

TRAINING TO ADVANCE THE QUALITY OF HUMAN RESOURCES CONTRIBUTES TO IMPROVING THE INVESTMENT ENVIRONMENT IN HAI PHONG CITY

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Training to advance the quality of human resources is an important and urgent issue for the whole country in general and Hai Phong in particular in the context of accelerating industrialization, modernization and integration into the international economy today. In order to promote the potential and advantages of Hai Phong, as a city directly under the Central Government, a center for economic development of seaports, a focal point for international exchange and integration, the locomotive and driving force of the key economic region in the North and the whole country. Currently, Hai Phong has been implementing many solutions to improve the investment environment. At the same time, mobilizing resources, including improving the quality of human resource training to contribute to attracting investment, promoting development and socio-economic growth... Since then, building a safe and favorable investment environment for domestic and foreign investors when coming to Hai Phong.

Keywords: *Training; The quality of human resource; Improving investment environment; Resource mobilization; Hai Phong city.*

1. Introduction

Practice has shown that building an investment environment and improving competitiveness are decisive factors for the country's socio-economic development. Especially, for Hai Phong city, it is a locality with strong development potential and special advantages in geographical location, natural resources and considered as one of the growth poles of the Northern focusing economic region. Recognizing the importance of building an urban environment, over the years, the Hai Phong City Party Committee has always identified it as one of the key political tasks of the City Party Committee as well as of the whole political system, has focused on leading and directing.

Implementing the Resolution of the 13th and 14th City Party Congresses, in the period of 2005 - 2015, the city's economy in general and the city's urban environment in particular have had many important changes, Hai Phong is always on the list of provinces with the largest investment attraction in the country. In fact, thanks to the efforts in building urban areas, the city's economy has had many positive changes: GDP has increased steadily over the years, the economic structure has shifted in an increasingly reasonable direction, the industrialization and modernization has achieved many good results.

However, those changes are not really commensurate with the potential and strengths of the City. According to the annual Provincial Competitiveness Index (PCI) report published by the Vietnam Chamber of Commerce and Industry, all nine areas related to the city's operating capacity are underrated, especially the fact that enterprises reflect relatively high informal costs and difficult access to information. This has shown that limitations still exist in the process of economic integration and development in Hai Phong. The limitations and weaknesses in urban environment construction are obstacles for the development of the City and a problem for the City Party Committee to focus on solving to make Hai Phong develop faster and stronger in the current period of international economic integration.

The above facts need to be viewed objectively in order to see all the advantages, limitations, causes of advantages and limitations in the leadership activities in building the urban environment of the Party Committee of Hai Phong city from 2005 to 2015; on that basis to draw the experience to apply in the future. It is a necessary job that needs attention and implementation, in which focusing on improving the efficiency of human resources, training high-quality workers,... contribute to attracting and improving the investment

environment in Hai Phong city in the coming time.

2. Research overview

In recent years, related to this content, there have been many research works, some of which are typical, such as: Nguyen Thi Hai Ha (2015), “The role of the state in the development of the service sector in Hai Phong”, Doctoral thesis in economic management, Vietnam National University, Hanoi; Dan Duc Hiep (2010), “Hai Phong economy 25 years of innovation and development”, National politics Publishing House, Hanoi; Dan Duc Hiep, Pham Vu Can (2005), “Hai Phong economy 50 years of construction and development”, Statistics Publishing House, Hanoi; Dao Van Hiep (2001), “Foreign direct investment and its influence on the sectoral economic restructuring towards industrialization and modernization in Hai Phong”, Doctoral Thesis in Economics, Ho Chi Minh City Economics University Economics; Do Hai Ho (2011), “Improving the investment environment in the northern midland and mountainous provinces of Vietnam”, Doctoral Thesis in Economics, National Economics University, Hanoi; Nguyen Thi Ai Lien (2011), “Investment environment with attracting foreign direct investment into Vietnam”, Doctoral Thesis in Economics, National Economics University, Hanoi; Tran Thi Phuong Mai (2007), “Improve the efficiency of attracting and using foreign direct investment capital in Hai Phong city”, Doctoral Thesis in Economic management, University of Economics, Hanoi; Le Thi Thuy Nga (2012), “Improving the investment environment in Vietnam in the process of international economic integration”, Doctoral Thesis in Economics, National Economics University, Hanoi; Phung Xuan Nha (2000), “Foreign direct investment for industrialization in Malaysia”, Publishing House of The World, Hanoi; Tran Sang (1995), “Changing the sectoral economic structure in the market economy in Hai Phong City”, Associate Doctorate Thesis of Economic Science, National Economics University, Hanoi; Phung Van Thanh (2016), “Factors affecting the choice of land of enterprises through practical research in Hai Phong city”, Doctoral Thesis in Business Administration, University of Economics, Vietnam National University, Hanoi; Doan Van Thao (2012), “Policy to develop logistics infrastructure of Hai Phong city towards modernity”, Doctoral Thesis, major: Business and commerce, University of Economics, Hanoi; Tran Nguyen Tuyen (2004), “Improving the environment and policies to encourage foreign direct investment in Vietnam”, Communist Journal, No.245, p.68-72;... In general, the above researchs are related to investment environment construction in general, and in Hai Phong city in particular,

