

# The View of Communist Party of Vietnam on Developing High Quality Human Resources in the Context of International Integration in Vietnam Today

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## Abstract

High-quality human resources play a vital role in the socio-economic development of every country and nation. High-quality human resources are the leading production force, and dominate other resources. However, in Vietnam in recent years, high-quality human resources have not developed in line with the requirements of its economy and international integration. Thus, in this article, in addition to presenting his views, and the current situation of high-quality resources, the author proposes a number of solutions to further improve Vietnam's high-quality human resources in the context of Vietnam's integration into the world economy.

**Keywords:** high quality, integration, human resources, development, views.

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## 1. Introduction

High-quality human resources play the most important position and role in all socio-economic development resources of every country. To develop quickly and sustainably and integrate into the world economy, every country focuses on the quality of human resources, as people are the most important resource and the leading factor of the production force, which determine the success or failure of each economy.

In the current period, humanity is entering a new era of scientific and technological development, digital technology, information revolution, international integration. Knowledge economy is gradually taking the leading position. In the past, for socio-economic development, countries mainly relied on exploitation of natural resources. However, gradually it is realized that, no matter how rich natural resources are, they will be depleted, and only human resources are sustainable resources with far greater value than natural resources. In order for human resources to meet the needs of socio-economic development in the context of international integration and in line with the development trend of the world, the development of high-quality human resources in Vietnam is now an urgent requirement, meaningful both in theory and in practice.

## 2. Literature review

Regarding the content of the article, there are currently many Vietnamese and international authors in different fields interested in research.

In Vietnam, many scientists and researchers have raised the scientific basis for the development of high-quality human resources. For example, author Le Thi Hong Diep with the work named "*Developing high-quality human resources to meet the requirements of building a knowledge economy in Vietnam: Some theoretical and practical issues*", (2012), The Publishing House of Vietnam National University, Hanoi, Vietnam, analyzed theoretical issues and practical experiences in order to improve the quality of human resources to meet the requirements of the knowledge economy.

The work named "*Developing high-quality human resources in the process of industrialization and modernization in Da Nang city today*" by Le Van Phuc, National Political Publishing House, Hanoi, Vietnam (2014), has provided insights onto developing high-quality human resources in terms of human resource quality, the number of human resources, qualifications, occupational skills, and attitudes, etc.

Along with the above opinions, there are articles published in specialized journals or on official internet sites, for example, Nguyen Dinh Bac, with the article named "Developing high-quality human resources in Vietnam under the impact of the fourth industrial revolution", (2014), published in Communist Review, No. 906, pp.60 - 65, Vietnam; Tran Dinh Thao with the article named "Developing high-quality human resources in our country today", (2018), published in Philosophical Magazine, No. 1 (320), pp.28-34, Vietnam; the article "Developing high-quality human resources in the context of the digital economy" by Le Thanh Dung, posted on website [taichinhdoanhnghiep.net.vn](http://taichinhdoanhnghiep.net.vn) on November 30, 2020; The article named "The current situation and solutions to develop high-quality human resources" by the Department of Social and Environmental Affairs, December 31, 2021, on [ncif.gov.vn](http://ncif.gov.vn) of the Ministry of Planning and Investment, Vietnam.

In general, the articles reflect the shortage of high-quality human resources compared to the needs of the labor market. Compared with other countries in the world and in the region, there is a significant lack in

Vietnam's high-quality human resources; Skills and techniques in labor have not met the needs of domestic and foreign enterprises, solutions are needed to train human resources in accordance with the needs of the current labor market..

*In foreign countries*, regarding the content of high-quality human resources, many authors have been interested in research such as:

[Rho, Hyung-Jin](#) with his work named, “*A Strategy on Using the High Quality Human Resources for Single PPM Quality Renovation of Advancing Korean Companies into China*”, (2006), [Volume 11, Issue 3](#), p.249-258, 1598-849X (pISSN), 2383-9945 (eISSN) highlighted the contents related to the evaluation and use of high-quality human resources of Korean companies when entering the Chinese market.

Csaba Mako, Miklos Illesy, with his work named: “*Coexistence of the high – quality human resources and poor organisational capabilities*” posted on the website [real.mtak.hu](http://real.mtak.hu), (2015), p.283-296, addressed high-quality human resources in the application of technologies to perform public services to serve the people in Hungary.

