



# Solutions to Promote the Role of Education and Training in the Development of Human Resources in the Process of Industrialization and Modernization in Vietnam: The Case in Dong Nai Province

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## Abstract:

In today's era, education and training is the most effective way for people to promptly access the latest and updated information, and enrich their knowledge and creative capacity; only through education and training can we train, develop and effectively promote all resources in society. In the process of industrialization and modernization, education and training have actively contributed to the development of human resources to effectively serve socio-economic development in Dong Nai province. However, the development of education and training as well as promoting its role in human resource development in Dong Nai province has not yet met the requirements of industrialization and modernization. The article focuses on analyzing solutions to promote the role of education and training in the development of human resources in the process of industrialization and modernization in Dong Nai province today.

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## Introduction

In the process of socio-historical development, along with other factors of social life, the role of education and training in human resource development plays an increasingly important role in the development of the human resources of each country or nation. The reason why education and training play such an important role is because of its noble function, goal, and mission, which is to transmit experience, historical and social knowledge between generations, helping preserve and develop human culture, but also training people

with good spirit, consciousness, moral and physical qualities, effectively serving the development of the economic development process - society. This has been said by Raja Roy Singh - Diplomat, Director of the Asia Regional Office of Education of the United Nations Educational, Scientific and Cultural Organization: "Education is not just a reflection of economic and social forces at work in a society. It is also an important means of constituting socio-economic and cultural forces and determining the direction of their development. The dynamics of these forces in turn affect the character of education.



Thus, there is a circular relationship in the reciprocal relationship between education and a variety of other social and human factors” (Huong, 2009, p. 15).

Dong Nai is a province located in the Southeast region, with an important position and role in the southern key economic region and the whole country, with the West bordering Ho Chi Minh City, the South bordering Ba Ria - Vung Tau province. The ship borders Binh Thuan province to the east, Lam Dong province to the northeast, and Binh Duong and Binh Phuoc provinces to the northwest.

Dong Nai province is also an early place to access and take over the modern Western facilities, technical means, and technology before 1975, with an abundant labor force, and dynamic thinking. With the characteristics of geography, history, economy, culture, society, and people, Dong Nai is one of the localities with a pivotal role, pioneering in the process of industrialization and modernization with is a place of convergence and economic, cultural, and social exchange with regions and countries in the region and the world; Therefore, the development of Dong Nai is not only of strategic significance in the important link in the development of the key quadrangle but also is one of the spearheads contributing to promoting the process of industrialization and modernization in Dong Nai. In recent years, despite facing many difficulties and challenges, the socio-economic situation of Dong Nai province has remained stable and constantly developing per capita by 2020 will reach 124 million VND/person, equivalent to 5,300 USD (Dong Nai Provincial Party Committee, 2020, p.9). Achieving the above achievements has many reasons, of which education and training have actively contributed to the development of human resources to effectively serve socio-economic development in the process of industrialization and modernization in Dong Nai province. Over the past time, the education and training sector of Dong Nai province has been actively implemented by the leaders of the Ministry of Education and Training, Party Committee, and provincial leaders with guidelines, policies, and projects to concretize the content of the program. resolutions into life, thereby paving the way for the development of education and training, contributing to improving

the quality of human resources, the labor structure shifts towards modernity, attitudes, thinking, and working styles serve the needs of people. The service of industrialization and modernization and the contingent of state managers and business administrators have made fundamental changes, in the direction of being suitable for the environment of international economic integration.

However, the development of education and training as well as promoting its role in human resource development in Dong Nai province currently does not meet the requirements of industrialization, modernization, and lack of sustainability in terms of health, capacity, professional and technical qualifications, labor consciousness, and labor discipline. The proportion of workers with vocational training and skills in the total labor force is not high compared to job requirements. The limitation is not only reflected in the number of trained workers, but the labor force training structure is still unreasonable, and the number of workers with professional secondary education and technical workers is too short. The training industry is not linked to the needs of the labor market. A part of the young laborers who have received formal training has not had a job or are doing jobs that are contrary to the industry, profession, or field of training. The situation of both surplus and shortage of human resources in some industries, fields, and organizations is quite common. Some graduate training institutions in the province have not focused on input, and low quality of training... have been negatively affecting the current process of industrialization and modernization.

All of the above issues have made promoting the role of education and training in human resource development in Dong Nai province in the process of industrialization and modernization face many challenges. Therefore, the research is to find out timely directions and solutions to fundamentally and comprehensively renew education and training in an advanced direction, to meet the requirements of improving people's knowledge, training talents, creating high-quality human resources, capable, qualified and qualified to meet the requirements of industrialization, modernization, and international integration is a matter of practical significance.



### Materials and Methods

About the purpose of the article: Clarifying the main solutions to promote the role of education and training in the development of human resources in the process of industrialization and modernization in Dong Nai province today.

