

The Role of Active Learning Social in Improving the Quality of National Human Resources

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Abstract: Human resources are the most basic and important factor in the implementation of socio-economic development strategies in each country. The quality of human resources is affected by a total of factors, in which the role of an active learning society is especially important. Research clearly shows that, in essence, an active learning society is a society in which each person's learning becomes his/her own need, motivating each person to actively explore and learn at any time anywhere society creates the best conditions to access knowledge, become a digital citizen, a global learning citizen. Research results show that building a positive learning society is both an objective and an important solution to improve the quality of human resources in each country. The role of an active learning society is reflected in three basic aspects: creating a premise for a rapid increase in the number of human resources; promoting the strong development of the quality of human resources and creating a strong shift in the structure of human resources to meet the requirements of social development and international integration. On the basis of evidence on the role of active learning society on the quality of human resources in Vietnam, the study proposes a number of solutions: improving the effectiveness of propaganda, education, awareness raising, responsibility. responsibility of all levels, sectors, agencies, units and the whole society for lifelong learning; building a learning society as a breakthrough in the process of radical and comprehensive innovation in education and training; perfecting mechanisms and policies on building a learning society. In which, focusing on researching and proposing to develop a project of the Law on Lifelong Learning, step by step perfecting the evaluation criteria for building a learning society in the localities; promote digital transformation and application of information technology as a basis for promoting lifelong learning activities; with these solution orientations, we aim to build an active learning society to improve the quality of human resources to meet the requirements of fast and sustainable development in Vietnam today.

Keywords: Learning Society, National Human Resources, Lifelong Learning

1. Introduction

In the context of the digital economy, the fourth industrial revolution, international integration and the requirement to improve the quality of human resources, especially high-quality human resources as the basis for the socio-economic development of the country. each country. Building a learning society becomes an inevitable trend, lifelong learning is considered the goal of educational development in many countries in order to improve the quality of human resources, promote social cohesion, and maintain competitiveness regionally and globally, “study regularly,

throughout life, take advantage of every learning opportunity to become a digital citizen, a global learning citizen” [13]; at the same time, in that system there are corresponding policies and mechanisms to “create equal learning opportunities and favorable conditions for everyone in society to participate in learning” [13]. In that context, the Communist Party of Vietnam identifies “development of human resources, especially high-quality human resources” as one of three strategic breakthroughs, requiring education and training not to be the “national policy” leading” but also “the key driving force for the development of the country” [3], which requires “making a breakthrough in fundamental and comprehensive innovation in education and training” [3], implementing

"diversification of training types. Promote the building of a learning society, lifelong learning" [3]. Therefore, building a learning society is not only a requirement of the process of fundamental and comprehensive renovation of education and training, but also an objective and strategic requirement to improve the quality of human resources to meet the needs of the society meet the requirements of fast and sustainable development in Vietnam today.

2. Contents

2.1. Active Learning Society and the Quality of National Human Resources

2.1.1. Active Learning Society

Currently, the trend of international cooperation, the explosion of the 4.0 science and technology revolution, the development of the knowledge economy opens up many opportunities, has been having a strong impact on all fields of life. social life and orientation to build learning models in countries. In that context, the learning society model is proving to be effective, really a modern learning model, in line with the development of practice, making an important contribution to improving the quality of human resources of the university countries, creating competitive advantages for countries in the region and in the world.

The model of a learning society is understood as a society in which all people's learning needs are met, and everyone has the obligation to learn. At the same time, that society must create opportunities for citizens to have learning conditions, ensure equality for everyone in accessing and enjoying basic education, expanding community education, creating conditions for receiving higher education. In a learning society, everyone can study, study regularly, learn for life, in which self-awareness is the most important factor. The core of the learning society is lifelong learning, and in order to realize the "lifelong learning method" for each person, the society must create various opportunities for everyone to find the form of learning, the method of learning. Learning methods are suitable to capacities, interests and conditions in different spaces and times, thereby improving awareness, skills and methods to meet the requirements of society. Lifelong learning is a citizen's right and responsibility, the most appropriate way for each citizen to meet the challenges of rapidly changing practice.