Agus Ria Kumara with his work named “*parents as tutors first and principal to create high quality human resources*”, posted on *Jounal Focuk Konseling*, Vol 1, No 2, 2015, DOI: <https://doi.org/10.52657/jfk.v1i2.99>, analyzed the factors affecting high-quality human resources, in which he especially emphasized two factors, namely education from the family and the positive impact of the social environment that have contributed to the formation of human experiences, skills, ethics, etc.

Through literature review related to the content of the article, the author realizes that, currently, there are various domestic and foreign works that address different aspects of high-quality human resource development such as: the concept of human resources, the concept of high-quality human resources, the role of high-quality human resources, the factors affecting high-quality human resources; they pointed out the achievements, limitations, causes of the achievements and limitations of the development of high-quality human resources in Vietnam; they proposed solutions to develop high-quality human resources. However, there are gaps that have not been addressed by authors, to be mentioned, systematically generalize the views of the Communist Party of Vietnam on developing high-quality human resources in Vietnam in the current period; point out the current situation and propose appropriate solutions to develop high-quality human resources from the perspective of the Communist Party of Vietnam to meet the domestic and foreign labor market.

### 3. Research methods

#### - *Method of secondary document analysis*

To contribute to the completion of the content of the article, the author has analyzed and collected relevant secondary documents of a number of domestic and foreign authors. On the basis of collecting the necessary contents of the previous authors, the article inherits and builds a theoretical framework on the basis of available documents, and at the same time points out issues that need to be further researched.

- *General methodology*: The article is based on the general methodology of dialectical materialism and historical materialism to scientifically analyze issues related to training of high-quality human resources in Vietnam.

- *Specific methodology*: In addition to the general methodology, the article also uses specific research methods such as analysis and synthesis methods to analyze and interpret aspects related to training of high-quality human resources. Moreover, the topic also uses the logical-historical method to clarify the inheritance of positive and reasonable aspects during the training of high-quality human resources. In addition, the topic also uses the method of abstraction, generalization, inheriting the results of sociological investigation of previous authors to serve as a basis for the effective implementation of the article.

### 4. The view of the Communist Party of Vietnam on the development of high-quality human resources in Vietnam in the current international integration context

Since the birth of the Communist Party of Vietnam (1930) until now, human has always been concerned and considered, and the Party places people as the top resource, with a particularly important position and role in socio-economic development of the country.

Especially since 1986, when the Communist Party of Vietnam implemented a program of comprehensive reform of the country, development of a market economy and international integration, the position and role of human resources have been increasingly recognized by the Communist Party of Vietnam. The Communist Party of Vietnam has considered people as both the goal and the driving force for national construction and international integration. At the Resolution of the 5th Conference of the 8th Party Central Committee (1998), the Communist Party of Vietnam affirmed: "The priceless experience that we have gained in the long and harsh history of our nation is: The most valuable and decisive resource is the human resource of Vietnam; the endogenous strength of the Vietnamese nation itself. The Vietnamese people are the most valuable asset of our Fatherland and our socialist regime"<sup>1</sup>. It can be seen that human resources are the most valuable asset of all times,

<sup>1</sup> Communist Party of Vietnam, (1998), *Document of the Fifth Conference of the 8th Party Central Committee*, National Political Publishing

of all countries and ethnic groups, this has been proven by historical practice not only in our country but also around the world.

The role of high-quality human resources is increasingly recognized by the Communist Party of Vietnam as a decisive factor for rapid and sustainable development. At the 11th National Congress of Deputies (2011), the Communist Party of Vietnam affirmed that: "Developing and improving the quality of human resources, especially high-quality human resources, is one of the decisive factors for rapid and sustainable development of the country"<sup>1</sup>. The Communist Party of Vietnam realizes that if the country's human resources lack qualifications, skills and experience, socio-economic development will face many difficulties, especially in the era of international integration. As the world's science and technology is developing more and more, humanity is moving towards the development of a knowledge economy, the development of high-quality human resources "is a strategic breakthrough, a decisive factor promoting the development and application of science and technology, restructuring the economy, transforming the growth model and becoming the most important competitive advantage, ensuring fast, effective and sustainable development."<sup>2</sup>