Theoretical basis: The article is made based on the worldview and methodology of dialectical materialism and historical materialism, Ho Chi Minh's thought, the views of the Communist Party of Vietnam on education and training, and its role in human resource development in the process of industrialization and modernization in Dong Nai province today.

Research methods: The topic uses a combination of research methods such as historical and logical methods, comparative, analytical, synthesis, deductive, inductive, etc. methods to research.

Scientifically meaningful, the article contributes to clarifying the main solution to promote the role of education and training in the development of human resources in the process of industrialization and modernization in Dong Nai province today.

### Results and Discussion

Along with the task of maintaining socio-political stability, economic development, preserving and promoting cultural values; ensuring security and defense; constantly improving the material and spiritual life of the people; building Dong Nai rich, strong, and civilized; the task of renovating and further promoting the role of education and training in human resource development in the process of industrialization and modernization in Dong Nai province is one of the important tasks in the direction, the policy of the Communist Party of Vietnam in general, as well as of Dong Nai province in particular. In the coming years, Dong Nai province determines that it must improve the province's competitiveness; economic development goes hand in hand with cultural and social development, environmental protection, constantly improving the material and spiritual life of the people; maintaining socio-political stability, firmly ensuring national defense and security; to build Dong Nai for comprehensive socio-economic development; is the center of industry and service of airports, deep-water

ports, gateways for international trade; one of the important growth poles of the Southern Key Economic Zone and the whole country by 2025 and belongs to the top group of developed provinces; "Continue to fundamentally and comprehensively innovate education and training in an advanced direction, to meet the requirements of improving people's knowledge, training talents, creating high-quality, capable, qualified and qualified human resources. meet the requirements of industrialization, modernization, and international integration. Gradually turning the province into a highly prestigious human resource training center in the Southeast region. Focus on improving the quality of teaching, management, and working capacity of teachers, educational administrators, and employees of educational and training institutions to create a breakthrough in educational human resources and training as the foundation for the fundamental and comprehensive innovation of education sector. Promote university and college education in parallel with improving the quality of vocational training to meet regional and international standards, especially the technical workforce to develop human resources in line with the development strategy province and meet the recruitment requirements of enterprises" (Dong Nai Provincial Party Committee, 2015, p. 104 - 105).

From the goals and tasks of developing and fundamentally and comprehensively renewing education and training, promoting the role of education and training in human resource development in the process of industrialization and modernization in Vietnam. Dong Nai province, the article deals with the main groups of solutions:

#### **Raising awareness about the role of education and training in human resource development in the process of industrialization and modernization in Dong Nai province**

Over the past time, Dong Nai province has actively grasped the Party and State's guidelines on the role of education and training in human resource development in the process of industrialization and modernization of the Party and State to all levels of Party committees and authorities in Dong Nai province and at all levels of Party committees, authorities, and



departments of the province through propaganda and education work, which has contributed to raising awareness among the whole Party and people about the content, the meaning, and purpose of promoting the role of education and training, human resource development in the process of industrialization and modernization in Dong Nai province. From there, determine their position, role, and obligations in promoting the role of education and training in human resource development as well as creating coordination among sectors, mass organizations and organizations. society, and the people to step up educational innovation to train human resources to serve the cause of socio-economic development in the process of industrialization and modernization in Dong Nai province. However, the awareness of the role of education and training in human resource development in the process of industrialization and modernization in some places has not been fully realized, so it has not been given adequate priority to create favorable conditions for human resources for innovating education and training, fostering talents, training human resources in the process of industrialization and modernization of the province. The above limitations are due to the insufficient awareness of management agencies at all levels, organizations, businesses, and people about the role of education and training in human resource development to meet the requirements of industrialization and modernization of the province.

Therefore, to raise awareness of the role of education and training in human resource development in the process of industrialization and modernization in Dong Nai province, it is necessary to focus on widely propagandizing the views and contents content and solutions to develop education and training for human resource development to agencies, organizations, social forces, and people to properly, fully, and comprehensively perceive to create a change in awareness. Because each member of that force has different important roles and positions, it is necessary to have synergies and unity in the process of promoting the role of education and training in human resource development in the country's process of industrialization and modernization to the young generation of Dong Nai province, thereby creating a basis for unifying

awareness to act together in the right direction towards the goal of development for people, for people, and at the same time must be carried out throughout the entire political and social system of the Dong Nai province.