An active learning society is essentially a society in which each person's learning becomes his/her own need, motivating each person to actively explore and learn at any time and anywhere, facilitated by society. The best conditions for each person to access knowledge suitable for themselves, lifelong learning without being limited by space and time. Accordingly, building an active learning society is the process of creating a positive learning society for the community, the process of creating opportunities and ensuring the best conditions for all people to continue learning approach a knowledge system that is suitable for themselves and the requirements of society. Building a

positive learning society is a condition for people to have lifelong learning.

Building a learning society is an objective requirement from the very needs of each citizen to learn for life in order to have enough knowledge, skills and skills to meet the requirements of practice, to devote the most to the development of the society development of society. It is also the responsibility of society in creating opportunities and conditions for all citizens to have lifelong learning, equality and social justice. At the same time, it is required to build an education system serving lifelong learning of the people, ensuring the connection between formal education and non-formal education, between school education, family and society between education of the young generation and education of adults. Therefore, only building a learning society can ensure that education and training can awaken the potentials and strengths in each person, really "the key driving force" for development in each country.

Consistent with the view that "education is the first national policy", the Communist Party of Vietnam has always determined that education and training development is the focus of leadership and is concretized in directives and resolutions. The idea of building a "learning society" has been gradually improved by the Communist Party of Vietnam through each congress. From defining "education for all", "the whole country becomes a learning society" in order to "create a fundamental and comprehensive change in education and training development" [6] in the IX Party Congress, to "gradually transitioning the current educational model to an open education model - a learning society model with a lifelong education system, continuous training, connection between different levels of study, disciplines... creating many possibilities, different opportunities for learners, ensuring social justice in education" [6] at the X National Congress. In Resolution No. 29-NQ/TW of the 8th Plenum of the XI Central Conference, it continued to affirm: "Building a foundation open education, real learning, good teaching, good learning, good management; reasonable educational structure and methods, associated with building a learning society" [6] then developed on "perfecting the national education system towards an open education system, lifelong learning and building society learning society" [4] in the 12th Congress.

With the goal of rapid and sustainable development of the country, the 13th National Congress not only considers "education as the top national policy" [10] but also "a key driving force for national development", "creating breakthroughs in fundamental innovation" [3] comprehensive, comprehensive education and training", implement "diversification of training types. Promote the building of a learning society, lifelong learning" [3] On that basis, concretize and promulgate projects on building a learning society such as Decision 112/2005/QĐ-TTg on Approval of the Project on building a learning society for the period 2005 - 2010, Decision 89 /QĐ-TTg on Approval of the Project on building a learning society in the period of 2012 - 2020 and Decision No. 1373/QĐ-TTg dated July 30, 2021 on Approval

of the project "Building a learning society in the period of 2021 - 2030".

2.1.2. Quality of National Human Resources

Each country has a lot of different resources for social development such as human resources, natural resources, science and technology, physical and technical facilities, etc. However, in that system of resources, resources Human resources play a decisive role. This is the most basic and important factor in the implementation of the socio-economic development strategy of each country. Compared with other resources, human resources with the leading factor being intelligence have the outstanding advantage of being undisturbed if they know how to train, foster, exploit and use rationally, while other resources limited and only effective when combined with human resources effectively.

Depending on the approach, there are different conceptions of human resources. According to the concept of the United Nations, "human resource is the skill level, knowledge and capacity of existing or potential people for socio-economic development in a community". The World Bank defines human resources as the entire "human capital" including physical, intellectual, professional skills... that each individual and member possesses. According to the International Labor Organization (ILO), the concept of human resources is the total number of people of working age who are able to work. Labor capacity of society is a resource for the development of society. Thus, regardless of the concept, when approaching the concept of human resources, there are some basic internal signs that are: human resources are human capital; is the quantity and quality of human beings in all three aspects, physically, mentally and spiritually; has been, is or will be used for social development purposes. Accordingly, when it comes to human resources, it refers to existing resources and potential resources but real potentials that can be mobilized in practice. Human resources are unlimited resources, but to what extent human resources are promoted depends on each historical period, each level of development and the different nature of society.

