

The VE Development Policy Meets The High-Quality Human Resources of Ho Chi Minh City

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ABSTRACT

Vocational Education (VE) level training elementary, intermediate, college, and other vocational training programs. Ho Chi Minh City (HCMC) has 393 VE establishments, including 57 colleges, in these 12 colleges under the People's Committee of HCMC, 64 intermediate schools, 24 VE centers - continuing education, 248 VE centers, and VE establishments. In addition, there are 67 universities located in the area including Saigon University under the People's Committee of HCMC. HCMC is the area with the largest concentration of VE establishments in the country; at the same time, it is a place to provide quality human resources for the City's socio-economic development. Innovate and improve the quality of VE, and implement strong breakthrough solutions associated with improving the quality of human resources, especially H-Q HR, following labor market needs, meeting the requirements of development, and international integration have been the goals throughout Party Committee and people of HCMC in the years. This article clarifies the role of VE in training high-quality human resources (H-Q HR); the importance of VE policy, and the current situation and proposes some solutions to improve VE development policies to meet the H-Q HR of HCMC today.

KEYWORDS:

policy; vocational education; high-quality human resources; Ho Chi Minh City

INTRODUCTION

On November 27, 2014, the Law on VE was passed by the 13th National Assembly at its 8th session and took effect from July 1, 2015. It can be said that this law has strongly institutionalized a strong policy of fundamentally and comprehensively innovating the country's education in general and VE in particular in the spirit of the Resolution of the 8th Conference, Central Executive Committee, Session XI (2013), solving many problems inadequacies in practice, creating a new look for the VE system in Vietnam, meeting the requirements of integration with regional and international countries. In that context, the Communist Party of Vietnam's Resolution of the 13th National Congress (2021) emphasized: "Promoting life skills education, applying for scientific and technical advances, information technology, and technology numbers in education and training; moving towards universal high school education associated with streamlining in education; prepare human resources for digital transformation, digital economic development, and digital society".

In the process of the comprehensive new country, globalization and international economic integration; the internationalization of the production process and division of labor is taking place more and more deeply, the quality of human resources will be the decisive factor in improving the competitiveness, economic efficiency and success of each country

(Harold Lasswell, 1927; Jacques Ellul, 1973). Opening the labor market, and meeting strict requirements on human resources, HCMC, as the country's economic leader, requires improving the quality of human resources, thereby leveraging integration, increasing labor productivity, and creating a breakthrough in the quality of human resource training. human resources, capable of competing and actively participating in the labor market of the ASEAN Economic Community (AEC) and the Trans-Pacific Partnership Agreement (TPP).

To achieve the set goals, many of HCMC's policies have focused on determining tasks, directions and solutions to develop the VE system; at the same time, develop and promulgate the VE development strategy for the period 2023 - 2030, with a vision to 2045 to train H-Q HR to meet the process of industrialization, modernization and international integration of HCMC.

To have a comprehensive assessment of the City's VE policy in training H-Q HR, this study clarifies the following basic issues: (i) The role and position of VE career in training H-Q HR; (ii) The importance of VE policy in training H-Q HR in HCMC; (iii) Current status of VE development policies to meet H-Q HR of Chi Minh City; (iv) Achievements and some shortcomings in HCMC's VE policy; (v) Some solutions to improve VE development policies to meet H-Q HR of HCMC in the current period.

RESEARCH METHODS

Text Research Methods

This study focuses on understanding and researching the State's legal documents on VE specifically: Law on VE (2014); Decree No. 48/2015/ND-CP dated May 15, 2015, of the Government, detailing several articles of the Law on VE; Resolution No. 08/NQ-CP dated January 24, 2018 of the Government promulgating the Government's Action Program to implement Resolution No. 19-NQ/TW dated October 25, 2017, of the Sixth Conference of the Executive Committee Central Executive Committee term XII on continuing to innovate the organization and management system, improving the quality and operational efficiency of public service units; Circular No. 05/2022/TT-BLDTBXH of the Ministry of Labor, War Invalids and Social Affairs: Regulations on joint organization and implementation of training programs in VE.

Study the guiding documents of the City Party Committee and plans of the HCMC People's Committee on VE development such as: Decision No. 6252/QD-UB approving the Party Congress (2005, 2009) Resolution Plan The 10th Ministry of City on the Program to improve the quality of human resources of HCMC for the period 2016-2020; Strategy for developing VE for the period 2023 - 2030, vision to 2045 in the HCMC (Plan No.: 1910/KH-UBND, May 10, 2023), etc.