- For the Party Committee and government of Dong Nai province, it is necessary to raise awareness of the Party leadership and the provincial government, these are the main forces, the brains with direct responsibility in planning. Organize and implement guidelines, policies, programs, and plans of the Party and State in promoting the role of education and training in human resource development in the process of industrialization and modernization chemical. Therefore, the leaders and authorities of Dong Nai province must fully, comprehensively, and deeply grasp the view that education and training are the top national policy, with the mission of raising people's knowledge, fostering talents, and developing people's knowledge of human resource development makes an important contribution to socio-economic development in the process of industrialization and modernization; investment in education and training is an investment in development, to create positive changes in the awareness and actions of the entire political system in performing tasks; promote dynamism, creativity, will, and determination to put guidelines and policies into practice. On the other hand, the recognition of the role of education and training in human resource development in the process of industrialization and modernization must be unified in the entire political and social system of the province, avoiding the situation that acting arbitrarily, lacking in synchronization and consistency among departments in the implementation process. Therefore, Dong Nai province needs to have a synchronous, consistent, comprehensive, and regular awareness among leaders, authorities, and socio-political organizations and raise awareness of officials performing tasks to promote the role of education and training in human resource development in the process of industrialization and modernization for social development.

- For the education and training sector in Dong Nai province. Focus on raising awareness about the role and significance of education and training in human resource development in the



process of industrialization and modernization for educational and training management institutions training, institutions performing the function of training human resources of the province, because these are the agencies that directly realize the guidelines and directions of the Party Committee and the provincial government on education and training innovation to improve the quality of human resources. raise people's knowledge, foster talents, and develop human resources in the process of industrialization and modernization in Dong Nai province; and this is also the place to perform the function of monitoring, guiding, and evaluating the feasibility of implementing fundamental and comprehensive renovation of education and training, thereby determining the feasibility and suitability of each undertaking and policies, thereby advising the Provincial Party Committee, the People's Council and the Provincial People's Committee on issues arising in promoting the role of education and training in human resource development. in the process of local industrialization and modernization in the new period. This requires Dong Nai province should seriously push further in thoroughly grasping the main contents and solutions to actively implement Resolution No. 29-NQ/TW of the Party Central Committee (Session XI), Plan No. 3164/KH-UBND dated April 25, 2013, of the Provincial People's Committee on the development of the system of specialized high schools for the period 2012 - 2015 and a vision for 2020 in Dong Nai province.

- For people in Dong Nai province, the provincial agencies need to use the mass media to constantly propagate and disseminate guidelines, policies, and orientations on the meaning and importance of education and training for human resource development in the process of industrialization and modernization. Propaganda must make people aware of the role of education and training as the top national policy, and the fundamental and driving role of education and training in human resource development in the process. The process of industrialization and modernization is the most effective way to ensure social security for all people. Dong Nai province needs to realize that propaganda and dissemination about the role of education and training in human resource

development in the process of industrialization and modernization in the province are necessary and long-term work regularly with many different methods and means, such as propaganda through media channels, newspapers, and radio.

**Develop and improve mechanisms and policies to promote the role of education and training in human resource development in the process of industrialization and modernization in Dong Nai province.**

Over the past time, Dong Nai province has actively implemented, built, and perfected mechanisms and policies on education and training, human resource development as well as promoting the role of education and training for developing human resources in the process of industrialization and modernization of the Party and State by the characteristics and objectives of the province, contributing to socio-economic development, ensuring political security and national security social of the people. However, the province's mechanisms and policies are still insensitive in dealing with arising problems; the lack of synchronous and reasonable policies at the macro level has not met the development requirements of the province, leading to the quality of human resources in the process of industrialization and modernization not meeting the development requirements of the province. Therefore, Dong Nai province needs to step up the building and perfecting of mechanisms and policies to further promote the role of education and training in the comprehensive development of human capabilities in life the process of industrialization and modernization of the province. However, the formulation and improvement of mechanisms and policies must be based on the viewpoints and guidelines of the legal system and policies of the Party and the State, ensuring inheritance and progress in the general policy framework; The roles and responsibilities of relevant forces must be clearly defined. Within the scope of the study, we propose solutions to innovate mechanisms and policies to promote the role of education and training in human resource development in the process of industrialization and modernization serving socio-economic in Dong Nai province.

- Renovating the state management mechanism of education and training with the development of human resources in the process



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of industrialization and modernization in Dong Nai province. After five years of implementation, the implementation of Resolution No. 29 on a fundamental and comprehensive renovation of education and training has contributed to providing human resources for socio-economic development, maintaining the leading flag of the whole country, step by step integrating the region and the world. Besides the achieved results, the province's biggest limitation is the lack of stability, cumbersome management mechanism, disproportionate to the assigned workload as well as awareness of the impacts of the market mechanism inadequate, so it has not been able to create the appropriateness of the educational management mechanism with the market mechanism, which has affected the promotion of the role of education and training with the development of human resources in the process of industrialization, and modernization. Therefore, the Dong Nai provincial government needs to continue to review, arrange and arrange the organizational apparatus of the province's agencies in a streamlined, effective, and efficient manner to meet the requirements of socio-economic development in the process of industrialization and modernization in Dong Nai province. Implement stronger decentralization for departments on education and training management appropriately and clearly to promote the creativity of organizations in the management, administration, and implementation of policies and programs. program to promote the role of education and training in the development of human resources in the process of industrialization and modernization in the province; at the same time, identify collective responsibilities and individual responsibilities, especially the individual responsibility regime of the head, promote the pioneering, responsible and exemplary leadership in implementing innovative new education and training, and human resource development suitable to local characteristics. Dong Nai province needs to separate state management from regular work at the grassroots level and "transform the administrative style into a service style" from the provincial to district levels, creating the prestige and consensus of the people's society, then it will become the driving force for promoting the role of education and