The quality of human resources has many different approaches. The quality of human resources is reflected on two criteria: quality and capacity, in which the criterion of capacity is evaluated higher. It can also be the health status, cultural level and technical level of human resources. Or, according to author Nguyen Thuy Quynh, "Human resource quality is the sum total of specific characteristics, reflecting the nature and specificity directly related to human production and development activities" [3]. Thus, regardless of any angle, it can be seen that the quality of national human resources is the state of human resources, the total capacity of physical, mental and spiritual resources affecting the completion of the work socio-economic tasks of a country. The quality of national human resources is influenced by the totality of factors that determine the capacity of physical, mental and spiritual energies. It is the impact of population, education and training, health, science and technology level.

In the process of leading the country, the Communist Party of Vietnam always puts people at the center of the development process, considering people as both the goal and the driving force of the country's development; Improving the quality of human resources to meet the development needs of the country in each revolutionary period is a core issue, an important source of capital and a source of real wealth for the country. The XI Congress emphasized: "Developing and improving the quality of human resources, especially high-quality human resources, is one of the decisive factors for the rapid and sustainable development of the country". The 12th National Congress (2016) continued to affirm the important role of high-quality human resources to meet the requirements of the process of industrialization and modernization and determined: "Building a strategy for human resource development for the country, for each industry, for each field, with synchronous solutions" [3]. In the document of the XIII Congress (2021), the Communist Party of Vietnam continues to consistently maintain the view of developing high-quality resources to meet the requirements of industrialization, modernization and international integration "seeing people as the most important center, subject, resource and goal of development; Taking cultural values and Vietnamese people as the foundation, an important endogenous strength to ensure sustainable development" [5] At the same time, identifying one of the three strategic breakthroughs as "developing human resources, especially high-quality human resources" [3], requires education to be a "top national policy", a key driving force for land development the country, must "create breakthroughs in fundamental and comprehensive innovation in education and training, develop high-quality human resources and tract and appreciate talents" [3].

2.2. The Role of Active Learning Society in Improving the Quality of National Human Resources

Human resources are the most basic and important factor in the implementation of socio-economic development strategies in each country. The quality of human resources depends on many factors, but first and foremost, it is necessary to build a strategy to develop a learning society that is essentially open education, creating equality in access to education, everyone is given the opportunity to comprehensively develop their qualities and capabilities, to meet the requirements of society and to integrate into the world.

The active learning society has been having great impacts as a basis and a direct condition for improving the quality of national human resources. The role of an active learning society manifests itself in different aspects, from increasing quantity and developing quality to restructuring human resources to meet the actual requirements of socio-economic development. festival.

2.2.1. An Active Learning Society Creates the Premise for a Rapid Increase in the Number of Human Resources

A fact shows that, the number of inhabitants is not the

same as the number of human resources, the population can only be counted as human resources when a certain level of physical, mental and spiritual qualities is achieved. Certain qualities and professional capabilities allow that individual to participate in productive labor to meet the requirements of social development. Therefore, in order to increase the number of human resources, the effective conduct of education and training, building a positive learning society model is an important condition contributing to raising awareness, shaping into skills, methods, qualities and professional capacity of the population, which is the basis for creating a strong change in the quantity of human resources.

In an active learning society, people have conditions for lifelong learning, equality in the choice of appropriate forms, contents and methods of education, not limited by space and time, with conditional conditions. cultivate knowledge, practice skills, and work methods to meet the development requirements of social production. Therefore, under the influence of an active learning society, human resources increased sharply in size, the number of human resources better and better met the development of social production, especially in conditions for the strong development of manufacturing industries in the face of the current increasingly specialized social division of labor.

2.2.2. The Active Learning Society Promotes the Strong Development of the Quality of Human Resources

Previously, countries with a "golden population" structure with a young and abundant labor force would create competitive advantages over countries in the region and the world. But now, in the trend of international integration, under the impact of the achievements of the fourth scientific and technological revolution, the development of the knowledge-based economy... has been creating drastic changes in the economy competitive advantage among countries in terms of human resources. A young and abundant labor force is no longer a prerequisite to assess the competitive advantages of countries, but the competitive advantage lies in the quality of human resources, in the quality of training and skills, and in terms of skills. Therefore, building an active learning society is extremely important in the development of the quality of human resources, especially high-quality resources to meet the development requirements of the manufacturing industry society and international integration.

