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## HIGH QUALITY HUMAN RESOURCES IN DEVELOPING THE KNOWLEDGE ECONOMY IN VIETNAM TODAY

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### Abstract

*The world is facing unprecedented change. The knowledge economy appears and brings many influences to the development of countries and peoples, but also poses many difficulties and challenges. For Vietnam, the knowledge economy opens up great opportunities in the process of promoting industrialization and modernization of the country. Developing human resources in general and high-quality human resources in particular has become even more important. and urgent for the country building process. Within the scope of this article, the author points out high-quality human resources in Vietnam, thereby offering some solutions to develop high-quality human resources in the context of today's development of the knowledge economy.*

**Keywords:** Human resources, high quality, knowledge economy.

### INTRODUCTION

Knowledge economy is an inevitable development trend of human society. The modern scientific and technological revolution that began in the mid-twentieth century has developed by leaps and bounds over the past decades, having a profound impact on the development of social productive forces, promoting the process of transformation from industrial economy to a knowledge-based economy. This process leads to economic growth and sustainable development. The trend of applying and developing a comprehensive knowledge economy is what countries are aiming for and where high quality human resources are available. is the

main driving force to access and develop the knowledge economy; is an important condition in the process of international economic integration, helping our country successfully carry out the cause of industrialization and modernization of the country.

### CONTENT

#### 1. Some concepts

##### High quality human resources

Human resources are all people of working age who are capable of participating in a country's labor, including physical, mental and

financial resources. For Vietnam to implement the strategy of rapid and sustainable development in the context of a growing knowledge economy, we must focus on developing human resources, especially high-quality human resources. Currently, the term high-quality human resources is often approached in many different ways.

From the perspective of the ability and role of high-quality human resources associated with the process of industrialization and modernization in Vietnam, high-quality human resources are highly qualified and capable human resources. The shock force receives the transfer of advanced technology, effectively implements its application in our country's conditions, and is the nucleus to bring its field into industrialization and modernization. According to this approach, the ability of high-quality human resources is shown in high level and capacity, the role of high-quality human resources is shown in the proactive role in receiving and transferring advanced technology and the leading role. Leading human resources with lower qualifications and capabilities to move up at a fast pace.

From the perspective of high-quality human resources based on the efficiency and productivity of workers, high-quality human resources are a part of the workforce, capable of meeting complex job requirements; thereby creating high productivity and efficiency at work, making significant contributions to the growth and development of the unit in particular and to society in general.

From the perspective of emphasizing the high level of expertise and quick adaptability of high-quality human resources, high-quality human resources are a workforce that is educated, highly qualified, and especially skilled. ability to quickly adapt to rapid changes in production technology.

From the perspective of high-quality human resources as individual workers associated with the classification criteria of expertise and technique, high-quality human resources is a concept that refers to a person, a person. Specific workers with skilled qualifications (professional and technical) corresponding to a specific profession according to the criteria for classifying certain professional and technical workers (graduated from university, college, skilled workers).

**Thus, high-quality human resources have the following basic characteristics:**

High-quality human resources are the most elite workforce, performing a guiding role for human resources in general in the process of socio-economic development. High-quality human resources only comprise a portion of the total national human resources.

High-quality human resources are evaluated through the following basic factors: Ethical qualities, trained professional qualifications, adaptability and creativity in work (especially work complex in industries that make a decisive contribution to the growth of the economy).

**Knowledge economy**

In recent years, in many research works, many international conferences and seminars and in many development strategy documents of many countries, different names have been used to refer to the new stage of economic development. economy, in which "knowledge economy" is the most commonly used name.

OECD (Organization for Economic Cooperation and Development) officially used this term in the report "Knowledge-

based Economy" in 1996. Accordingly, the knowledge economy is defined as: *"Knowledge-based economy: knowledge is that the economy increasingly depends directly on the production, distribution and use of knowledge and information."*

According to APEC: *"Knowledge economy is an economy in which the production, distribution and use of knowledge become the main driving force for growth, for the process of creating wealth and jobs in all sectors. Economics"*.