At the 12th National Congress (2016) of the Communist Party of Vietnam, the Communist Party of Vietnam continued to affirm the position and role of high-quality human resources in the process of industrialization and modernization of the country. "Industrialization and modernization in the coming period are to continue to promote the implementation of the model of industrialization and modernization in the context of socialist-oriented market economy development and international integration associated with developing the knowledge economy, taking science, technology, knowledge and high-quality human resources as the main driving force"<sup>3</sup>. It can be seen that industrialization, modernization and development of high-quality human resources are closely linked, and even human resource development needs to be one step ahead to help Vietnam take a shortcut, take the lead, apply science and technology to socio-economic development quickly and sustainably. Therefore, at this congress, the Communist Party of Vietnam set out the direction and task of developing the country's human resources as: "Develop a strategy for human resource development for the country, for each industry, for each field, with synchronous solutions, which focuses on training solutions, retraining human resources in schools as well as in the production and business process, focusing on improving professionalism and practice skills"<sup>4</sup>. It can be seen that the Communist Party of Vietnam is determined to build and develop human resources who not only master theory but also focus on training skills and techniques, improving skills to meet the domestic and foreign labor market.

At the 8th National Congress of Deputies (in 2021), the Communist Party of Vietnam continues to emphasize the priority of developing high-quality human resources in the following aspects:

*Firstly*, focus on developing high-quality human resources in a number of specific and key fields. The Communist Party of Vietnam affirmed: "Developing human resources, especially high-quality human resources, prioritizing human resources for leadership, management and key areas on the basis of improving and creating a fundamental, strong and comprehensive change in the quality of education and training associated with the mechanism of recruitment, use and treatment of talented people; promoting research, transfer, application and development of science - technology; arousing the aspiration to develop a prosperous and happy country, the will to strive for excellence, and promote the cultural values and human strength of Vietnam in the cause of national construction and defense"<sup>5</sup>. Thus, prioritizing the development of high-quality human resources in a number of key areas is of great significance to serve as a foundation and a premise to continue developing human resources in the next areas. In order to improve the quality of human resources, it must be based on improving the quality of education and training, recruiting and appreciating talents, creating conditions for talents to devote their best, serving the development process of the company. country and international integration. Especially, it is necessary to arouse the spirit of rising up, overcoming difficulties and challenges, promoting the cultural values and strength of the Vietnamese people in the international arena.

*Secondly*, focus on developing comprehensive high-quality human resources, high-quality human resources are not only trained in expertise, operations, skills, techniques, and meet the increasing demands of the industrialization and modernization process, but also have good morality, personality, quality, and health. The Communist Party of Vietnam affirms that, "focus more on education on morality, personality, creative capacity

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House, Hanoi, p. 93

<sup>1</sup> Communist Party of Vietnam, (2011), *Document of the 11th National Congress of Deputies*, National Political Publishing House, Hanoi, p.41.

<sup>2</sup> Communist Party of Vietnam, (2011), *Document of the 11th National Congress of Deputies*, National Political Publishing House, Hanoi, p.130.

<sup>3</sup> Communist Party of Vietnam, (2016) *Document of the 12th National Congress of Deputies*, National Political Publishing House, Hanoi, p.90.

<sup>4</sup> Communist Party of Vietnam (2016), *Document of the 12th National Congress of Deputies*, National Political Publishing House, Hanoi, p.116.

<sup>5</sup> Communist Party of Vietnam (2021), *Document of the 13th National Congress of Deputies*, Volume 1, National Political Publishing House, Hanoi, Vietnam, p.54.

and core values, especially education on patriotism, pride, national pride and tradition and national history, sense of social responsibility for all classes of people, especially the young generation; preserve and promote the fine national cultural identity of the Vietnamese people; arouse the aspiration to develop a prosperous and happy country and firmly defend the socialist Vietnamese Fatherland. Connect knowledge, ethics, aesthetics and life skills education with physical education, raising the stature of Vietnamese people"<sup>1</sup>.

*Thirdly*, promote the development of high-quality human resources to meet the needs of the process of industrialization, modernization and international integration. The Congress affirmed: "Promote the development of human resources, especially high-quality human resources, to meet the requirements of the Fourth Industrial Revolution and international integration. Develop a team of leading experts and scientists; focus on technical human resources, digital human resources, technology management human resources, management human resources, corporate governance; human resources to manage society and organize life and take care of people"<sup>2</sup>. In order to take shortcuts and take the lead, seize opportunities for rapid and sustainable development, and approach modern science and technology in production and business in order to compete with regional and international markets, the policy of development of high-quality human resources is one of the correct policies of the Communist Party of Vietnam today. In the world, there is no country with modern scientific and technological potential, developed production, but low-quality human resources or untrained human resources. Aware of that importance, the Communist Party of Vietnam always considers education and training a top national policy.