In addition, the driving force for each country's economic growth comes from many factors, of which three basic components have emerged: research and application of new technologies, construction and improvement of infrastructure. modernity and develop high-quality human resources. Among these factors, the most important driver of economic growth is human resources, which are human resources with skills, knowledge, skills, experience, and creative capacity to become "capital - human capital, human capital" [3].

The role of an active learning society in improving the quality of human resources is reflected in a number of specific aspects:

Firstly, an active learning society contributes to raising the comprehensive awareness level of human resources.

This is one of the effects that most clearly shows the role of a positive learning society on the quality of human resources, because, in the knowledge economy, human intelligence has become an important source and power. determines the level of development of each country. With lifelong learning, not limited by space and time, a rich knowledge system from many sources on the basis of applying achievements of the fourth scientific and technological revolution, employees easily access and learn knowledge content directly related to the field of activity, thereby making the employee's awareness level improved, more comprehensive and better meet the requirements. of social development. Learning does not stop at the training process at school, but is carried out in parallel with the labor process, implementing lifelong learning on the basis of the strong development of an active learning society model. allow. It can be seen that, in a positive learning social environment, employees not only have the conditions to study and improve their qualifications, but also an indispensable requirement for employees to meet the requirements from the development of the society development of social production.

The reality in Vietnam shows that the active learning society model has made an important contribution to raising the comprehensive awareness of human resources. Employees are not only educated to raise awareness in the specialized field, but also have professional knowledge such as foreign languages, informatics, soft skills, etc. Employees have access to rich and diverse educational resources, suitable for each subject and each occupation, thereby learning, improving their comprehensive awareness level, and meeting the requirements job.

Second, the active learning society drastically changes the skill level of human resources to meet the increasing requirements of social production.

Under the impact of the 4.0 science and technology revolution, social production has been increasingly specialized, many new professions have been born with new requirements for professional qualifications and skills. Therefore, the human resource training process will no longer be a closed circle but take place in parallel continuously along with the process of using human resources to meet the demands of non-stop demands of social production.

On the basis of ensuring maximum conditions for learning and skill training for employees, diversifying forms and methods of vocational education and training suitable to each subject, closely combining training training and self-training, between training at school and continuing training in the production process, an active learning society allows workers to learn, accumulate and hone their skills and improve their skills professional skills, creating high-quality resources to better meet the increasing requirements of social development.

Currently, the process of production specialization is

taking place strongly, the standards of labor skills and qualifications are increasingly expanding internationally, forming common standards of skill level of human resources to ensure that human resources not only operate in the country but can participate in the division of labor on the world scale. Improving the skill level of human resources is an objective requirement, which is the basis for countries to attract investment and create competitive advantages in the development process. Therefore, building a learning society creates opportunities and conditions for employees to access international standards of skills and skills, choose methods and methods of skill training, thereby meeting the increasing requirements of practice.

Third, a learning society actively builds and perfects the adaptability of human resources to the rapid changes of production, technology and international working environment.

Globalization, international linkage and integration are the big trends of the world, breakthrough technological reforms are taking place continuously with increasing frequency, countries are increasingly participating deeply and widely. More on the global value chain, the human resources of countries are not limited within the boundaries of the territory but are global. In addition to basic standards such as professional qualifications, skills, etc., workers need new requirements to meet the international integration process such as foreign language proficiency, computer skills, cooperative work skills, etc. Therefore, a country with high-quality human resources that can adapt quickly to changes in production, technology and the international working environment will have an advantage to win the competition. between countries in the region and around the world.

In a learning society, people have conditions for comprehensive learning, lifelong learning with the most favorable guarantees for each individual's development. In that educational environment, people have the conditions to quickly adapt to changes from the very development of social production, science and the process of international cooperation. The adaptation of human resources is not only the result of an active learning society but becomes a driving force for the development of an active learning society.