The World Bank (WB, 2000) assessed *"For the pioneering economies in the world economy, the balance between the two factors knowledge and resources is tilting towards knowledge. Knowledge has really become the most important factor determining living standards - more than land factor, more than means of production factor, more than labor factor. Today's most technologically developed economies are indeed based on knowledge"*.

Thus, a knowledge economy is an economy in which knowledge, science and technology become a direct productive force, the leading decisive factor for wealth production, competitiveness and development. development hope. It can be said that the knowledge economy is a completely new, qualitative and dynamic method of development, in which new and high-tech technologies have the opportunity to develop more and more strongly and be applied more and more widely. in all areas of socio-economic life; People have the opportunity to learn throughout their lives. Their modern knowledge is a resource that affects the strength of each country. Corporate governance and national governance are increasingly modern, always innovating based on the latest achievements of modern scientific and technological knowledge.

**Characteristics of knowledge economy**

*First*, the knowledge economy is mainly based on knowledge, the most basic of which is modern scientific and technological knowledge.

*Second*, innovation, creativity and development activities become the key and direct driving force of development

*Third*, high-tech industries, especially information technology and telecommunications ICT are widely applied in all fields; Multimedia information networks are ubiquitous, connecting almost all areas of life and society. Information becomes an important resource. Every field of social activity has the impact of information technology.

*Fourth*, in the knowledge economy, we mainly rely on trained human resources with high quality and innovation capacity.

*Fifth*, the structure of economic sectors and social labor structure is transforming more and more rapidly in the direction of rapidly increasing added value.

**2. High quality human resources in the context of developing a knowledge economy in Vietnam**

**2.1 Current status of human resources in Vietnam**

Vietnam is currently a country with an abundant labor force, the average population of Vietnam in 2023 will reach 100.3 million people, in which the ratio of male and female population is quite balanced (men account for 49.9 million people). %, female 50.1%). The average population in urban areas is 38.2 million people, accounting for 38.1%; The rural area is 62.1 million people, accounting for 61.9%. Vietnam's population structure is shifting towards increasing the proportion of elderly people and decreasing

the proportion of young people. Vietnam is currently in a period of golden population structure and also in the process of population aging. The proportion of the young population aged 0-14 years old will decrease from 24.3% in 2019 to about 23.9% in 2023; while the population aged 60 and over increases rapidly, from 11.9% in 2019 to 13.9% in 2023. The population aged 15-59 years old accounts for 63.8% in 2019, decreasing to 62.2% in 2023 [3] Vietnam's labor structure is still in the golden age and we are still considered a country with an advantage in the number of workers. According to forecasts of international organizations, Vietnam will enter a period of population aging in about 15 to 20 years. When we no longer have the advantage of labor quantity, we have to rely on the quality of labor.

According to the Report of the Ministry of Labor, War Invalids and Social Affairs, by 2023, up to 72.5% of human resources in our country do not have deep expertise. Of the 26.1% of trained workers (with degrees or certificates at primary, intermediate, college, university and postgraduate levels), only 5% can communicate in English. continue working. The vocational training structure in our country is not reasonable, leading to a shortage of highly skilled workers, and the gap between vocational education and the needs of the labor market is still large. Most workers have not been trained in industrial labor discipline, lack the awareness of saving both materials and time, and both managers and workers are still very weak in the sense of saving. Employees lack knowledge and teamwork skills, lack the ability to cooperate and take risks, and are afraid to promote initiative. The country's economy is characterized by the widespread use of low-skilled workers, who are very vulnerable to market fluctuations. This is shown in the figure that more than 60% of the workforce registered for unemployment benefits only do simple jobs. The quality of human resources in our country is not high and there is also a serious imbalance between regions. The trained workforce with degrees and certificates in urban areas is 2.5 times higher than in rural areas. The highest number of trained people is in the Red River Delta region (31.8%), followed by the Southeast region (27.5%); lowest in the Mekong Delta (13.6%).

It can be seen that the quality of human resources in Vietnam is still lacking compared to demand, the workforce is weak in both physical strength and qualifications, skills compared to the increasing requirements of economic development, science and technology human resources are both lacking and weak, the number of trained workers is still low, there is an imbalance in the structure of trained workers between vocational education and university education in Vietnam today.