Practical Research Methods

To more accurately evaluate theoretical issues as well as have appropriate and correct assessments, and propose appropriate solutions, this study conducts a survey, specifically as follows:

Questionnaire design related to the following issues: (i) Assess the role and position of VE in training H-Q HR of HCMC; (ii) Assess the importance of VE development policies in training H-Q HR in HCMC; (iii) Assess the current status of VE development policies to meet H-Q HR in Chi Minh City; (iv) Achieved results and some shortcomings in VE development policies to meet H-Q HR of HCMC; (v) Some solutions to improve VE development policies to meet H-Q HR of Chi Minh City in the current period.

The number of surveyed: 171 people, including: Policy officers; management staff and teachers at HCMC’s VE establishments. Survey period: From December 2023 to March 2024.

Scale convention: The scale used mainly in survey forms is the nominal scale to determine the name and some characteristics of the survey object; the ordinal scale and interval scale to calculate parameters in descriptive statistics such as average value, and percentage.

To facilitate the evaluation and analysis of data reasonably and scientifically, the information collected from the survey questionnaire is based on the average value on a 4-point Likert scale with an interval value. = (Maximum – Minimum)/n = (5-1)/5 = 0.8, so the average values in the scale are conventionally according to Table 1.

Table 1. Conventions for processing survey information

Medium score	$1.00 \leq \bar{X} \leq 1.80$	$1.81 \leq \bar{X} \leq 2.60$	$2.61 \leq \bar{X} \leq 3.40$	$3.41 \leq \bar{X} \leq 4.20$	$4.21 \leq \bar{X} \leq 5.0$
Conventional points	1	2	3	4	5
Critical level	Not important	Less important	Rather important	Important	Very important
Level of implementation	Totally disagree	Disagree	Partially agree	Agree	Very agree

$$\bar{X} = \frac{\sum_{i=1}^k X_i K_i}{n}$$

Processing survey data: Use the formula to calculate the average score: $\bar{X} = \frac{\sum_{i=1}^k X_i K_i}{n}$ In there, \bar{X} : Medium score. Xi: Score at level i. Ki: Number of participants rated at Xi level. n: Number of people participating in the assessment.

RESULT AND DISCUSSION

The role and position of VE in training H-Q HR in HCMC

Historical reality has proven that any country or nation that wants to develop sustainably needs to ensure that H-Q HR are continuously supplemented. In particular, education and training play a particularly important role, as a place to train H-Q HR on the largest scale, with the highest quality and meet the needs of the labor market sustainably. In that education and training system, VE holds an important position in training H-Q HR. According to the Ministry of Labor, War Invalids and Social Affairs (2022): H-Q HR are people who have been invested in and developed, and have skills, knowledge, skills, experience, and creative capacity (in other words) other, it is the performance capacity of human resources). This capacity to perform can only be acquired through education and training, gained through experience during the work process. However, even this accumulation of experience must be based on a foundation of basic VE and training. With the same opinion, according to Mr. Le Van Think (Director of the Department of Labor, War Invalids and Social Affairs of HCMC) (2023), every year, VE institutions train and provide human resources Large, high-quality, contributing to the city’s socio-economic development. HCMC. Thus, it can be seen that the decisive role of education and vocational training is in the formation and development of human performance capabilities (Ministry of Science and Technology, 2024).

Reality shows that to develop the economy, promote industrialization, and modernize the production, business, and service processes, etc. workers are the key factor, playing an

important role, providing labor, intelligence, skills and creativity (Ministry of Science and Technology, 2009). This is the most important resource that needs to be prioritized for investment and development and is one of the most urgent factors that the City is currently aiming for. To better evaluate the role of VE in training H-Q HR in the City, the author conducted a survey of 171 people and rated them according to the following criteria: (1) Totally disagree; (2) Disagree; (3) Partially agree; (4) Agree and (5). Very agree; combined with the conventions in Table 1, calculation methods and data processing in the research methods section. The results are shown specifically in Table 2.