Fourth, a learning society actively fosters and develops the creative work capacity of human resources.

In the current working environment, creative labor plays a particularly important role, which is the basis for employees to master the working process, improve quality, work efficiency and adaptive capacity of human resources with the requirements of social production practice. Therefore, developing creative labor capacity is also one of the important goals in the human resource training process in order to arouse "infinite resources" in human resources. On the basis of building a positive learning society - an educational model in an open direction, each individual has favorable and equal conditions in accessing the educational process, not limited by space and time, thereby arousing and maximizing their own strengths and strengths to promote efficiency in the practice of productive labor and socio-economic development in each country.

According to the 2020 General Statistics Office report on the quality of Vietnam's labor resources, the percentage of workers aged 15 and over who have received preliminary training in 2020 is 24.1%, the rate of workers in working age trained workers reached 26.1% [15].

Table 1. Percentage of workers aged 15 and over by professional and technical qualifications in Vietnam.

| NO | Distribution by professional and technical qualifications | Proportion of trained workers (%) | | | |
|----|---|-----------------------------------|------|------|------|
| | | 2017 | 2018 | 2019 | 2020 |
| 1 | Beginner | 3,6 | 3,7 | 4,7 | 4,7 |
| 2 | Intermediate | 5,3 | 5,2 | 4,7 | 4,4 |
| 3 | College | 3,3 | 3,7 | 3,8 | 3,8 |
| 4 | University or above | 9,5 | 9,5 | 10,6 | 11,1 |

Source: General Statistics Office, Statistical Yearbook, 2020

2.2.3. Create a Shift in Human Resource Structure to Meet the Requirements of International Integration

Countries around the world are currently making important changes in defining development models and orientations, expanding economic growth, relying mainly on natural resources and low-skilled labor replaced by a model of in-depth development, on the basis of effective application of scientific and technical achievements and building a knowledge economy. Before those changes, the active learning society has had important impacts, directly changing the structure of human resources to meet the requirements of reality. Under the impact of an active learning society, the human resources of countries have shifted in two basic directions at the same time:

Firstly, shifting from low-quality human resources with untrained workers, not relying much on knowledge, science and technology, lacking labor skills to high-quality human resources with qualified employees well-trained, based on knowledge, science and technology, with advanced labor skills to meet the requirements of the process of transforming the economic development model from broad-based growth to linear growth. depth and international integration.

Second, an active learning society creates a structural shift in high-quality human resources itself. In the trend of market economic development, the formation of a knowledge economy is always associated with specific economic sectors - the knowledge industry. Therefore, under the influence of the learning society, the structure of high-quality human resources has had a strong shift to the knowledge industry,

with the rapid increase of the human resources of science and technology, the development of science and technology. team of experts, creating impetus for the formation of an advanced technical economy.

Evidence for the restructuring of human resources under

the impact of an active learning society shows that: in Vietnam today, the professions of engineering, science and technology, finance, banking... have the percentage of trained workers is higher than other occupations.

Table 2. *Percentage of laborers aged 15 years and over working in the economy who have received training in some economic sectors.*

| No | Economics | Proportion of trained workers (%) | | | |
|----|---|-----------------------------------|------|----------|------|
| | | 2017 | 2018 | 2019 | 2020 |
| 1 | Agriculture, forestry, fishery | 4,3 | 4,1 | 4,0 | 4,6 |
| 2 | Accommodation and food services | 14,6 | 13,9 | 13,8 | 16,0 |
| 3 | Build | 13,7 | 13,1 | 14,1 | 13,9 |
| 4 | Financial activities, banking, insurance | 81,0 | 85,4 | 86 | 85,1 |
| 5 | Information Communication | 82,9 | 83,1 | 86,80,25 | 83,5 |
| 6 | Professional, scientific and technological activities | 78,4 | 82,6 | | 81,9 |