Vietnam approaches the knowledge economy in conditions where the level of socio-economic development is still low, so the need to improve the quality of human resources, especially high-quality human resources, is decisive. the success of industrialization, modernization of the country and sustainable development.

## **2.2 Opportunities and challenges for Vietnamese human resources in the context of knowledge-based economic development**

Vietnam is still a country with an advantage in the number of young and cheap workers. However, the advantage of cheap labor will gradually disappear as our population gradually ages. Therefore, in the long term, growth needs to rely on the increase in labor quality.

The knowledge economy creates challenges and at the same time opportunities for Vietnamese workers to constantly improve their qualifications and skills as well as create innovation pressure on the education and training system to meet the demand for knowledge. human resources in the new era. New job opportunities are created that require workers to have corresponding qualifications and skills such as problem solving skills, teamwork, communication, information technology... which are skills that the majority of people need. Vietnam's labor force is lacking and weak. To meet new job requirements requires the efforts of workers themselves and especially the innovation and development of the education and training system.

Labor productivity in the knowledge economy tends to increase due to the reduction in the need for human labor, replaced by machines and robots. With developed technology, manufacturing factories can avoid errors caused by machinery due to the ability to analyze and predict technical errors in advance. Production efficiency will likely improve faster due to upgraded logistics services, reduced energy consumption and raw material usage..., thereby saving production costs for businesses and revenue. increased due to better meeting consumer needs. Workers are now used more effectively and only participate in tasks that actually require human presence. So if Vietnam can take advantage of these advantages in the process of approaching a knowledge economy, it will be a huge boost to help workers get better jobs, helping to improve productivity. and their income.

The quality of human resources is a key factor to ensure Vietnam's success in developing a knowledge economy. To improve the quality of human resources, the breakthrough is to innovate and improve education and training. But our education and training system is still at a low level and is slow to innovate. Although the country's educational reform has been underway for a long time, it has not achieved positive results. There are still many gaps and inadequacies in Vietnam's education and training system. The evidence is that although the demand for labor, especially high-skilled labor, is very high, businesses cannot find good workers and meet the needs of the job. Meanwhile, it is a fact that the unemployment rate, especially unemployment among workers with high technical and professional qualifications, is at a high level. This shows that the gap between training, especially university training, and social needs is very large. Not only is the quality of training low, there are also irrationalities in the general training structure, the training structure by industry as well as the shortage of labor in some industries that the labor market is in demand.

## **2.3 The importance of high-quality human resources in the context of developing a knowledge economy in Vietnam**

Developing high-quality human resources is considered an important and core factor to ensure Vietnam's economy develops, integrates deeply and sustainably, and meets the requirements of industrialization and modernization. water and respond to the conditions of new era knowledge-based economic development. To soon complete the goal of making Vietnam an industrial country by 2030 and in the group of high-middle income developed countries by 2045.

At the 13th National Congress, our Party affirmed "*Developing human resources, especially high-quality human resources*; Prioritize the development of human resources for leadership, management and key fields on an advanced basis, creating a strong, comprehensive and fundamental change in the quality of

education and training associated with the foundation. mechanisms to recruit, use and treat talented people, promote research, transfer applications and strongly develop science and technology and innovation" [2, p. 203 -204]. This is a very correct policy, demonstrating our Party's new thinking and vision on human resource development, especially high-quality human resources to meet the requirements of rapid and sustainable development of the country in the current period. new - a period of industrialization and modernization associated with the development of a knowledge economy.

A knowledge economy is an economy in which science and technology become a direct production force and a decisive factor. Developing high-quality human resources is a prerequisite for building a knowledge economy. The basic pillars of the knowledge economy are applying new technology, developing modern infrastructure and improving the quality of human resources. In particular, the most important driving force of sustainable economic growth is people, especially high-quality human resources because it is this force that absorbs, produces knowledge and applies knowledge to activities. field of social life.