studied at different levels and scopes. There are joint research works on investment environment construction nationwide; there are in-depth research works on investment environment construction in regions and localities; and even works specifically discussing the investment environment construction of Hai Phong city. However, up to now, there has been no independent and systematic research on the process of the Party Committee of Hai Phong city leading the investment environment construction in the period from 2005 to 2015, from the perspective of majoring in History of the Communist Party of Vietnam. From there, there are training solutions to improve the quality of human resources, contributing to improving the investment environment in Hai Phong city in the coming time.

3. Research methods

The article uses a synthesis of research methods of historical science, in which mainly some methods such as: Method of collecting secondary documents, method of synthesis, analysis and evaluation from which clarify the content of this research.

4. Research result

In the current trend of integration and globalization, each country or each economic region pays special attention to the issue of promoting economic growth in order to keep up with and integrate deeply with the world economy. However, to achieve that goal, the issue of building an investment environment is considered the most important factor, an important “bump” to help developing economies like Vietnam make breakthrough development steps. Practice shows that the world’s investment capital flows often flow to countries with favorable investment environment, healthy and transparent business environment. Therefore, building an investment environment is considered indispensable and mandatory for all countries, so that there are favorable conditions to attract investment flows from all classes of people and businessmen at home and abroad, focusing on socio-economic development goals.

Stemming from the reality, on January 24th, 2019, the Politburo issued Resolution No. 45-NQ/TW on the construction and development of Hai Phong city to 2030, with a vision to 2045, this is considered, this is considered an important milestone, opening a new page for Hai Phong’s development, after 15 years of implementing Resolution No. 32-NQ/TW dated August 5th, 2003 of the Politburo on “building and developing Hai Phong city in the period of industrialization and modernization of the country. In which, Resolution No. 45-NQ/TW emphasized: “Building and developing a system of human resource training institutions, especially high-

quality human resources, meeting the requirements of accelerating industrialization, modernization and building Hai Phong city to become a key point for marine science and technology development of the whole country”.

To build a favorable investment environment, one of the key steps is to improve the quality of human resources and build good infrastructure.

The fact shows that, where, any unit has good human resources available, especially with secure infrastructure, there, that locality will have many opportunities to attract many investment sources, that is competitive advantage in building investment environment.

Being well aware of this problem, in the period of 2005-2015, the Hai Phong City Party Committee and People’s Committee had many guidelines and policies to direct training and fostering, improve the quality of human resources, as well as build up infrastructure, namely:

The development of training and retraining plans for leadership and management positions is managed by the City People’s Committee and the Vocational training plan for rural workers in the period of 2005-2010 and the period of 2010-2015 has been coordinated by the Department of Planning and Investment, the Department of Home Affairs, the Department of Finance and the Department of Labor, War Invalids and Social Affairs to advise the City People’s Committee to issue a Decision for implementation.

Departments, branches, People’s Committees of districts continue to develop and organize the implementation of training and retraining plans for leaders and managers on the basis of planning for training, retraining and developing high quality cadre resources by 2015, with orientation to 2020 associated with cadre planning. The Department of Education and Training cooperates with the following departments as: Department of Home Affairs, Department of Foreign Affairs, Department of Finance, Department of Planning and Investment implemented the Project on teaching and learning foreign languages in high schools for the period of 2008-2020. Reviewing and re-planning the network of educational institutions throughout the whole city. Improve the quality of teachers and managers at all levels. Improve the quality of teaching foreign languages, especially English at all levels and training levels.

