

Promoting Human Resource Training Activities for The Southern Key Economic Region of Vietnam

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Abstract: The Southern Key Economic Region includes 8 provinces and cities: Ho Chi Minh City, Binh Phuoc, Binh Duong, Dong Nai, Ba Ria - Vung Tau, Tay Ninh, Long An and Tien Giang. This area is considered as one of the most dynamic economic regions of the country. Therefore, it is very necessary to train and develop human resources in both quantity and quality to meet the socio-economic development requirements of each locality as well as the whole region. The Southern Key Economic Zone is a densely populated area, so it has an abundant labor force, plus a high level of expertise and production organization. Accompanying that is the investment in strong facilities to help the southern key economic region develop extremely.

Keywords: Economic regions, key areas, human resources, training.

I. PROMOTE HUMAN RESOURCE TRAINING FOR THE DEVELOPMENT OF KEY ECONOMIC REGIONS

The Southern Key Economic Zone was established under the Prime Minister's Decision No. 44/1998/QD-TTg, dated February 23, 1998, including Ho Chi Minh City and the provinces of Dong Nai, Binh Duong and Binh Duong. Ba Ria-Vung Tau has a natural area of 12,661 km², the population in 2002 was about 9.2 million people, accounting for 3.8% of the natural area and about 11.6% of the population of the whole country.

During the Conference of the Southern Key Economic Region Provinces on June 20-21, 2003, the Prime Minister decided to expand the boundary of the Southern Key Economic Zone, then the Government Office issued a notice. No. 99/TB-VPCP dated July 2, 2003 on the conclusions of the Prime Minister, including the decision to add 3 more provinces to the Southern Key Economic Zone: Tay Ninh, Binh Phuoc, and Long An. The total area of the key economic region after the addition is 23,994.2 km², equaling 7.3% of the country's area and the population (as of 2002) is 12.35 million people, equaling 15.5% of the total area. country. On August 13, 2004, the Prime Minister issued Decision No. 145/2004/QD-TTg on "main directions and tasks of the central key economic region to 2010 and a vision to 2020". The Southern Key Economic Region has 7 provinces and cities. By 2009, after adding Tien Giang province, the Southern Key Economic Zone consisted of 8 provinces and cities: Ho Chi Minh City. Ho Chi Minh City, Ba Ria - Vung Tau, Binh Duong, Binh Phuoc, Dong Nai, Tay Ninh, Long An, Tien Giang have an area of about 30585.8 km² with a population of about 17.2 million people, population density

reaches about 563 people/km², the urbanization rate of the region is 49.6%.

Resolution 128/NQ-CP states that: Over the past time, ministries, central agencies and localities in key economic regions have made efforts and actively coordinated in implementing tasks of developing economic zones. focus and has achieved many positive results. Key economic regions have made important contributions to the overall growth rate of the economy; On average, in the period 2011-2019, all four key economic regions contributed 72.95% to the average GDP growth rate of the entire economy.

Key economic regions are important growth poles, which have shown their leading role, leading the whole country, every 1% growth of the four key economic regions will increase GDP of the entire economy by 0.61%. Prominently is the Northern key economic region and the Southern key economic region, in the period 2011-2019, the GRDP scale of the two regions accounted for more than 61% of GDP, representing as the "key regions of Vietnam".

However, the key economic regions have not brought into full play their potential and available advantages to take advantage of opportunities and development opportunities. In addition, key economic regions are facing many challenges such as: Economic growth tends to slow down. The proportion of industry - construction and service industries in the country's structure tends to increase slowly. State budget revenue is not sustainable. In some localities, the revenue source depends on certain industries. The regional coordination mechanism is not really effective. The linkage mechanism between sectors and fields is not available or is still loose, linkage and assignment of tasks between localities in the region is not clear, not promoting advantages and potentials. Human resources have not met the requirements in the new development situation. The mobilization of resources to complete the infrastructure is still limited, especially the transport infrastructure; difficulties in land fund to develop industrial parks, attracting large-scale projects. Many urban management issues need to be solved such as pressure on population growth, inundation, traffic congestion, housing for workers, and environmental pollution that have affected the business investment environment of the cities key economic region. In addition, before the impacts of the COVID-19 pandemic, indicators on economic growth, import and export, state budget revenue, tourism development... by the end of the second quarter of 2020 of economic regions The key points are all lower compared to the same period.

