

# Building A Policy System for Youth Human Resource Development in the Current Socio-Economic Development Strategy of Vietnam

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**Abstract.** The policy for human resource development in each country is always a strategic priority in socio-economic development. As the human resources of the present and the future, young human resources receive great attention, care, protection, and comprehensive education from nations. In Vietnam, the young workforce constitutes a large proportion of the population and the labor force. This resource is highly valued by the government, with comprehensive investments in training and development, and is integrated into the national development strategy. This focus has brought about highly positive results, contributing significantly to the success of Vietnam's socio-economic development in recent years. This study focuses on analyzing and clarifying perspectives and ideologies in the process of building and implementing policies, as well as the roles and effectiveness of the policy system for the development of young human resources in socio-economic development. It also proposes issues related to mechanisms, policies, and laws to further develop young human resources in the socio-economic development strategy, aiming to position Vietnam as a developed nation by 2050.

**Keywords:** Impact, Policy building, Young human resources, Youth development.

## 1. INTRODUCTION

The socio-economic development strategy, to accelerate industrialization and modernization under the socialist orientation, and establishing the foundation for Vietnam to essentially become an industrialized nation, places significant demands on the youth. Young people must possess high levels of education, qualifications, expertise, and professional skills to fulfill the tasks of industrialization, modernization, international integration, and building a knowledge-based economy. While the market economy mechanism has its affirmed strengths, its negative aspects significantly impact society as a whole, particularly the youth as the core of young human resources. Therefore, young people must overcome challenges related to lifestyle and personality to maintain moral integrity, pure ideals, and a strong will in the face of material temptations in daily life. This presents a considerable challenge for the younger generation.

Policies for young human resources are being increasingly refined to become more specific and practical, effectively meeting the growing needs and demands of young people. The responsibilities and directives regarding the care, education, and development of young human resources are being institutionalized more clearly to mobilize all societal resources for this critical task. Thus, studying young human resources and policies related to them is a topic of significant relevance for Vietnam today.

## 2. LITERATURE REVIEW

Studies on human resources in general have been conducted from various perspectives, including philosophy, political economy, economics, history, sociology, and cultural studies. Some notable works include: "Development of Vietnam's Industrial Human Resources in the Process of Industrialization and Modernization of the Country and the Role of Trade Unions" by Ha (2009). Based on theoretical foundations for developing industrial human resources, the author examines the current state of Vietnam's industrial workforce, such as the educational and technical qualifications, high-quality human resources in the industry, and the status of training and development within the industrial sector. "Human Resource Development to Meet the Requirements of Industrialization, Modernization, and International Integration," co-edited by Phuc and Hung, (2012). This work compiles articles from various authors and is divided into three sections: general theoretical issues, domestic and international experiences in human resource development, and the current situation, recommendations, and solutions for human resource development to meet the requirements of industrialization, modernization, and international integration. "Basic Solutions to Link Training with the Utilization of Human Resources During the Industrialization and Modernization Period in Vietnam," co-edited by Nam and Ang (2007). The article "The Development of the Party's Awareness of Promoting the Human Factor in National Development" by Dan (2016). "Human Resource Development in Economic Groups: Concept, Content, and Evaluation Criteria" by Phuong (2015).

However, research specifically on young human resources in Vietnam is relatively new. Some notable works include Giang (2023), "Efforts to Build High-Quality Young Human Resources to Meet the Era of Industry 4.0," Thang (2023), "Solutions for Developing High-Quality Young Human Resources," published in Youth Magazine. These studies have provided valuable insights for the research team to clarify the role of young human resources and propose directions and solutions to further enhance the role of young human resources in Vietnam today.

## 3. RESEARCH METHODOLOGY

In conducting the study, the author employed the dialectical materialist methodology, which emphasizes the interconnectedness and dynamic nature of phenomena, with a specific focus on a comprehensive historical perspective and a systematic approach. This methodological foundation ensured that the study addressed the

complexities of the subject matter in a holistic and nuanced manner. Furthermore, the author built upon the findings of previous research, integrating existing knowledge to refine the theoretical underpinnings and strengthen the evaluative framework of the study.

To achieve the research objectives and effectively carry out the assigned tasks, the study adopted an interdisciplinary approach within the realm of social science research. This approach allowed for the integration of diverse perspectives and methodologies, enriching the analysis and enhancing the study's depth. Specifically, the research employed a combination of analytical and synthetic methods to dissect and integrate information, historical and logical methods to trace development and coherence over time, statistical analysis to quantify and interpret data patterns, and comparative methods to identify similarities and differences across contexts. By leveraging this multifaceted methodological toolkit, the study ensured a robust and comprehensive exploration of the research.