Table 2. Role and position of VE in training H-Q HR

Oder	Content	Level					\bar{X}	Rating
		1	2	3	4	5		
1	Equipping learners with industry and specialized knowledge.	2	9	41	83	36	3.83	1
2	Training professional practice capa	3	12	43	78	35	3.76	2
3	Ethical education, health training, and skills training according to the training requirements of each profession.	9	27	47	62	26	3.40	5
4	Improve educational level according to training requirements.	4	13	43	77	34	3.73	4
5	Ability to practice and develop professionally according to the requirements of each job.	3	13	43	78	34	3.74	3
Total average		4.20	14.80	43.40	75.60	33.00	3.69	5
Ratio (%)		2.22	8.65	25.38	44.21	19.06		

(Source: Author's survey results, 2024)

The survey results in Table 2 show that an average total of $\bar{X} = 3.69$ in the range of $3.41 \leq \bar{X} \leq 4.20$, equivalent to the rating "Agree". Reviewing each survey content shows that there are 04 survey contents in the range of $3.41 \leq \bar{X} \leq 4.20$ equivalent to the rating "Agree", and there is no content in the range of $4.21 \leq \bar{X} \leq 5.0$ equivalent to the rating "Very Agree". However, there is still one content in the range of $2.61 \leq \bar{X} \leq 3.40$, equivalent to the rating "Partially agree". The average score of each content almost corresponds to the rating of each content.

If we look specifically at each conventional assessment level, in all 05 survey contents, there are people who "Totally disagree" and "Disagree" about the role and position of VE in training H-Q HR. Specifically, the average number of people who "Strongly disagree" is 4.20 (accounting for 2.22%); the "Disagree" average is 14.80 (accounting for 8.65%). The highest level of concentrated assessment is "Agree" with an average of 75.60 (accounting for 44.21%), followed by "Partially agree" with an average of 43.40 (accounting for 25.38%); "Very agree" average is 33.00 (accounting for 19.06%).

The survey results show that there is still a large number of people who incorrectly evaluate the role and position of VE in training H-Q HR; which focuses on management staff and teachers at VE institutions. This raises the issue of having effective solutions to raise awareness of this group about the role of VE in training H-Q HR.

The importance of VE policy in training H-Q HR in Chi Minh City

Many documents of the State and HCMC have affirmed the importance of VE policy in training H-Q HR. To more accurately determine the importance of the policy, the author surveyed 171 people, according to the convention: (1) Not important; (2) Less important; (3) Quite important; (4) important and (5) Very important. The results are shown in Table 3.

Table 3. The importance of VE policy in training H-Q HR in HCMC

Oder	Evaluating	Frequency (people)	Ratio (%)	Valid ratio (%)	Cumulative ratio (%)
1	Not important	3	1.75	1.75	1.75
2	Less important	13	7.60	7.60	7.60
3	Rather important	44	25.73	25.73	25.73
4	Important	74	43.27	43.27	43.27
5	Very important	37	21.64	21.64	21.64
Total		171	100.0	100.0	100.0

(Source: Author’s survey results, 2024)

The survey results in Table 3 show that: The rating focusing on the “Important” level is 43.27% (with 74/171 respondents); Next is the number of people answering “Rather important” (with 44/171 respondents); “Very important” toxicity level is 21.64% (with 37/171 respondents); the answer “Less important” is 7.60% and the lowest is “Not important” is 1.75% (with 3/171 respondents).

As well as evaluating the role and position of VE in training H-Q HR; In assessing the importance of VE policy in training H-Q HR in Chi Minh City, some people still rate it as “Not important” (3/171) and “Less important” (13/171). Although the number is not much, this understanding and assessment will cause difficulties in the process of implementing and implementing VE policies in VE establishments in HCMC.

Current status of VE development policies to meet H-Q HR of HCMC

To improve the quality of VE, meet H-Q HR, serve socio-economic development, attract investment and international economic integration, the City has many policies. develop VE. Research results show that the current status of VE development policies to meet H-Q HR in HCMC is specifically shown in the following basic issues:

First, HCMC has made VE development an important action program of the City:

At the 10th City Party Congress (2015), it was determined that: Improving the quality of human resources is one of the seven breakthrough programs of the 2015-2020 term. Accordingly, by 2020, we strive to have 85% of vocationally trained workers in the total working population.