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training in the process of industrialization and modernization in Dong Nai province

Continue to review and systematize legal documents on education and training innovation, human resource development, the process of industrialization and modernization as well as promoting its role in the industrial process to modernize, modernize and overcome outdated and contradictory legal provisions and legal loopholes to make the content of the law suitable to the requirements of socio-economic development of the province; formulating and perfecting several policies and regimes for the contingent of teachers and educational administrators suitable to the local development level. At the same time, review, adjust and supplement mechanisms and policies related to implementing and fostering talents right from the high school level, especially at the university level. During the implementation process, Dong Nai province needs to study issues arising from the practical implementation of education and training policies with human resource training; thereby finding out the inappropriate or up-to-date points for a timely amendment to make the policy suitable with the current status of education and training in the province; It is necessary to create a healthy and fair legal environment so that economic and social organizations, businesses and individuals can participate in the development of education and training for society.

To develop quality human resources for the process of industrialization and modernization in Dong Nai province, it is necessary to continue to renovate the role of state management agencies in educational institutions, especially in education professional secondary education, colleges, and universities in the process of industrialization and modernization. Accordingly, on the legal side, it is necessary to continue to supplement and perfect the legal provisions for higher education activities in the context of international integration. State management agencies, directly the Ministry of Education and Training, need to change the way of thinking about the management of higher education activities in the context of international integration. Instead of direct comprehensive management of higher education institutions, state management agencies should



only act as "judges", directing activities according to the law, and at the same time creating conditions for higher education institutions to be more independent and autonomous in their activities. It is necessary to avoid management thinking in the way of imposing, or "subsidizing" higher education activities in the current international integration conditions.

- Continue to adjust the development planning, rearrange and reorganize the education and training network and system of the province; increase investment in facilities and teaching equipment to serve innovation requirements. To focus on planning the development of the network of schools, education, and training institutions to meet the people's learning needs and the local human resource training needs; increase investment in construction, repair, and upgrade of facilities and teaching equipment in the direction of standardization and modernization, strengthening experiments, practice, teaching 2 sessions/day to meet the requirements of innovation education and training according to new programs and textbooks; enhance the effective use of modern teaching equipment. Continue to implement the Project on the solidification of schools, classrooms, and public houses for teachers, and the medium-term public investment plan for the period 2015-2020. Focus on implementing, summarizing, and evaluating development plans in education and training for the period 2011-2015; formulating and implementing education and training development plans for the period 2016-2020. Well, implement the Law on Vocational Education; coordinate with the Department of Labor, Invalids, and Social Affairs to advise the Provincial People's Committee to merge district-level continuing education centers and vocational training centers in the district and city and re-plan the educational network occupations in the province.

- Completing the formulation of master plans and plans for education and training reform, and human resource development in the process of industrialization and modernization to serve the socio-economic development of Dong Nai province. In the context of education and training, the development of human resources of localities throughout the country lagging behind the general level of the region and the world has

affected the development goals set by the Party and State: "Fundamentally and comprehensively renovating education, training, and developing human resources, especially high-quality human resources" (Communist Party of Vietnam, 2016, p.432). Therefore, to promote the role of education and training in human resource development in the process of industrialization and modernization, Dong Nai province needs to drastically implement the project on the human resource development force and attract talents according to the period of 2018-2020 and orientation to 2025; perform well in forecasting demand and the labor market in both the short and long term. On that basis, all levels and departments set out long-term, medium-term, or short-term human resource training policies with specific quantities associated with specific fields.