Ho Chi Minh City, along with other localities in the southern key economic region, has a huge demand for human resources, serving the socio-economic development of each locality in particular and the whole region in general. Tran Anh Tuan, Vice Chairman of the Ho Chi Minh City Vocational Education Association, said: In 2020, Vietnam is one of the few countries to successfully control the COVID-19 epidemic. But from the perspective of human resources, labor and employment are still seriously affected. This context poses many difficulties and challenges, but there are still opportunities for employees to seize and make efforts. It is forecasted that in the period of 2020-2025, the entire southern key economic region needs about 640,000 jobs each year, of which about 85% of the workforce has been trained.

Regarding the human resource needs in Binh Duong, a locality in the southern key economic region with many strengths in industrial development, according to Master Lam Nguyen Hoai Diem (Thu Dau Mot University), every year Binh Duong needs to recruit about 40,000 - 50,000 workers, of which more than 70% of workers have undergone vocational training.

As for the short-term forecast, according to information from the Center for Human Resource Forecasting and Labor Market Information in Ho Chi Minh City, in the last 3 months of 2020, there will be positive signals from the control of the COVID-19 epidemic. -19 has helped production and business activities gradually return to normal, import and export activities are being improved. Many enterprises have begun to develop new labor recruitment plans to serve the peak production at the end of the year. Therefore, the city's labor market in the last months of the year has many positive changes in both the formal and informal sectors.

Regarding the demand for human resources, in the last 3 months of 2020, units and businesses in the city need about 62,000 - 65,000 jobs, focusing on occupational groups such as business - commerce, transportation services. - warehousing - port services, food processing - food, catering services, information technology - postal - telecommunications, electricity - electronics - refrigeration, customer care consulting services... In which, the demand for recruiting trained workers accounts for over 85%.

II. IDENTIFYING BREAKTHROUGH FACTORS TO RISE UP, DEVELOP QUICKLY AND SUSTAINABLY FOR THE SOUTHERN KEY ECONOMIC REGION

In order to overcome the above limitations, quickly recover and create growth momentum for the economy, the Government requires localities in the key economic regions to make the best efforts and determination to overcome difficulties and maximize their potential, comparative advantage, innovation and creativity to create a driving force for the common development of the region and for the common development of the country.

The Government requires localities in the key economic region to thoroughly grasp the following views and

seriously implement them: To renew thinking and be creative, to arouse the strong desire of the whole region and each locality to rise. Promote the spirit of self-reliance and self-reliance and identify breakthrough factors to strive for rapid and sustainable development, contribute practically to the realization of development aspirations of the region and of the whole country. At the same time, localities need to urgently improve institutions, mechanisms and policies on coordination of regional linkages to promote linkages of key economic regions to ensure initiative and efficiency; promptly report to competent authorities to remove difficulties and obstacles in the process of implementing regional linkage activities.

The Government requires the development of national and regional plans for the 2021-2030 period, with a vision to 2050, ensuring a long-term vision, promoting potentials, available advantages, and specific linkages. of each region; develop provincial planning for the period of 2021-2030, with a vision to 2050 by the method of integrating many planning, demonstrating the "leading" role of the key economic region with innovative ways of doing things. spreading thinking, just thinking about the interests of a locality, ignoring regional and national factors. In addition, it is necessary to develop specific mechanisms and policies to mobilize social resources and allocate appropriate investment resources from the state budget in the period 2021-2025 to develop the infrastructure of the economic region. key economic sectors, especially inter-regional transport and irrigation projects, large-scale important projects with positive spillover effects, works to combat flooding, water storage, saltwater control, and adaptation to climate change.

At the same time, it is necessary to identify industries and fields suitable to the characteristics and comparative advantages of each region and each locality in the region in order to focus on attracting investment, limiting spread, duplication and competition. between regions and within regions; avoid dependence on a number of industries and areas of unsustainable development, which have run out of room for growth. Provinces and cities in key economic regions should always be at the forefront of innovation, entrepreneurship, application of advanced science and technology, and application of new economic development models, demonstrating their leading role, the "development nucleus" of the national economy. The resolution also clearly states specific tasks and solutions on the formulation and implementation of the planning; on mobilizing resources for development investment; on training and employment; on database, regional information system; on the coordination mechanism of key economic regions and restructuring of sectors and fields.