## 4. RESULTS AND DISCUSSION

### 4.1. Perspectives on Developing Young Human Resources

The concept of young human resources varies across different countries, reflecting diverse approaches. For this study, the author defines young human resources as a segment of a nation's human resources, encompassing the quantity, quality, and structure of individuals aged 0–35 who are capable of participating in labor and contributing to the nation's or an organization's wealth, both presently and in the future.

In Vietnam, efforts have been made to develop a high-quality young workforce that meets the requirements of a dynamic economy—open, market-driven, globally integrated, industrialized, export-oriented, and digitalized. According to the National Population Commission's report as of December 2023, young human resources account for 52.4% of the population (52,406,117 people). Of these, youth aged 16–30 make up 23.2% (23,199,036 people), and children under 15 years old constitute 29.2% (29,207,081 people) (National Population Commission, 2023).

The classification of policy groups within national policy systems differs across countries. In Vietnam, policies for developing young human resources are generally categorized into three main groups: Physical development policies, including height, weight, health, nutrition, sports, and recreation; Intellectual development policies, encompassing education in cultural knowledge, professional skills, technical training, and expertise; Mental development policies, focusing on ethics, culture, lifestyle, consciousness, behavior, and discipline; For decades, under the leadership of the Party and the management of the State, Vietnam has established a comprehensive system of strategies, policies, and laws to develop the younger generation and young human resources. These perspectives are reflected in the following principles:

**Youth as the pillar of the nation:** The younger generation is regarded as the backbone of the country, the future owners of the nation, and the vanguard in building and protecting the nation. Young human resources are considered a decisive factor for the success of industrialization, modernization, international integration, and socialism building. Youth development is both a goal and a driving force for the nation's stability and sustainable development.

**Collective responsibility for youth development:** Educating and nurturing the younger generation to become individuals of "virtue and talent" is not the responsibility of a single entity but a collective obligation of the entire political system under the Party's leadership. Families, schools, and society, along with youth organizations, play crucial roles in this endeavor. These relationships are institutionalized through laws and organizational regulations.

**The Party's leadership role:** The Party assumes responsibility for leading youth development. Strengthening youth political and social organizations is integral to Party building. The Party sets the direction, establishes standards, and promotes exemplary models for youth to emulate, creating favorable environments for their development.

**The State's governance mission:** The State manages youth organizations and activities, institutionalizes Party guidelines on youth education and development into laws, policies, strategies, and action plans, and integrates them into socio-economic development programs while ensuring national defense and security.

**Organizational and institutional management:** The State organizes and leads political, social, and professional organizations catering to different youth age groups, such as the Children's Team (ages 6–9), the Youth Team (ages 10–15), and various youth associations for ages 16–30. Youths can join multiple organizations, such as the Youth Union, Youth Federation, Student Association, and Young Entrepreneurs Association.

**Incentives for youth development:** The State enacts mechanisms and policies to encourage, motivate, and support the younger generation's continuous learning, self-improvement, and striving. Policies are in place to attract and utilize young talents domestically and internationally to contribute to national development. Through mass organizations such as the Learning Promotion Association and family traditions, the State fosters youth education and management. Expanding solidarity among the younger generation is vital for inspiring their role in building and protecting the nation.

### 4.2. The Policy System for Developing Young Human Resources in Vietnam

Youth, in general, and young human resources, in particular, have always been a focal point of attention for the Party, the State, and society as a whole. They are regarded as the "future owners of the nation," and the country's prosperity or decline depends largely on them. As a result, nurturing, protecting, guiding, and

developing young human resources has always been a top priority in the national development strategy. The author's research and statistics indicate that in over 40 years of national renewal since 1986, Party committees at all levels and sectors have issued more than 237 resolutions and decisions related to leadership and directives for institutional improvement, strengthening structures for organizational development, education, training, protection, and ensuring the rights and obligations of youth, adolescents, and children. Moreover, every resolution of the Party's National Congress, held every five years, emphasizes the ideas and directives for guiding the development of young human resources for the country.

The State has promulgated more than 20 laws related to the development of young human resources and the management and development of youth, intellectuals, and children. Key legislation includes: Youth Law, enacted in 2005 and amended in 2020; Law on the Protection, Care, and Education of Children (2004); Children Law (2016); Amended Education Law (2019); Higher Education Law (2012); Vocational Education Law (2014); Amended Labor Law (2019); Employment Law (2013).

Additionally, as citizens, young people's rights and obligations are also stipulated in other legal documents.

Based on the provisions of these laws, the Government has developed strategies and programs to implement the Party's guidelines and laws on developing young human resources. Examples include Youth Development Strategy for 2010–2020 and 2021–2030. Strategy for Developing a Young Intellectual Workforce, 2021–2030. Strategy for Training High-Quality Young Human Resources, 2022–2030. Strategy for Attracting and Retaining Talent, 2023–2030. Following these strategies, the Government has directed the implementation of action programs such as Programs for youth volunteers and community service. Startup programs for youth. Programs promoting scientific and technological innovation. Programs for youth participation in digital transformation.