The City Union of Cooperatives and Enterprises shall assume the prime responsibility for and coordinate with the Departments, branches and People’s Committees of districts in implementing

the Project on training and retraining cooperative managers in the area of Hai Phong city in the period of 2005 - 2010 and the period of 2010 - 2015. The Department of Science and Technology continued to carry out a preliminary review of the 5 years of implementation of Resolution No. 18-NQ/TU dated April 11th, 2008 of the Standing Board of the City Party Committee on a number of key guidelines and solutions for high quality human resource development by 2015; Preliminary review of 5 years of implementation of Action Program No. 24-Ctr/TU dated September 24th, 2008 of the Standing Board of the City Party Committee on building a contingent of intellectuals; supplementing goals, tasks and solutions to continue until 2020.

The Management Board of Hai Phong Economic Zone has focused on clarifying the demand for skilled human resources in investment projects in the city in terms of the number of recruited workers, the quality of human resources, the recruitment progress, employee compensation mechanism...

To direct the Hai Phong Economic Zone Intermediate School, the Employment Service Center of the Hai Phong Economic Zone Intermediate School in coordination with the Employment Exchange Floor (Hai Phong city Department of Labor - Invalids and Social Affairs) to make a plan to build a plan to train highly skilled human resources, ensure the supply of labor for projects, contribute to improving and enhancing the investment environment.

From the policy, direction and results achieved in closely combining training to improve the quality of human resources with the renewal of policies on using and attracting high quality human resources of the City Party Committee, there are some problems can be drawn for future application as follows:

About the requirements of building and developing human resources

Firstly, Party committees and authorities at all levels need to be aware of and identify human resource training and development as both a long-term strategy and an immediate measure to ensure sufficient human resources to meet the requirements of industrialization, modernization of the City and contribute to meet the development requirements of the whole country.

Secondly, perfecting the human resource development management apparatus

Improve the management capacity of human resource development agencies; reviewing, evaluating, planning and re-planning the contingent of civil servants engaged in human resource development, ensuring professional quality

and professional ethics. Strengthening state management responsibilities of 2 focal agencies: City Department of Labor - Invalids and Social Affairs for the field of labor, employment and vocational training; City Department of Education and Training for the field of training professional high school, college, university. Each agency and unit must develop a plan for human resource development in each period, in accordance with the development, the requirements to be achieved by its agency or unit, in accordance with the general planning. In each agency, the unit must determine the system of job positions and appropriate personnel standards; public and transparent recruitment; at the same time training and retraining existing human resources, renewing the method of assessing work capacity and the human resource remuneration regime towards modernity associated with actual work efficiency.

Thirdly, build and perfect a system of policies and encouraging tools and promote human resource development

Continue to promote the program of reform and simplification of administrative procedures, renew leadership methods in state agencies, develop mechanisms and policies to attract investment, develop socio-economic, improve the investment environment, improve the efficiency of attracting investment (especially foreign investment in education and training) creating an environment to attract human resources and pressure to promote human development in the City.

Review and rearrange the planning of the network of training institutions in the city from university level, vocational education to early childhood education, ensuring harmony in terms of structure, training level, serve as the basis for promulgating regulations and policies on education and training development, investment in strengthening facilities. Prioritize budget investment for human resource development through programs and projects of this Master Plan and through other human resource development plans and schemes. It is proposed that the Government continue to support investment in upgrading and completing Hai Phong University, Maritime University, Hai Phong Medical University and other public training institutions. Continuing to encourage and support these institutions, teachers and lecturers are constantly innovating contents, programs and teaching methods, regularly updating and improving their professional qualifications to improve training quality.

Fourthly, develop specific mechanisms and policies to attract talents and high-quality human resources to work

Research and implement hired mechanisms, cooperation and consulting for leading experts (domestic and foreign) in high-tech fields for the development of the City. Research and apply mechanisms, preferential policies, land support, administrative procedures, market information for investors to attract domestic and foreign investment in the field of education and training, especially high-quality education and training. Striving to 2020, establish at least one university of international standards, upgrade at least one vocational college into a technical university. Establishing a Labor Information Center under the City People's Committee (which can be established new or on the basis of upgrading the Job Introduction Center under the Department of Labor - Invalids and Social Affairs) to perform the following tasks: analyzing, forecasting and assessing training needs and labor recruitment needs; support training and supply of human resources; strengthen the job exchange floor, the network to provide labor market information, build and manage the database on human resources for the City and other provinces and cities in the Northern Key Economic Region and Northern Coast Region.