Thus, high-quality human resource development from the perspective of the 13th National Congress of the Communist Party of Vietnam has supplemented, updated, and emphasized comprehensive human resource development in various aspects intellectually, physically and morally and humanely. In particular, priority is given to the development of high-quality human resources in a number of industries and a number of key and major areas such as human resources for leadership and management, human resources for science and technology, human resources for human resource management, and human resources for human environmental resources management, etc. to serve as the foundation and premise for the process of developing the knowledge economy, speeding up the process of industrialization and modernization, in line with the development of the scientific and technological revolution in the country and in the world.

## **5. The current situation of high - quality human resources in Vietnam in the current international integration context**

In the process of developing the country, under the leadership of the Communist Party of Vietnam, the quality of human resources in Vietnam has developed significantly compared to the past. The quantity and quality of trained human resources are increasing. Before 1945, most of the Vietnamese population was illiterate, had low quality of human resources, had not yet accessed science, technology and international integration. Since 1986, Vietnam has implemented the process of national renewal and international integration, the quality of human resources has changed positively, which is reflected in the increasing labor productivity, material wealth, and economic development. Currently, Vietnam has "more than 98 million people, of which the total number of workers aged 15 and over working annually by economic sector accounts for about 49 million people"<sup>3</sup>. In recent years, the number of trained human resources is constantly increasing every year. If "in 2015, the total number of trained workers aged 15 and over reached about 20.4%, by 2021 the total number of trained workers aged 15 years old will increase to 26.1 %"<sup>4</sup>. Although the number of trained workers is not high compared to other countries in the region and the world, in general, for a country that has just escaped the war, this is an effort of the whole Party and Vietnamese people.

In addition, Vietnam's high-quality human resources are increasingly conscious of discipline and industrial style, partly due to being trained in educational institutions, partly due to being trained in a professional environment with increasingly modern industrial production, as well as the self-consciousness and self-training of workers themselves, etc.

Besides the achievements, Vietnam's high-quality human resources also have certain limitations. In general, the level of human resources is still low, the number of leading scientists and experts is still small, not commensurate with the requirements of the process of integration and development of modern industry. According to statistics, although the proportion of trained workers aged 15 and over increases every year, it is a very low rate compared to the total number of domestic workers, accounting for only about 26% in 2021. According to Mr. Luu Duc Khai, Deputy Head of the Department for Research on Social Issues (CIEM),

<sup>1</sup> Communist Party of Vietnam (2021), *Document of the 13th National Congress of Deputies*, Volume 1, National Political Publishing House, Hanoi, Vietnam, pp.136-137.

<sup>2</sup> Communist Party of Vietnam (2021), *Document of the 13th National Congress of Deputies*, Volume 1, National Political Publishing House, Hanoi, Vietnam, p.231.

<sup>3</sup> See: General Statistics Office (2021), *Statistical Yearbook*, Statistical Publishing House, Hanoi, Vietnam, p.149.

<sup>4</sup> General Statistics Office (2021), *Statistical Yearbook*, Statistical Publishing House, Hanoi, Vietnam, p.157.