- Continue to improve, mechanisms and policies to socialize education with human resource development in Dong Nai province. In Dong Nai province, there are 03 non-public universities (Lac Hong, Dong Nai Technology, and Eastern Technology) managed by the Ministry of Education and Training with 14,688 students, accounting for 50.65% of the total number of students. the total number of students, including 6,556 students from Dong Nai province, accounting for 34.48% of the total students of Dong Nai province; compared with the 2012-2013 school year, the overall increase was 5,352 students, the students of Dong Nai province alone increased by 2,873 students and 38 non-public vocational education institutions (Tung, 2018). The diversification of types of education has created conditions to complement each other's strengths among different types of education, contributing positively to "the rate of trained workers is over 65%, the rate of vocational training is over 65%" over 50%, the proportion of commune-level civil servants with intermediate degrees in political theory accounts for 83%, vocational training for rural workers has changed; After vocational training, over 78% of employees have jobs, increase their income, contribute to the restructuring of rural labor from agriculture to non-agriculture" (Dong Nai Provincial Party Committee, 2015, p. 103). To promote the dynamism of non-public schools in developing human resources for socio-economic development, Dong Nai province needs to have



mechanisms and policies for non-public schools to hire long-term institutions. infrastructure, implementation of tax incentives for non-public educational institutions; at the same time, publicize and simplify procedures for land lease and land allocation according to the Government's policy to public and non-public schools. Create conditions for non-public schools to access and use provincial stimulus funds. Promulgate regulations on the management of non-public educational institutions and institutions with foreign elements in the province. Equalize emulation and commendation for public and non-public educational institutions.

In addition, the expansion and strengthening of international cooperation are essential. In which, it is necessary to expand exchange and study between countries, and encourage cooperation and association with strong universities in the world to train and send Ph.D. students. Attracting ODA and FDI sources to invest in the development of training schools, creating conditions for foreign investors to establish training schools in the province. Make the most of relationships with foreign governmental and non-governmental organizations to train high-quality human resources and transfer new science and technology.

Thus, with policies and mechanisms to promote the expansion of the non-public school system, in addition to contributing to expanding the size and learning conditions for people's children, schools also have very basic strengths such as self-determination of tuition fees, adequate teacher remuneration, conditions to promote professional quality improvement and selection of good teachers for the school. It is this strength of non-public schools that have attracted good teachers from public schools.

- To perfect the national education system in the direction of openness, modernity, and connectivity to train human resources in the process of industrialization and modernization in Dong Nai province. Completing the national education system in the direction of openness and interconnection, standardization, modernization, diversification, and international integration, meeting the human resource needs for socio-economic development, in which special consideration is given to attach great

importance to training high-quality human resources at all levels.

An education system that is diverse in terms of learning methods, ensures that all people learn according to their aspirations and enjoy lifelong learning in a learning society. Developing an open, modern, and interconnected education and training system is a premise for the development of science and technology, making the most effective use of the nation's and humanity's knowledge resources and serving as the foundation for the process of industrialization and modernization as well as for the construction of a knowledge-based economy in our country.

- Implement close linkages between training institutions and enterprises in Dong Nai province. The relationship between schools and businesses in Dong Nai province is still quite loose. To implement close linkage, Dong Nai province needs to develop appropriate mechanisms and policies to establish linkages between training institutions and enterprises in terms of resources, content development, training programs, and the use of training programs. effective use of educational and training products. At the same time, it is necessary to create conditions and have strong mechanisms and policies to encourage enterprises of all economic sectors to invest funds to build and develop training systems at enterprises.

- Strengthen activities of supervision, inspection, and examination of the implementation of the law on education and training in Dong Nai province. The Party committee and government of Dong Nai province should continue to promote and improve the quality of organization, inspection, examination, and supervision of education and training work in Dong Nai province to promptly handle these problems. problems arise in real life (Tri, & Vuong, 2022).

**Focus on renovating, perfecting education and training, and developing human resources in the process of industrialization and modernization in Dong Nai province**

Practice shows that education and training in Dong Nai province have made an important contribution to the training and development of quality human resources for the development of the province in the process of the province's



development in the process of public service industrialization and modernization. However, education and training as well as promoting the role of education and training in the development of human resources currently in the province have not met the development requirements, and the imbalance between disciplines, structure, qualifications and occupations still take place, career counseling and student streamlining still face many limitations, training content, programs and methods lack diversity, are slow to be improved, and popularity is still limited heavy on theory, little practice, but reality shows that the conflict between quantity and quality of training is a matter of concern, a large number of workers are trained in vocational training, but the lack of shortage of highly skilled labor is still taking place seriously. That leads to the quality and structure of vocational training still inadequate, the training of experts and high-tech workers being still small, and not meeting the requirements of socio-economic development in the process of employment industrialization and modernization. Therefore, one of the important solutions to promote the role of education and training in human resource development in the process of industrialization and modernization is to continue promoting fundamental and comprehensive innovation education and training associated with improving the quality of human resources in Dong Nai province.