On October 31, 2016, HCMC Party Committee issued Action Program No. 19-CTrHD/TU on implementing the Resolution of the 10th City Party Congress and on November 30, 2016, the Party Committee The City People’s Committee issued Decision No. 6252/QD-UB approving the Plan and Resolution of the 10th City Party Congress on the Program to improve the quality of human resources of HCMC during the period. period 2016-2020.

At the 11th City Party Congress (2020), it was determined that by 2025, the proportion of working workers who have undergone vocational training with a certificate or certificate will reach 87% of the total number of working workers. job. At the same time, the

“Breakthrough program to develop human resources and culture in HCMC, including 11 component projects and programs” is identified as one of the “Four development programs for HCMC 2020 - 2025/2030”.

Thus, many issued documents demonstrate the City’s interest in developing VE. At the same time, these policies have been implemented in practice and have brought many practical effects in the process of developing VE in the City; at the same time, they make an important contribution to training H-Q HR, meeting the needs of socio-economic development, attracting investment capital and international economic integration of the

Second, HCMC has developed and issued the City’s VE development strategy:

Since the unification of the country, realizing the role and importance of education and training in general and VE, in addition to promulgating legal documents on VE development, the City has developed and issued a VE development strategy associated with each stage of the City’s development. Most recently, in May 2023, the City issued the VE Development Strategy for the period 2023 - 2030, with a vision to 2045 in HCMC (Plan No. 1910/KH-UBND, May 10, 2023), with the following specific contents:

Striving to 2030, focus on improving the quality and effectiveness of VE to meet the national skilled human resource requirements; have modern industry; and proactively participate in the national human resource training market. In particular, some occupations approach the level of countries in the ASEAN region, contributing to increasing the rate of trained workers with degrees and certificates to 89%.

To achieve the set goals, the City has also determined: To attract 45% - 50% of middle school and high school graduates to participate in the VE system; female students reached over 35% of the total new enrollment target. At least 60% of the workforce is retrained and trained regularly. At least 40% of workers with disabilities who are still able to work have received appropriate vocational training. At the same time, strive for 70% of VE establishments and 100% of training programs in key industries and occupations to meet quality accreditation standards; strive for 100% of teachers to meet standards, 100% of training managers to be trained and fostered to improve modern management and administration skills; Strive to have 100% of training sectors and occupations built and updated with output standards according to the national qualifications framework.

Strive to have 70% of VE institutions and 100% of training programs in key occupations meet quality accreditation standards; strive for 100% of teachers to meet standards, 100% of training managers to be trained and fostered to improve modern management and administration skills; strive to have 100% of training sectors and occupations built and updated with output standards according to the national qualifications framework.

Vision to 2045, VE in HCMC meets the need for highly skilled human resources, becoming the leading development locality in VE in the country and in the ASEAN region, catching up with the world’s advanced level and being competitive outstandingly in several fields, industries and training occupations.

The City’s VE development strategy has allowed VE institutions to plan policies to develop, expand, and improve the scale and quality of training; build new industries; and apply science and technology in the training process. In particular, the strategy is the basis for VE institutions to develop plans to link with businesses located in the City on building training programs, student internships, and recruiting students. students after graduation, etc., to continuously improve the training quality of VE institutions.

Third, the City has a policy of commending good workers graduating from VE establishments:

Every year, the Department of Labor, War Invalids and Social Affairs of HCMC organizes a “Conference to commend good workers graduating from VE establishments in HCMC”. Specifically, in 2023, the Director of the Department of Labor, War Invalids and Social Affairs awarded Certificates of Merit to 47 good workers 2023, graduating from VE institutions from 40 companies and 3 collectives.

At the Conference, pupils and students at VE institutions have the opportunity to interact with typical workers representing good workers honored at the Conference. Thereby, helping young people graduating from high school who are wondering about choosing the right direction to develop their future career; the vocational path is also the path to success and the shares of good workers today are the most convincing evidence of the learning and training process.

Commenting on the policy of commending good workers graduating from the City’s VE establishments, Mr. Nguyen Tri Dung (Principal of Saigon South Polytechnic College): “VE is not just a learning journey but also a journey to find dreams and create a career for the worker. The alumni and students who are commended are not only those who have passed exams and completed the regulations of pre-graduation training but also those who have turned the knowledge they have learned in school into practical skills applied in professional life and career development. Mr. Dung affirmed: “I am proud of you. They have realized their dreams and are a great source of encouragement for future generations.”