### **4.3. Developing Policy Groups for Young Human Resource Development in Vietnam**

Proposing solutions to develop young human resources in Vietnam requires coordination among various functional agencies. From a policy-making perspective, to motivate youth to take the lead in learning, working, innovating, starting businesses, mastering modern scientific and technological knowledge, and actively pursuing vocational training and career development, particularly in the context of advancements in science and technology, the impacts of the Fourth Industrial Revolution, and international integration, the development of policy groups for young human resources in Vietnam should focus on the following key tasks and solutions:

#### **4.3.1. Developing Policies for Education and Scientific Research for Youth and Talented Young People**

**Ensuring Equal Access to Education:** The State guarantees equality in accessing education and facilitates youth participation in scientific research. Policies should ensure compulsory education at the preschool, primary, and lower secondary levels while expanding various educational and training modalities to meet the diverse needs of youth for convenient access to education and training.

**Unified National Educational Standards:** The State ensures the implementation of programs for general education, professional education, moral education, ideals, national traditions, cultural lifestyles, life skills, and legal awareness for youth.

**Financial Support for Education:** Policies include credit support, scholarships, and tuition exemptions or reductions for youth, as stipulated by law. These policies encompass credit loans for education, scientific research, and entrepreneurship, which have been institutionalized in legal documents.

**Encouraging Advanced Learning and Research:** The State develops mechanisms and environments to encourage and support youth in improving professional qualifications, creativity, and the application of scientific and technological advancements. Policies aim to encourage and attract talent and focus on training in critical and urgent fields identified in national socio-economic development strategies, such as agricultural technology, semiconductor technology, and logistics.

**Promoting Research and Innovation:** The State introduces policies to encourage, incentivize, and support organizations and individuals to invest in research and innovation activities conducted by the younger generation, as well as participate in life skills training and other essential skill development for youth.

**Identifying and Nurturing Talents:** Policies are in place for discovering, training, fostering, attracting, employing, and rewarding talented young individuals. These have been institutionalized through laws (e.g., the Youth Law, Law on Officials, and Law on Public Employees) and concretized through strategies and programs such as the Youth Development Strategy, Strategy for Developing a Young Intellectual Workforce, and Strategy for Talent Attraction and Utilization.

**Talent Utilization Policies:** The State has established organizations and management structures at local levels, sectors, and units to ensure the implementation of talent-related policies. Leaders of agencies and organizations are responsible for implementing policies for talented youth following their functions, duties, and authority.

#### **4.3.2. Developing Policies on Labor and Employment for Youth**

The State is committed to ensuring job creation and resolving employment issues for youth through the Youth Law and the Employment Law. The State has introduced evaluation criteria for localities and sectors regarding job placement for young people. The State creates an environment where youth have opportunities to find suitable employment by Establishing mechanisms at both central and local levels, as well as within various sectors and socio-political organizations, to provide career counseling, vocational guidance, and labor market

information for youth; Educating youth on vocational skills and professional ethics; Ensuring that young people are not subjected to forced labor or exploitation.

The State adjusts regional economic development policies to create conditions for youth employment, including generating local jobs for young people in rural, mountainous, and island areas, tailored to the specific needs of each region and stage of the country's development. The State has issued credit mechanisms to facilitate youth access to preferential loans from the National Employment Fund and other legitimate credit sources to create self-employment opportunities, develop production, and conduct business.

#### **4.3.3. Developing Policies on Youth Entrepreneurship**

The State has introduced legal frameworks and established an environment for the nation, especially the younger generation, to access and implement entrepreneurship activities. Starting with the decision to launch the National Entrepreneurship Program in 2014, the State has incorporated entrepreneurship mechanisms into legal regulations such as the Youth Law, Enterprise Law, Cooperative Law, and Law on Small and Medium-Sized Enterprises.

The State has issued programs to educate and train youth on entrepreneurship knowledge and skills by incorporating them into professional school curricula (e.g., entrepreneurship as a subject). Currently, about 80% of universities and colleges in Vietnam have introduced entrepreneurship education programs for students in various forms (Tran Thi Minh Tuyet, 2022, "Innovations in Education and Training in Vietnam: Current Status and Solutions", Communist Journal).

The State develops, manages, and operates information systems to provide market information, legal support, technological assistance, investment promotion, human resource development, and preferential loans from credit institutions for youth startups following legal provisions. Each professional educational institution is required to establish an entrepreneurship guidance office or a research institute to support student startups.

The State and businesses have introduced policies to encourage and create favorable conditions for youth to engage in innovative entrepreneurship and apply scientific and technological advancements in production and business activities.