Source: General Statistics Office, Statistical Yearbook, 2020

To realize the goal of rapid and sustainable national development, the Communist Party of Vietnam has consistently identified human resources as the most basic and important factor in the implementation of the strategy for rapid socio-economic development and sustainable, "Vietnamese people really become the endogenous strength, the driving force for national development and national defense" [15]. At the same time, recognizing that the quality of human resources depends on the investment and development of a modern education, which is reflected in the strategy of developing a learning society, building an open education and creating favorable conditions. the most equal, equal access to education, have the opportunity to develop comprehensively the quality and capacity to meet the requirements of social development and the process of international integration. Therefore, the Communist Party of Vietnam carried out a fundamental and comprehensive renovation of education and training, effectively implemented the policy of education and training with science and technology as the "top national policy" is a "key driving force" for the development of the country, "creating breakthroughs in fundamental and comprehensive innovation in education and training, developing high-quality human resources, attracting and appreciating talents" [3] requires "Promoting the building of a learning society, lifelong learning" [14], "contributing to promoting the development of human resources, especially high-quality human resources to meet the requirements of the fourth industrial revolution and international integration" [13].

2.3. Some Solutions to Improve the Quality of Human Resources to Meet Development Requirements in Vietnam Today

It can be seen that building a learning society is extremely important, creating breakthroughs in human resource development to meet the requirements of the digital economy, knowledge economy, and the fourth industrial revolution. and the process of international integration is taking place more and more deeply and widely. Therefore, in order to promote the role of a learning society in improving the

quality of human resources to meet the requirements of rapid and sustainable development in Vietnam, it is necessary to thoroughly grasp the following basic solutions:

Firstly, improve the effectiveness of propaganda and education to raise awareness and responsibilities of all levels, agencies, units and the whole society about lifelong learning, build a learning society as a breakthrough. breakthrough of the process of fundamental and comprehensive renovation of education and training; on the role of a learning society in improving the quality of human resources in the current conditions of digital economy development and international integration. Since then, each citizen has determined that lifelong learning is both a right and a responsibility that each individual must perform, in order to hone their qualities and capacity to meet the requirements of their work and development society, transforming the learning process into a self-learning and self-improvement process, contributing to improving the quality of human resources to meet the requirements of rapid and sustainable development of the country.

Second, perfecting mechanisms and policies on building a learning society. In which, focus on researching and proposing to develop a project of Lifelong Learning Law, step by step perfecting the evaluation criteria for building a learning society in localities. Develop mechanisms and policies to support community learning centers, especially learning centers in border communes, islands, deep-lying and remote areas; mechanisms and policies to create conditions for workers and employees to be trained, re-trained and fostered to improve professional qualifications and skills... to gradually improve the quality of human resources to meet practical requirements.

Third, promote digital transformation and application of information technology as the basis for promoting lifelong learning activities. Strongly apply information technology and digital technology to improve the operational capacity of educational institutions. Digitize document sources on the basis of applying scientific achievements, diversify forms and educational contents, thoroughly use the internet, digital technology platforms of social networks, etc people easily access the source of knowledge, implement lifelong learning.

Strengthen coordination and linkage in fostering and training human resources in association with socio-economic development requirements in each locality and nationwide.

Fourth, strengthen international cooperation in the field of lifelong learning. This is an objective requirement in the current trend of international cooperation that is deepening and widening in all fields. Therefore, it is necessary to promote international cooperation in education, lifelong learning, research and implementation of programs, international cooperation in training, improving the quality of human resources; actively participate in the network of "global learning cities" run by the United Nations Educational, Scientific and Cultural Organization (UNESCO)... as a basis for comprehensive, step-by-step quality improvement shortening the gap in our country's human resource level compared to the region and the world.

3. Conclusion

Human resources are the most important factor, deciding the exploitation, use, protection and regeneration of other resources. Improving the quality of human resources is an objective requirement in order to effectively implement national socio-economic development strategies. Therefore, each country must develop a strategy to develop an appropriate learning society, create equality and access to education opportunities for everyone, to develop comprehensively their personal qualities and abilities to meet their needs, meet the requirements of society and international integration. For Vietnam, building a learning society is an objective requirement, a decisive solution that contributes to improving the quality of human resources, especially high-quality human resources, meeting the requirements of sustainable development stabilize the country, successfully realize the goal of turning our country into a socialist-oriented developed country.

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