Based on that point of view and policy, the Dong Nai Provincial Party Committee determined that "Developing high-quality human resources, focusing on key industries and spearheads of the province" (Dong Nai Provincial Party Committee, 2015, p.28) is one of four breakthrough areas to develop the province. With that in mind, it is necessary to renew the content, programs, and teaching methods. Regarding the content of the educational program, it will be realized through the products of education and training, that is, those who are educated and trained for social development. Because, the content of education and training is aimed at developing learners' skills, expertise, and moral qualities to serve the goals of socio-economic development in each specific historical period. Educational methods must be learner-centered, helping learners move from learning and problem solving to discovering

and applying modern knowledge. The new teaching method is a method that turns the training process into a self-training process, to stimulate and promote initiative and positivity, promote intellectual development and exploit the creative ability of students learners, helping them to form their capacity and scientific thinking methods toward lifelong learning. The renovation of this educational content and method, specifically for all levels of education in Dong Nai province, is necessary.

- For the high school level in Dong Nai province. To ensure that all people of school age can go to school; focusing on intellectual and physical development, forming citizenship qualities and capacity, discovering and fostering giftedness, and career orientation for students by the economic characteristics of the province. Regarding educational content, first of all, attention must be paid to equipping learners with basic knowledge so that students can prepare to prepare for life. In the current market economy and international integration conditions, the content of education cannot be underestimated the content of fostering patriotism, national pride, lifestyle, professional ethics, and labor culture, especially political bravery as well as the ability to adapt to the direction of solidarity, cooperation, integration, respect for diversity and difference..., which are important moral qualities of employees. In terms of methods, it is necessary to widely and thoroughly use advanced educational methods in the direction of combining modernity with tradition, to stimulate and promote the best positivity, initiative, and creativity of learners; at the same time, do well in career guidance, creating a close connection between high schools and universities, colleges, intermediate schools, and vocational schools in the province.

- For the vocational education system in Dong Nai province. Rapidly increase the scale of vocational college and vocational training for industrial zones and dynamic economic zones. Improve the education level, skill level, discipline, and moral quality of workers, first of all in industrial parks and enterprises with many employees in the province. Improving the content and form of career guidance at high schools, helping students orient their careers, better serve the streamlining requirements,



especially after high school and the labor market needs according to respective professions and qualifications. To perfect the system of continuing education centers in the province and districts, towns, and cities. It is necessary to improve the quality of vocational colleges and vocational secondary schools to meet regional and national standards. In-depth investment in vocational colleges and vocational secondary schools with training capacity to meet the needs of local and regional technical human resources. To develop vocational training centers providing vocational training at the elementary level, vocational training under 3 months to popularize and re-train workers according to the standards of advanced countries in Southeast Asia; encourage the socialization of domestic and foreign investment; encourage foreign partners to cooperate with domestic training institutions to increase training scale and qualifications; develop training programs based on the requirements of the labor market in terms of knowledge, skills, etc. of the job position, linking training with practical activities of enterprises; ensure interoperability between levels. At the same time, Dong Nai province focuses on training skills and expertise based on the actual needs of each different locality in the province through self-training forms, strengthening linkages between businesses and establishments with needs-based training.

- For higher education in Dong Nai province. Renovate university training programs and contents in the direction of streamlining, modernity, practicality, and suitability, "strongly shifting the educational process mainly from equipping knowledge to the comprehensive development of human capacity and quality" the study, the study goes hand in hand with practice, the theory goes hand in hand with practice. Education and training development must be associated with the needs of socio-economic development, national construction, and defense, scientific and technological progress, requirements for human resource development, and the labor market (Communist Party of Vietnam, 2016, p. 114 - 115). Teaching methods must make the most of learners' ability to self-study and self-find knowledge. Moreover, in the teaching process, it is necessary to further promote their ability of them and turn them into

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people who are passionate about knowledge and want to understand knowledge and create knowledge, rather than being crammed with knowledge. The effectiveness of education and training is not only measured by the amount of knowledge imparted but mainly by the development of creative capacity, scientific thinking methods, adaptability, and the ability to transform knowledge into worker skills. However, one thing to note is that improving the quality of education and training must always be accompanied by inspection and inspection of education and training quality. The training institutions in the province need to periodically survey and evaluate the quality of labor to manage the quality of training; have a mechanism to monitor the percentage of students who have jobs in the right major, and the satisfaction level of enterprises and employers to adjust and improve the quality of training; regularly check, evaluate and verify social opinion about the training quality of schools in the province. The Department of Education and Training manages and improves the quality of training in computer science and foreign languages.

In addition, Dong Nai province focuses on planning and overall development of universities and colleges, increasing investment in facilities, and giving priority to technical training institutions to improve the quality of training according to accreditation standards in the ASEAN region for occupations with high demand for qualified human resources, meeting the requirements of improving endogenous capacity to acquire and master advanced technologies develop facilities and equipment to meet the requirements of teaching and learning in the direction of modernity, catching up with the development of society in the process of industrialization and modernization.