5. Discussion

In order to improve the investment environment, at the same time overcome difficulties, limitation, in the coming time, Hai Phong needs to pay attention to a number of key solutions to improve the quality of human resources such as:

Firstly, planning and organizing training according to appropriate occupations, in accordance with the orientation of Resolution No. 45-NQ/TW of the Politburo on construction and development of Hai Phong city to 2030, with a vision to 2045.

Secondly, focus on training funding for human resource development by prioritizing capital from the budget for this activity. Diversify training methods, well organize types of retraining. Diversify the mobilization of training funding sources. Step up the planning of the network of higher education and vocational training institutions, assign autonomy and self-responsibility to educational institutions. Directing training institutions to well implement the policy of autonomy in enrollment and training, improve training quality, at the same time review and adjust the training scale and professions in line with the local human resource development planning and social needs. Attach importance to cooperation with prestigious domestic and foreign training institutions, cooperate in training highly qualified cadres; technical workers serving the fields. Training institutions actively cooperate and associate training with universities, colleges, research institutes in the

country and abroad. It is necessary to expand forms of attracting and using domestic and foreign experts, international organizations; actively cooperate with a team of intellectuals and experts who are overseas Vietnamese to take advantage of knowledge, experience and finance in the field of high quality human resource training.

Thirdly, pay attention to improving the quality of human resource forecasting.

Fourthly, Hai Phong city needs to do well the state management of human resource training in general and highly skilled human resources in particular, especially the work of statistics, forecasting, information and communication on highly skilled human resources needs. Having the right human resource development strategy. The most important thing is to correctly forecast the needs of the City, the region and the whole country. In addition, it is necessary to have a breakthrough policy to attract, select, use and treat highly skilled human resources of the local, domestic and foreign countries to work and dedication to the City.

6. Conclusion

On January 24th, 2019, the Politburo approved Resolution No. 45-NQ/TW with the goals of building and developing Hai Phong into a leading city in the country in the cause of industrialization and modernization, the driving force for the development of the Northern region and the whole country, logistics services, especially becoming an international center for education, training, research, application and development of science - technology, marine economy. The resolution has specified that one of the tasks and solutions is: build and develop a system of human resource training institutions, especially high quality human resources, meet the requirements of accelerating industrialization, modernization, building Hai Phong city to become a key scientific and technological development center of the whole country. In particular, emphasis is on training high quality human resources, which Hai Phong has advantages, such as: marine economy, shipping, maritime, logistics services, mechanics, shipbuilding...

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ĐÀO TẠO NÂNG CAO CHẤT LƯỢNG NGUỒN NHÂN LỰC GÓP PHẦN CẢI THIỆN MÔI TRƯỜNG ĐẦU TƯ Ở THÀNH PHỐ HẢI PHÒNG

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Đào tạo nâng cao chất lượng nguồn nhân lực là vấn đề quan trọng, cấp thiết của cả nước nói chung và Hải Phòng nói riêng trong bối cảnh đẩy mạnh công nghiệp hóa, hiện đại hóa và hội nhập nền kinh tế quốc tế hiện nay. Để phát huy tiềm năng, lợi thế của Hải Phòng, với vai trò thành phố trực thuộc Trung ương, trung tâm phát triển kinh tế cảng biển, là đầu mối giao lưu và hội nhập quốc tế, đầu tàu, động lực của vùng kinh tế trọng điểm phía Bắc và của cả nước. Hiện Hải Phòng đã và đang thực hiện nhiều giải pháp nhằm cải thiện môi trường đầu tư. Đồng thời, huy động các nguồn lực, trong đó có nâng cao chất lượng đào tạo nguồn nhân lực nhằm góp phần thu hút đầu tư, thúc đẩy phát triển, tăng trưởng kinh tế - xã hội... Từ đó, xây dựng một môi trường đầu tư an toàn, thuận lợi với các nhà đầu tư ở trong và nước khi đến với Hải Phòng.

Từ khóa: Đào tạo; Chất lượng nguồn nhân lực; Cải thiện môi trường đầu tư; Huy động nguồn lực; Thành phố Hải Phòng.