compared with the requirements of the economy in the current integration period, "the quality of Vietnam's human resources is currently facing many challenges, especially in terms of technical expertise. The proportion of qualified workers accounts for just over 26% of the labor force and labor productivity is lower than many countries in the ASEAN region. At the current level, Vietnam's human resources have not yet met the requirements of digital transformation"<sup>1</sup>. In terms of qualifications, human resources that have been through college and university training account for about 15.3%<sup>2</sup>, (of which college level accounts for 3.6%, university level accounts for 11.7%). This is one of the challenges in terms of the quality of human resources in Vietnam today, with such a low level of training, the access to knowledge bases, technology transfer, and integration into the world economy will encounter many difficulties and challenges. According to the report of the World Economic Forum (WEF), "Vietnam belongs to the group of countries that are not ready for the Fourth Industrial Revolution. All of human resource indices are ranked low. In terms of human resource index, Vietnam ranks 70/100, if compared with countries in Southeast Asia, Vietnam ranks behind Singapore, Malaysia, Thailand, Philippines and is only ranked close to Cambodia. In terms of highly skilled labor index, Vietnam is in the bottom group of the table with the rank of 81/100, which is a challenge for developing countries in approaching the Fourth Industrial Revolution and implementing the digital transformation. The index of vocational training quality is also low (80/100) and in ASEAN it is only ranked higher than Cambodia's 92nd position"<sup>3</sup>. From the above data, it can be seen that, although the number of workers in Vietnam is very large, ranking 15th in the world and 3rd in Southeast Asia, the quality of Vietnam's human resources is very low. The indicators of highly specialized labor and quality of training ranked almost at the bottom of the table compared to other countries in the world. This is a huge challenge when Vietnam joins the world economy. With low quality of human resources, it is extremely difficult to access science and technology in the world, technology transfer and products made by domestic human resources can hardly compete in the global market. Therefore, it is necessary to propose solutions to develop high-quality human resources in Vietnam in accordance with the view of the Communist Party of Vietnam, in order to step by step bring the country to integration with the world market.

## **6. Some solutions to develop high-quality human resources in the context of international integration in Vietnam today**

*Firstly*, thoroughly grasp the view of the Communist Party of Vietnam on the development of high-quality human resources at all levels, sectors and localities.

Although the view of the Communist Party of Vietnam on the importance of high-quality human resources has been mentioned in many congresses, currently, the perception of some leaders and managers as well as the people on this issue is not high. Therefore, raising awareness about the role and importance of high-quality human resources in the current world economic integration process for the general population is vital. In order to raise awareness about developing high-quality human resources, all levels and sectors, through websites, are responsible for extensive propaganda throughout their agencies and units. For Vietnam's national press agencies, television stations, and social networking sites, it is necessary to raise their awareness and responsibility for propagating the Communist Party of Vietnam's views and guidelines on the development of quality human resources. First of all, each party member needs to be aware that cadres are the key and decisive stage for the success or failure of the reform and international integration. Secondly, it is necessary to change the perception in recruitment, to respect talents, to attract really talented people to serve the homeland, the country as well as for their agencies and units. Currently, many people with real capacity, will, aspiration to rise up, have morality and personality, but have not yet found suitable jobs, partly because the remuneration mechanisms and policies are not commensurate with the learning and training capacity, on the other hand, as the job position does not promote strength, there are few opportunities for advancement, etc. Therefore, agencies and departments should have appropriate policies and strategies to attract talented and responsible people to devote themselves to the cause of national construction.

*Secondly*, improve the quality of education and training at universities, colleges and vocational schools.

Currently, in Vietnam, the proportion of trained workers is very low, accounting for just over 26%, of which primary and short-term training accounts for 15.3% compared to the number of workers aged 15 and over, this is a very modest number compared to other countries in the world. In order to raise the level of human resources to high quality, improving the quality of training and education at higher education institutions, colleges and vocational schools is the most important requirement. Training through schools and classes is the premise, the most basic condition for human resources to grasp the basic scientific knowledge, master the principles from which they can apply them in practice. On the other hand, through higher education institutions

<sup>1</sup> Hong Anh, *Forming high-quality human resources ready to meet digital transformation*, 30/03/2022, <https://kinhtevdubao.vn/hinh-thanh-nguon-nhan-luc-chat-luong-cao-san-sang-dap-ung-chuyen-doi-so-22039.html>

<sup>2</sup> General Statistics Office (2021), *Statistical Yearbook*, Statistical Publishing House, Hanoi, Vietnam, p.157.

<sup>3</sup> Hong Anh, *Forming high-quality human resources ready to meet digital transformation*, 30/03/2022, <https://kinhtevdubao.vn/hinh-thanh-nguon-nhan-luc-chat-luong-cao-san-sang-dap-ung-chuyen-doi-so-22039.html>

and colleges, modern technology transfer is realized methodically and synchronously.

In order to contribute to improving the quality of training high-quality human resources for the country, universities, colleges, vocational schools, and educational institutions in general should regularly update their training programs and improve professional knowledge for their own lecturers. Acquire and learn from high-quality human resource training institutions in the world, especially in developed countries with high-quality human resources such as the US, UK, France, Japan, and Korea, etc.