At the same time, strengthen cooperation and association in training, build mechanisms and policies to link the three houses: managers, schools, and users, and coordinate training among universities and colleges with enterprises and production facilities in the province in the fields, organize practice, and internships, create jobs for students, combining scientific research and production to improve the quality of training close to social needs. Universities and colleges

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need to regularly forecast and provide information on the human resource needs of the society, especially the need for provincial enterprises to be proactive in training to meet the general needs of society. There are still problems in the use of qualified labor that we often refer to the phrase: "lack but surplus", "local excess", "lack of overall", whose causes are not in the quality of training, the technology equipped, in the social qualities of the people trained at the university level, but due to the lack of linkage and cooperation between the three families (management - training - use of the university). Therefore, enterprises and training institutions need to strengthen cooperation and communication with each other on recruitment plans, develop training programs, send experts from enterprises to participate in training, and transfer technology to other training institutions and schools, creating a favorable practice environment for students, building laboratories, and doing research at universities.

- Create conditions for attracting foreign investment, and strengthen linkages with foreign educational institutions. It is necessary to create conditions for attracting foreign capital; joint ventures and association with foreign and domestic educational institutions, especially Ho Chi Minh City, the economic, political, cultural center, and the training center of human resources in the South, through which attracting finance, absorbing the quintessence of education and labor skills in the process of industrialization and modernization of the province. Of course, joint ventures and associations must be educational institutions that are licensed to conduct educational activities in the host country and have a good reputation, avoiding the case of buying and selling degrees. Along with that, there is a regime to encourage foreign travel, creating conditions for international students to promote their professional skills when returning to their homeland. At the same time, to attract foreign investment, strengthening links with foreign educational institutions will only achieve the best results when the State fulfills its functions well, and at the same time properly settles the relationship between the State and the Government countries and other partners. That is, it is necessary to encourage the implementation of the policy of socialization of

education with the participation of social partners, socio-political organizations, production and business establishments, etc. to meet the learning needs of the diversity of the province's people, toward comprehensive human development. To promote the role of education and training in human resource development in the process of industrialization and modernization, along with other solutions, Dong Nai province needs to improve the construction and development of management staff. educational theory and teachers in the process of industrialization and modernization in Dong Nai province.

- Adequate investment in education and training is required. It can be said that to promote the role of education and training in the development of human resources in the process of industrialization and modernization, it is necessary to invest most satisfactorily, especially in financial investment. Investment in education and training is not only an investment in people as a means of social development but also an investment in the very goal of human development of society. Therefore, the Provincial People's Committee needs to adjust the budget for education and training by at least 20%. In addition, it is necessary to have a policy to mobilize capital from many sources in the spirit of encouraging investment in education and training: the local budget, the contributions of learners, the patronage of social organizations, the individuals, and international aid. In particular, the State should soon issue a policy to contribute training fees from establishments employing trained workers to increase the budget for education and training. In addition to adequate investment in financial resources, investment in land for education and training development is also necessary to develop facilities to contribute to improving the quality of education and training.

**Consolidate and improve the capacity of the apparatus, educational administrators, and teachers to promote the role of education and training in human resource development in the process of industrialization and modernization in Dong Nai province**

To further promote the role of education and training in human resource development in the process of industrialization and



modernization in Dong Nai province today, continue to strengthen and improve the capacity of the apparatus, and develop education administrators and teachers, it is necessary to focus on the following solutions:

- Improve the quality of state management of education and training, development, and use of human resources in the process of industrialization and modernization. Accordingly, organize the investigation, survey, and forecast of labor market demand in the province from now to 2030; proactively create conditions to introduce reputable overseas training institutions (especially in the ASEAN region) with which the province has relations so that colleges and universities in the province can associate and cooperate in training resources human resources to effectively serve the economy - society. Develop specific regulations to determine annual enrollment quotas for vocational training, college and university training based on labor market needs, training capacity, and the percentage of graduates with jobs working in educational, training, and vocational institutions. Continue to build information technology infrastructure; to step up the application of information technology in educational management, teaching, learning, and scientific research activities; deploy an education management information system throughout the province, building a database on education and training, contributing to improving the effectiveness and efficiency of school management at all levels. At the same time, leaders of the Education and Training sector of Dong Nai province regularly and directly meet with educational and training institutions and enterprises using human resources that the province has trained to grasp the current situation of human resources in the locality, thereby promptly removing difficulties and obstacles arising in the process of carrying out education and training work for human resource development to promptly adjust with the motto of the government together with the community listen and share with educational and training institutions. Strengthening review to remove outdated documents and policies on education and training development, its role in human resource development in the process of industrialization and modernization learners, continue to improve, amend to avoid overlapping

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and improve the enforcement of legal documents.

