu Tho province.

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