According to Mr. Le Van Thinh (Director of the Department of Labor, War Invalids and Social Affairs of HCMC): “The conference commended good workers who graduated from VE establishments in HCMC with the desire to spread to society the message and image of the success of workers entering the labor market after graduating from VE institutions. I hope all the good workers honored today will continue to make more efforts to contribute to the success of businesses”.

Fourth, the City has built and put into effective operation the VE Information Portal under the Department of Labor, War Invalids and Social Affairs of HCMC:

HCMC is one of the few provinces and cities in the country to build and effectively operate a VE information portal under the City’s Department of Labor, War Invalids and Social Affairs.

VE information portal under the Department of Labor, War Invalids and Social Affairs of the HCMC has the following functions and tasks: (i) Advise and assist the Director of the Department of Labor, War Invalids and Social Affairs to submit to the People’s Committee of HCMC for consideration and decision on issues related to VE Karma; (ii) Advise and assist the Director of the Department of Labor, War Invalids and Social Affairs to perform the State management function of VE; (iii) Advise and assist the Director of the Department of Labor, War Invalids and Social Affairs to approve and issue: documents directing, guiding and inspecting the implementation of regulations of the State, the Ministry of Labor, War Invalids and Social Affairs Association on VE, including the following areas: goals, programs, content, plans, quality of VE, teacher standards, VE managers, exam regulations, enrollment, diplomas, certificates, list of training occupations, VE facilities and equipment according to the provisions of law; (iv) Appraisal of applications for registration of VE activities and additional registration of VE activities; Draft Decision on recognition of Principals, Board of Directors, Directors of VE institutions submitted to the Director of the Department of Labor, War Invalids and Social Affairs for consideration and decision; (v) Guide and organize the implementation of legal regulations on VE, etc.

The results achieved and some existing ones

These achievements:

First, the City's VE development policy has contributed to training H-Q HR to meet the City's process of industrialization, modernization, and international economic integration:

According to the Department of Labor, War Invalids and Social Affairs of HCMC, currently, the City has 393 VE establishments, including 57 Colleges, 64 Intermediate Schools, 24 VE Centers - Continuing Education and 248 VE and Training Centers. Department of VE and training. With such a large number of VE institutions, it has made an important contribution to the process of training H-Q HR, meeting the process of industrialization, modernization, and international economic integration of the

As of November 2022, the City's VE institutions have enrolled and trained 278,859 students (reaching 75.16%) compared to the yearly plan. Of these, 43,912 college degrees, 16,869 intermediate degrees, 218,078 elementary degrees and less than 3 months. Particularly for 121 colleges and vocational schools, there are 6,281 officials and lecturers and 93,162 pupils and students. HCMC is home to the largest concentration of VE establishments in the country. In recent times, the connection between vocational training with the labor market and the participation of businesses has seen many positive changes. pole.

Also according to the Department of Labor, War Invalids and Social Affairs of the In HCMC, the rate of trained workers as of November 2022 reached 152,553 people, of which: 16,854 people at college, 5,686 people at an intermediate level, and 130,013 people at primary and regular levels, contributing to increasing the total number of trained workers. trained by November 2022: 4,318,213 people, reaching a rate of 87.56% (2022 target is 86.05%).

There are many reasons for the city's VE to achieve the above results. The main reason is that schools have invested a lot in facilities and equipment for internship practice, boldly signed with businesses, ensuring that over 80% of students have jobs immediately after graduation. career, the rest got jobs after 6 months.

Second, the City's VE development policy is an important basis for student career guidance:

In recent times, the City has always determined that: VE in high schools plays an important role, with the general purpose of forming students' ability to be autonomous in choosing a career based on suitability. combination of personal abilities, interests, and interests with the needs for employment in diverse activities of social life. Achieving this purpose, VE will contribute to improving social labor efficiency and doing a good job of channeling high school students to VE. Vocational guidance is a system of psycho-educational measures to assess all physical abilities; the intelligence of adolescents, comparing those abilities with the requirements set by the profession for workers, taking into account the human resource needs of the locality and society, on that basis, workers career guidance will provide advice and advice on choosing a career, choosing a field based on science, eliminating cases of chance and immaturity, helping guide students to choose the right career according to their abilities.