- Improve the capacity of education and training managers in the process of industrialization and modernization. To promote the role of education and training in human resource development in the process of industrialization and modernization, first of all, the management staff at all levels of education and training of Dong Nai province must adhere to the ideal of national independence and socialism, possessing moral qualities, capacity, and qualifications, firmly grasping the Party's guidelines, lines and policies, state laws, and is capable of solving problems. practical topics on education and training, on human resource development in the process of strong industrialization, modernization, and international economic integration, contributing to the accomplishment of educational development objectives and tasks training for the training of human resources to serve the socio-economic development process in Dong Nai. At the same time, Dong Nai province needs to push to fundamentally renew the policy on training and retraining education administrators in the direction of attaching importance to the quality and capacity of practical activities, standardizing the selection and selection of administrative staff education at all levels. Creating a favorable environment and conditions to attract talented and experienced foreign teachers and scientists and overseas Vietnamese to participate in human resource training and scientific research, and technology in Vietnamese educational institutions

- Building and developing a team of qualified teachers. Dong Nai province needs to continue to build a contingent of teachers and educational administrators at all levels to ensure sufficient quantity and quality, to meet the requirements of fundamental and comprehensive innovation in education and training. Rapidly increasing the number of lecturers, the proportion of doctoral students in universities accounts for 27%, and colleges account for 8.6% of the total number of lecturers at the university. Standardize the contingent of teachers and vocational trainers, rapidly increase the number of qualified vocational and training teachers in the direction of recruiting people with university



degrees or higher, and standardize vocational pedagogical skills and Vocational skills to become professional secondary school teachers, and vocational college. Every 3 to 5 years, schools create conditions for vocational teachers to be trained, update training methods, new technologies and techniques, and go to production in production, business, and production establishments. domestic and foreign services; have specific plans on attracting human resources, training and fostering the teaching staff, and promptly resolving regimes and policies.

Regularly training and fostering a team of teachers, must drastically screen those who are not qualified to be teachers out of the training institution to keep faith with students, students, and society. More importantly, the Dong Nai provincial government has a policy of using and treating commensurate with the dedication and brainpower, and capacity of this team. This is a prerequisite for teachers to love the industry, and love the profession; Training, recruitment, and appointment should be based on the professional capacity, ethics, and level of dedication of each individual. Since then, it is necessary to have a special mechanism for talented people in the industry, staff with doctoral degrees, associate professors, professors, and leading experts who are passionate about the industry.

Reform policies on recruitment and placement of lecturers. The reform of recruitment policy must be in the direction of building and implementing public, reasonable, objective, and accurate recruitment methods to recruit workers with appropriate qualifications, capabilities, and occupations with recruitment requirements from the outset. The recruitment mechanism must determine to recruit people suitable for their expertise, regardless of the selected people, and at the same time make transparent procedures, standards, working conditions, remuneration, and selection process.

### Conclusion

Dong Nai province is a province located in the Southeast region, has a very important position and role in the Southern key economic region and the whole country, and is one of the localities with a pivotal and pioneering role in the process of economic development of the process of industrialization and modernization as a place

of convergence and economic, cultural, and social exchanges with regions and countries in the region and the world; Therefore, the development of Dong Nai is not only of strategic significance in an important link in the development of the key quadrangle but also is one of the spearheads contributing to promoting the process of industrialization and modernization in Dong Nai particular and the country in general.

In that very heavy but very meaningful task of the province, promoting the role of education and training in human resource development in the process of industrialization and modernization has a significant role and extremely important role in socio-economic development, so promote the role of education and training in human resource development in the process of industrialization and modernization in Dong Nai province, Along with the implementation of the common tasks of the province, the Dong Nai Provincial Party Committee has identified the tasks and solutions to develop human resources in the current period as: "Continue to fundamentally and comprehensively innovate education and training in an advanced direction, meeting the requirements of raising people's knowledge, training talents, creating high-quality human resources, capable, qualified and qualified to meet the requirements of industrialization, modernization, and integration. international. Gradually turning the province into a highly reputable human resource training center in the Southeast region" (Dong Nai Provincial Party Committee, 2020, pp. 104 -105). Based on the task to promote the role of education and training in human resource development in the process of industrialization and modernization in Dong Nai province today, the article proposes four main solutions to develop human resources promoting the role of education and training in human resource development in the process of industrialization and modernization in Dong Nai province today as follows: raising awareness of the role of education and training in development human resource development in the process of industrialization and modernization in Dong Nai province; formulating and perfecting mechanisms and policies to promote the role of education and training in



human resource development in the process of industrialization and modernization in Dong Nai province; focus on renovating and perfecting education and training, developing human resources in the process of industrialization and modernization in Dong Nai province; and strengthen and improve the capacity of the apparatus, educational administrators and teachers to promote the role of education and training in human resource development in the process of industrialization and modernization in Dong Nai province. The synchronous implementation of the above solutions contributes to promoting the role of education and training in the development of human resources in the process of industrialization and modernization in Dong Nai province today.

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