In addition, it is necessary to associate training with professional practice, link with modern domestic and international enterprises for students to practice, familiarize themselves with the practical environment, and apply knowledge in reality while learning to practice skills, techniques, practice industrial style, working attitude, sense of responsibility to the business and to the community.

*Thirdly*, strengthen school culture education, physical training to improve students' attitudes, quality, lifestyle, and health at training institutions.

As we all know, high-quality human resources reflect on three basic aspects that are intellectual, moral, personality and physical strength of workers higher than the average level of society. These three aspects have a close relationship with each other, interact with each other, contribute to the quality of human resources. Currently, articles by various authors suggest many solutions to develop high-quality human resources, however, there are few proposed solutions to enhance school culture education for students and learners to practice rigor, awareness and attitude in learning. In order to contribute to graduating students with a serious attitude, good personality and moral qualities, first of all, in each educational and training institution, it is necessary to strengthen propaganda of school culture education, exams and evaluation must be done seriously and fairly; obey the law and school rules and regulations, know how to love and share, help, have a strong political ideology. Moreover, it is necessary to strengthen health education, improve physical condition and stature of Vietnamese people; physical education subjects in schools need to focus on training endurance, strength and hard work to contribute to meeting the needs of health when working at high intensity, etc., as in the Document of the 13th Congress of Deputies (in 2021), the Communist Party of Vietnam that has emphasized comprehensive human development, in which more attention should be paid to morality and personality education, associating intellectual education with morality and physical education, raising the stature of Vietnamese people.

*Fourthly*, educate dynamism and creativity for workers. High-quality human resources not only possess knowledge, professional qualifications, and a high sense of ethics and health, but also have creativity in production. In order to promote dynamism and creativity in labor and production, especially in research, technological transformation of production and business, development of the knowledge-based economy and international integration, the state management agencies, organizations and businesses should have mechanisms and policies to encourage and reward them appropriately, and to establish innovation funds for workers in all economic sectors.

*Fifthly*, strengthen foreign languages for workers, first of all at training institutions, as students are the future human resources of the country. Only focusing on specialized knowledge is not enough, in the context of social and economic integration, in the current international integration, units, universities and colleges should focus on improving the quality of foreign languages for students to help graduates have access to foreign science and technology as quickly as possible. This can only be done when students are able to communicate in foreign languages, especially English, which is an international language today.

*Sixthly*, improve the quality and capacity of officers engaged in foreign affairs.

In the current integration context, usually when carrying out the process of integrating into the world economy, the staff working in foreign affairs is one of the first to communicate with international partners. Therefore, the improvement of quality and capacity of this human resource is significant, as the 13th National Congress of the Communist Party of Vietnam had determined: "improve competence and quality, capacity, professional style, innovation of the staff working on foreign affairs and international integration; proactively adapt to changes in the situation; strengthen the close coordination mechanism between channels and foreign affairs agencies, promote and improve the efficiency of foreign affairs and international integration."<sup>1</sup>

## 7. Conclusion

Thus, it can be seen that high-quality human resources have an extremely important position and role for each nation. In the world, the country that invests in high-quality human resources is the country with the strongest development potential, otherwise, the development of the country will be hindered. Recognizing the importance of high-quality human resources, the Communist Party of Vietnam has had many viewpoints to direct and administer through congresses to constantly improve the quality of human resources. However, in reality since the country implemented renewal (1986) until now, besides the achievements, Vietnam's high-quality human

<sup>1</sup> Communist Party of Vietnam, (2021), *Document of the 13th National Congress of Deputies*, Volume 1, National Political Publishing House, Hanoi, Vietnam, p.165.

resources still have many limitations such as small quantity and low quality with skills and qualifications inferior those in other countries in the region and the world. Our human resources even ranked at the bottom of the rankings, causing many difficulties for the process of integration into the world economy.

From that practice, in order to contribute to improving high-quality human resources in the context of international integration, the article proposes some solutions such as increasing awareness of the views of the Communist Party of Vietnam on high quality human resources development; improving professional education and training, school culture education, improving physical strength and health for workers; improving the quality of leaders, officers in foreign affairs, as well as enhancing foreign languages for students to better meet the current socio-economic development and international integration process.

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