With the right policy in VE when linking schools (VE institutions) with businesses; Combining training with employment has helped parents have a complete and correct view in the process of orienting their children to pursue VE based on family economic conditions and the student's abilities. The implementation plan of the Program to improve the quality of VE in the area in 2023 has determined that "Communication and training work associated with social needs and the labor market includes two activities: Propaganda and education career guidance and stream orientation for high school students; deploy training support

policies associated with social and labor market needs”. This is considered an important basis in education and career orientation for students.

Thus, VE and stream orientation for high school students in high schools plays an important role and is an indispensable activity in high schools to help students improve their understanding. Know about careers and students themselves to be able to properly orient and make decisions about choosing a suitable industry or career. In recent years, the work of career guidance education and student placement in the City’s high schools has received regular attention and direction from all levels of educational management; Initially, there was coordination between schools, businesses, and experts in career counseling for students, contributing to a change in the awareness of learners, families, and society regarding career and industry choice, mobilizing an increasing number of post-secondary students to join the labor market.

Third, the policy has contributed to the development of teachers, educational administrators and facilities at VE institutions:

About the team of teachers and administrators:

The City’s plan to implement the Program to improve the quality of VE in the area in 2023 determines to continue to improve the quality and effectiveness of VE in the direction of modernization and international integration. ; training VE human resources to meet labor market needs and the City’s economic restructuring requirements; Focus on promoting the training of highly qualified human resources, especially in industries oriented to training internationally qualified human resources to meet the needs of socio-economic development; Effectively implement the “Breakthrough program to develop human resources and culture of HCMC” of the Resolution of the 11th HCMC Party Congress, term 2020 - 2025.

The VE development strategy for the period 2023 - 2030, with a vision to 2045 in HCMC has determined to strive for 100% of qualified teachers and 100% of training managers to be trained. create and foster modern management and administration skills; Strive to have 100% of training sectors and occupations built and updated with output standards according to the national qualifications framework.

Currently, the City has approved a foreign language training project for 150 teachers and 50 information technology students to standardize the teaching staff so students can attend vocational schools. These close instructions are an important basis for VE institutions to develop plans to foster, train, and raise the standards of teachers and administrators in the future.

About facilities:

Circular 15/2017/TT-BLDTBXH stipulating criteria and standards for VE quality accreditation has identified 15 standards for facilities, in addition to some schools that have not yet carried out quality accreditation. In each criterion, the City’s VE institutions all meet accreditation standards, and some VE institutions are rated well. Especially in some schools that have met outstanding evaluation standards such as Cao Thang College of Economics, Ly Tu Trong College, College of Economics HCMC; Binh Thanh Intermediate School, Hung Vuong Vocational College of Technology and Technology, District 12 Economics - Technical Intermediate School, Nguyen Huu Canh Economics and Technical Intermediate School, Saigon Technical and Economic Intermediate School 3, Ton Duc Thang Technical - Professional Vocational School, Viet Uc Hotel Management private vocational school, etc.

According to the assessment: The school system is planned, evenly distributed and invested in construction from the inner city to the suburbs of the City, meeting the learning needs of the children of the City and other provinces and cities. Neighboring streets are

getting higher and higher. The construction and development of physical facilities and technical teaching aids have received special attention from the City's Department of Labor, War Invalids and Social Affairs and achieved many positive results. Many projects to develop high-quality vocational schools by 2030; Key vocational projects, projects on procurement of vocational training equipment and career development at VE establishments have been well-invested, spacious, and clean. Accordingly, contributing to gradually improving the quality of training, and narrowing the gap between training and actual production in the labor market, so it has effectively attracted learners in recent times.

Some exist:

With the achieved results, the VE development policy has contributed to improving the quality of education in the City, however, there are still some shortcomings, specifically:

First, policies for teachers and VE managers are facing many difficulties:

Currently, in HCMC, only colleges and vocational secondary schools have 121 schools with 6,281 managers, teachers and lecturers. According to assessments, the team of teachers in vocational training establishments is lacking in quantity and inconsistent in the structure of training occupations; there is a shortage of teachers teaching new occupations, teachers with good technical expertise and high vocational skills. On the other hand, teachers have little access to scientific and technical advances, modern production technology and production practices. Some teachers still have limited pedagogical capacity, especially vocational skills, with the need to innovate content, methods, and teaching programs to improve the quality of vocational training. In reality, some teachers are still weak in foreign languages and information technology, so the exploitation and use of modern teaching techniques in the vocational training process is still limited.