III. SOLUTIONS TO PROMOTE HUMAN RESOURCE TRAINING FOR THE SOUTHERN KEY ECONOMIC REGION

Before the actual needs, in order to develop human resources for localities in the southern key economic region to meet the requirements of both quantity and quality, it is

necessary to have synchronous solutions to ensure sustainable development, suitable for the economic restructuring of each locality in the region. According to experts Tran Anh Tuan (Vice Chairman of Ho Chi Minh City Vocational Education Association) and Nguyen Van Tuyen (University of Labor - Social Affairs, campus 2), localities in the region need to implement the following measures: Measures such as: Continue to effectively manage labor resources, update unemployment, job loss, relocation, vocational training and employment needs. In addition, the functional agencies strengthen the state management of labor supply and demand, build a labor market data warehouse in the southern key economic region and each locality, strengthen the connection to update the labor market data such as labor supply and demand, labor fluctuations, the rate of trained workers.

Localities need to strengthen the orientation of developing high-quality human resources for the operation of training and vocational schools; training workers suitable to develop the labor market; determine and balance the overall training target and the training target of each school, linked with the actual needs of each locality and the whole region according to the profession and training level. Localities develop professional career guidance organizations to expand career guidance activities for students of middle and high schools in 8 provinces and cities and link the entire key economic region to the north.

One of the localities in the southern key economic region effectively implementing solutions to develop human resources step by step to meet the requirements is Ho Chi Minh City. Currently, the proportion of working workers who have received vocational training in the city is about 85% of the total number of employees working. Particularly, the proportion of trained workers working in the fields of technology, high-level services and key industries and services reached about 87%. Standardized career programs and textbooks of training institutions in the area are compiled in a modern direction, graduates have quality and the employment rate reaches over 85%.

Having this result, according to experts, is because Ho Chi Minh City has paid special attention to and specifically oriented the development of human resources in a comprehensive way; there are guidelines, mechanisms, policies and solutions to develop education and training, in order to train human resources to serve the city's socio-economic development strategic goals and tasks, not only in terms of scale but also in terms of improving the quality of education and training at all levels. The city has had policies to develop education and training in association with labor market needs and economic restructuring, proactively linking international cooperation to access advanced education in the world...

In the coming time, in order to continue developing human resources, Ho Chi Minh City needs to continue to focus on training qualified workers suitable for the process of economic restructuring. In which, the city focuses human

resources for industries with high technology content and added value; ensure the demand for high-quality labor for 9 service industries (finance - banking - insurance; commerce; tourism; transportation, port and warehousing; post, telecommunications, information and communication); real estate business; consulting; science and technology, health; education and training) and 4 industries (mechanical; electronics - information technology; chemicals - plastic - rubber, food processing) which is the strength of the city. At the same time, the city has gradually actively and effectively participated in the regional and international high-tech labor market...

The majority of workers in industrial parks in Binh Duong are young workers who are able to adapt and meet the requirements of working with high intensity in the industrial environment. In the context of Vietnam's economy integrating more and more deeply with the world economy, along with Binh Duong's industrial development orientation, which is to reduce labor-intensive industries, develop supporting industries. and high technology, the young workforce will easily learn, absorb and adapt to advanced techniques and production levels, meeting the increasing requirements of enterprises.

The industrial park model of self-training vocational training, linking vocational schools with the needs of enterprises is a solution with many advantages in Binh Duong. Currently, some industrial parks in Binh Duong have built vocational training institutions such as: Vietnam - Singapore Vocational College of Vietnam - Singapore Industrial Park, Dong An Vocational College of Dong An Industrial Park, School Vocational training in Binh Duong Industrial Park of Binh Duong Industrial Parks Management Board. By understanding the labor needs of industrial zones, these training institutions can focus on groups of industries where the labor market is in demand. Besides, due to the association with businesses, training and practical activities are also more convenient. Students can practice at enterprises, access the working environment and actual machines and equipment in the enterprise, after graduation, they will be recruited by this enterprise...

However, the peculiarity of Binh Duong is that the majority of workers in industrial zones are workers from outside the province. Therefore, the functional units of the province should continue to attach importance to creating stable conditions for the number of employees to meet business needs. The government, the Management Board of industrial zones and the employers capture and monitor the situation of migrant workers and have more policies to encourage good quality, high-skilled workers to feel secure to settle and work in the locality for a long time.

IV. CONCLUSION

Besides the achieved results, the shortcomings and limitations in all fields, pointing out the current bottlenecks and bottlenecks of the region and the causes, especially subjective causes, lessons learned; analyze the domestic and

international context and situation, the impact on the development of the region and the whole country, the influencing factors, opportunities and challenges for the development of the region; identify and clarify different potentials, outstanding opportunities and competitive advantages of the region; Proposing the right, successful and breakthrough viewpoints, goals, tasks, solutions, specific proposals to meet the regional development requirements and in accordance with the actual situation, contributing to the training of human resources. human resources for the Southern key economic region.

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