Especially in the context of globalization becoming more and more extensive, economic linkages appear and have more and more influence, promoting a deep division of labor and forming global, competitive value chains. Economic competition is fierce and each country must give itself an advantage in that competition. In particular, human resources, especially high-quality human resources, become a strong and dynamic competitive advantage in the economic development process; it is a factor that shifts comparative advantage between countries. The victory will belong to countries with high quality human resources, a favorable legal environment for investment and a socio-political environment. stable.

Developing high-quality human resources in the process of building a knowledge economy in Vietnam is the overall activity of the Party and State, political and social organizations and workers, with guidelines and mechanisms. Proper mechanisms and policies, with special emphasis on developing education and training to improve physical, mental and spiritual strength to create high-quality human resources, meeting the requirements of integration and sustainable development. stability of the country.

### **3. Some solutions to develop high-quality human resources in the context of developing a knowledge economy in Vietnam today**

*Firstly, improve training quality.* To do this content well, you need to focus on the following points:

- a. It is necessary to restructure the training system to ensure balance between training forms (such as university training, college training, intermediate training, vocational training), training occupations, focusing on training occupations that society and businesses are in need of.
- b. Innovate training content and programs, focusing on updating training programs on STEM, information technology, data science, security, information safety... Vietnam is a country with We have strengths in the fields of natural science and information technology, so STEM training is a good direction for us to take advantage of our advantages.

- c. Approach and change educational perspectives from traditional to an open and liberal education system. Training needs to be flexible, interdisciplinary, focusing on equipping students not only with knowledge but also with cognitive capacity, thinking and necessary skills such as communication skills, including verbal communication. English, teamwork, problem solving.
- d. Training needs to be associated with social needs, creating connections between educational and training institutions and businesses. To successfully link, it is first necessary to raise the awareness of universities and businesses so that they can see the meaning and importance of the linking process, thereby proactively linking with each other. Thanks to the connection, students can study in a more practical environment, businesses can clearly express their needs for training products to order from the school as well as contribute. direct training process. Only then will the future human resources suit the needs of businesses, and businesses will not have to spend a lot of money on retraining.
- e. Research labor training policies for agricultural and rural areas, accelerate the process of industrialization of rural agriculture to successfully transform labor structure and improve income for agricultural workers. village.
- f. Encourage innovation through building innovation centers under universities closely linked to the business environment, supporting startup ideas and research and implementation. There needs to be a policy to mobilize capital from angel and venture investors to invest in innovative startup activities.

*Second, there needs to be policy mechanisms for workers, perfecting the system of guidelines, policies, and legal systems, creating a legal corridor for the development of high-quality human resources in accordance with the needs of the workforce. requirements for building a knowledge economy. To do this, it is necessary to expand the mechanism for discovering high-quality human resources; have policies to train and foster high quality human resources; There needs to be close coordination between human resources management agencies and universities; Implementing reforms in salary, housing, insurance, and health care policies, creating motivation and an environment for high-quality human resources to develop their abilities. before the era of the knowledge economy to help these workers prepare and respond better to the knowledge economy to minimize inequality and regional disparities due to the impact of the international integration process.*

*Third, we need to do a good job of analyzing and forecasting the labor market.* It is necessary to identify the impact of the knowledge economy on the change in labor structure, specifically identifying new occupations that require labor and occupations that are gradually disappearing to proactively plan. Career planning and orientation for workers is the basis for streamlining and orienting education and training activities.

*Fourth, it is necessary to do a good job of communicating and raising awareness of the business community, workers and the whole society about the importance of the knowledge economy as well as its impacts on the overall economy. so that each individual and each business can be aware and proactively prepare for themselves the necessary conditions and meet the new demands of reality.*

## CONCLUDE

The knowledge economy has an increasingly profound impact on countries and regions around the world, and Vietnam is no exception to the above trend. Therefore, it is necessary to build a workforce capable of mastering knowledge, integrating into the international labor market, developing high-quality human resources, with a reasonable quantity and structure, rich in intelligence. Intellectual, rich in will and aspiration, with revolutionary ideals, this is the driving force to soon turn our country into a modern industrial country, meeting the requirements of the Fourth Industrial Revolution. is happening strongly today.

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