For teachers teaching in VE institutions today, salaries are low, teachers are lacking, some do not meet training quality requirements, and a teacher may have to take on up to 5 jobs. - With 7 subjects, it will be difficult to ensure quality. The current investment policy for vocational training and VE is spread out, and investment in people has not been given due attention, thus leading to the situation of teachers leaving schools and classes, causing "team loss". team", negatively impacting the training process of VE institutions.

In addition, the current regulation on the actual number of teaching hours (about 200 - 250 periods/year) is not close to reality if applied according to current law. In addition, the title and pedagogical standards for levels 1 and 2; teaching certificate, national vocational skills certificate, etc. If evaluated according to new standards, it will be difficult to achieve; therefore, it is difficult to recruit teachers because they are not qualified... causing inadequacies for VE institutions.

Second, facilities and equipment for teaching activities are lacking; not yet synchronized and modern:

In addition to the results achieved, in the Draft Report on the City's Education Development Strategy. HCMC from now until 2030, with a vision to 2045, the City People's Committee said: Planning and managing the network of VE establishments, schools and classes; facilities and teaching equipment do not meet the city's development needs: The target for building national standard schools is low; Although the progress of building schools and classrooms according to planning has been paid attention, it has not promptly met annual needs. Modern teaching equipment has not been invested in synchronously and promptly throughout all classrooms and schools.

Third, in the City's policies there is no coordination mechanism between VE institutions and businesses:

According to the assessment of some businesses in HCMC, for a business aiming for sustainable development, finding a training facility that can provide and satisfy H-Q HR is very important. Signing training cooperation contracts with VE institutions will help businesses proactively source qualified human resources, save training costs and time, and bring many benefits to businesses.

At meetings and conferences in the City, with the participation of many experts and policymakers, they expressed concern about limitations in the connection between VE institutions and businesses; the effectiveness of training quality does not meet the needs of employers. At the meeting to explain the implementation of legal policies on VE, vocational training, and job creation associated with human resource training in the City in 2022, some delegates asked questions. Currently, some vocational training institutions have difficulty connecting with businesses. So what solutions does the City Department of Labor, War Invalids and Social Affairs have to support VE and training institutions in this issue? This question is still open and there is still no satisfactory answer in terms of policy.

Some solutions to improve VE development policies to meet the H-Q HR of Chi Minh City today

First, complete policies to develop teachers and administrators in VE institutions

What is necessary and done right now is that the City needs to have preferential policies for vocational teachers because the current salary does not attract teachers to participate in vocational training. If teachers work at businesses, they will earn higher income. It is necessary to adjust the regulatory framework of 200 - 250 periods/year, following the reality of each VE institution. If applied according to (current) law, it will not meet the training requirements at current VE institutions in terms of quantity and quality of staff. In addition, current practical problems regarding standards for professional titles, level 1 and level 2 pedagogy, teaching certificates, national vocational skills certificates, etc., need to be softened, moving toward unification. One type of certificate for teachers who are teaching at VE institutions.

In reality today, teachers, including vocational teachers, are afraid to become managers because they will lose their classroom products, classroom time, and legitimate income. The 2014 Law on VE has put the policy issue of vocational teachers on par with university lecturers but has not been implemented. Through actual implementation, in the City, the current system of intermediate schools and vocational colleges shows that there are still many inadequacies related to policies and remuneration for teachers.

There needs to be a policy for teachers at VE establishments to study and improve their professional qualifications and skills. Educators play an important role in improving the quality of training at VE institutions. Therefore, to promote the role of teachers, it is necessary to have practical policies such as: reducing standard classes, supporting study and travel costs, etc. so that teachers and administrators can pay attention. learning, fostering, improving professional capacity, vocational skills, pedagogical skills, teaching methods, etc. In addition, VE institutions regularly develop and implement staff training plans. teachers towards standardization; pay attention, arrange and create conditions for qualified teachers to participate in learning to improve their qualifications; foster participation in competitions and lectures at provincial and national levels on VE; organize teachers to participate in scientific research activities, topics, and experiential initiatives; intern at businesses to improve qualifications and professional skills, etc.

Second, the City needs to have a policy to continue investing in facilities and equipment for VE establishments:

For the City People's Committee: In the immediate future, the City needs to issue a document directing VE institutions to review facilities, teaching equipment, schools, and classrooms. etc. Department of Labor, War Invalids and Social Affairs as the focal point to gather reports, screening, review, etc. Advise the City People's Committee to include this content in the short-term (annual) and long-term (3-5 years) action program. Based on the advice of the Department of Labor, War Invalids and Social Affairs, and several other Departments, Committees and Sectors, the City promulgates appropriate and effective investment policies.

For the Department of Labor, War Invalids and Social Affairs: Advise the City on the number and size of schools and classes; equipment and utensils serving the training process at VE establishments. At the same time, requires VE institutions to report the status of facilities and training facilities and request the repair and purchase of new equipment for the training process.

For VE institutions: Based on annual, half-term, or 5-year plans, VE institutions develop plans for investment, procurement, and construction of facilities and equipment following regulations training models and unique characteristics of each facility. At the same time, have a plan to effectively use the invested facilities and equipment to avoid loss and waste. In particular, the purchase of teaching facilities and equipment must adhere closely to 15 criteria according to the State's regulations on VE institutions.

Third, perfect the coordination mechanism between VE institutions and businesses located in the City:

Strengthening cooperation and closely linking support and companionship in vocational training between businesses and VE institutions has received great attention from management agencies, businesses, schools and society as a whole. Therefore, perfecting mechanisms and policies to create mechanisms and incentives to motivate businesses to participate more effectively in vocational training is an issue that needs to be focused and implemented immediately. Currently, vocational training schools are affiliated with businesses and the City is piloting dual training for 13 key schools with high-quality occupations associated with 4 key industries and 9 service industry groups of Vietnam.

Report No. 227/BC-LDTBXH of the Ministry of Labor, War Invalids and Social Affairs on summarizing and evaluating the implementation of Decree No. 31/2015/ND-CP dated March 24, 2015, also shows that one of the important reasons why businesses have not actively participated in training at VE institutions is due to incomplete mechanisms, policies, and implementation organizations on vocational skills development, assessment, and implementation. issue national vocational skills certificates to workers.

In current reality, businesses participate in developing occupational standards, output standards, lists of training industries/occupations, and develop training programs and textbooks, participate in teaching, and evaluate the learning results of students. The number of learners at VE establishments in the City is still very limited. Although the City has policies to encourage businesses to participate in vocational training. However, according to the survey, many businesses do not know about this policy.

Furthermore, a current inherent view is that only VE institutions invite businesses to participate in the education and training process at the school without an appropriate remuneration mechanism. Therefore, build specific remuneration mechanisms and policies in financial regulations and current regulations such as a remuneration mechanism for enterprise experts participating in training, teaching, or other activities. Other activities of the university need to be specified in internal spending regulations; encourage units and

individuals to cooperate with the business through rewards or consider it as an annual standard for evaluating work quality. This can create motivation for them to be positive, proactive and creative in finding and implementing links and cooperation with businesses. These mechanisms and policies must be institutionalized through regulations in the City's policies. This is the foundation to promote the building and development of cooperative links between VE institutions and businesses located in the

CONCLUSION

H-Q HR play an increasingly important role in the country's socio-economic development process today. Right in the resolution of the City Party Congress. The 11th HCMC Congress (term 2020-2025) also set out overall tasks to build and develop the city, with 6 breakthrough programs. One of the top priorities is a "Program to improve the quality of human resources, quickly build human resources to meet the requirements of development and international economic integration; in particular, focusing on ensuring high-quality labor needs for 9 service industries, 4 key industries and labor export.

Currently, the number of high-quality vocational schools in the city is still modest. Therefore, the city strives to have 4 high-quality vocational schools and 4 ASEAN-4 level schools by 2024. By 2030, the VE network will increase the rate of trained workers to 89%. In addition, 100% of occupations have developed and updated output standards according to the national qualifications framework. To achieve these goals, the city will have to implement many solutions for VE simultaneously. The city needs to prioritize policies to attract good managers and vocational teachers.

Besides, the City needs to have policies to attract investors to participate in developing VE. At the same time, the City needs to promote support for businesses to improve the quality of on-site vocational training. The City's correct policies on VE have brought many positive results but also posed many challenges that require the City to continue to supplement and perfect policies in the coming time.

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