#### **4.3.4. Developing Policies on Protecting, Caring for, and Enhancing Youth Health**

The State establishes mechanisms to ensure comprehensive development for youth, from central to grassroots levels, across all sectors of society. This includes Consulting and supporting youth health promotion; Preventing domestic violence, school violence, and sexual abuse; Combating drug abuse and HIV/AIDS; Preventing sexually transmitted diseases, other social diseases, and risks affecting the physical and mental health of youth.

The State ensures that youth, especially vulnerable groups (rural youth, ethnic minority youth, and youth with disabilities), receive information and access to friendly reproductive health and sexual health services; as well as counseling and health examinations before marriage. Health counseling centers for minors have been established.

The State has mechanisms to encourage organizations and individuals, both domestically and internationally, to invest in and provide healthcare services for youth. According to a report by the Ministry of Health in 2023, the number of organizations and businesses participating in investing in and supporting healthcare activities for youth and children has increased by 15-20% annually (approximately 70-80 million USD) (Ministry of Health, 2023 Annual Activity Summary Report and 2024 Task Directions).

In recent years, the State has implemented strong investment policies for physical education and sports activities at all levels. Special focus has been placed on enhancing physical education and sports facilities at the grassroots level. Over the past decade, more than 90% of grassroots units (communes, wards, towns) across the country have successfully established and effectively organized cultural and sports centers. The State has invested over 1 billion USD annually in these activities. Numerous policies have been issued at various levels to encourage and support youth participation and creativity in cultural, physical, and sports activities.

#### **4.3.5. Developing Policies on Education and Promoting Cultural Values for Youth**

The State places great importance on education and the promotion of traditional cultural values for the youth. Over more than 30 years of national reform and international economic integration, the State has identified culture as the core of socio-economic development, fostering harmonious social and economic growth. The State has issued eight important documents regarding the preservation and promotion of traditional cultural values (three resolutions from the Party, one law enacted by the National Assembly, one government cultural development strategy, and three guiding documents from the Ministry of Culture, Sports, and Tourism regarding cultural development strategies).

The State has established a management mechanism to operate the traditional ethnic cultural education system and create an environment that encourages youth to actively participate in preserving and promoting national cultural values while absorbing the cultural quintessence of humanity.

The State has developed institutions and organizations, mobilizing all social organizations to participate in promoting awareness and ensuring the safety of youth in cyberspace while engaging in mastering digital technology. This includes enacting the Cybersecurity Law and developing strategies for electronic and digital government.

The State has created mechanisms and called upon families, society, organizations, and enterprises to invest in and encourage the construction of cultural and sports facilities at all levels for youth, such as stadiums and football fields from grassroots to national levels.

#### **4.3.6. Developing Policies on National Defense and Maintaining Social Order and Security**

In Vietnam, national defense is the duty of the entire population, and every citizen, especially youth, has the responsibility to protect the homeland as stipulated in the 2013 Constitution, the National Defense Law (2019), and the Youth Law (2020).

The State ensures that youth receive education in national defense and security, instilling patriotism, revolutionary heroism, and awareness of building and protecting the homeland. The national defense education program has been made mandatory in 100% of vocational education curricula.

The State guarantees that youth fulfill their military obligations, participate in the People's Police, Civil Defense, and Reserve Military Forces, and contribute to building a people's national defense and people's security as prescribed by law.

The State has many policies to support youth upon completing their military service and returning to their localities, including vocational training support, employment assistance, and other preferential policies as stipulated by law.

#### **4.3.7. Developing Policies for Youth in Voluntary and Community Service**

In the history of nation-building and defense, the spirit of volunteering among youth has been recognized and has become an integral part of national culture. The State has always effectively harnessed and promoted this spirit during various revolutionary periods.

Voluntary youth serve as the vanguard force, participating in socio-economic development tasks, addressing employment issues, education, training, and the training of youth, as well as responding to urgent, challenging, and difficult tasks in the construction and defense of the homeland. These youth voluntarily engage in activities that benefit the community and society following the law.

The State has established a system of policies to support voluntary youth in carrying out socio-economic development tasks and participating in community activities both domestically and internationally. The government issued Decree No. 17/2021/ND-CP on March 9, 2021, regarding policies for voluntary youth.

The State ensures the provision of necessary funding, facilities, and equipment for voluntary youth organizations when carrying out assigned tasks.

The State develops policies related to benefits and entitlements during and after the completion of tasks for voluntary youth: preferential employment opportunities for students after participating in volunteer programs; policies for planning, prioritizing the use, and developing leadership within the ranks of voluntary youth; recognition of wounded soldiers and martyrs for volunteers who are injured or killed during their volunteer work.

#### **4.3.8. Developing Policies for Ethnic Minority Youth**

Youth from ethnic minorities currently account for approximately 14.7% of the total youth population in Vietnam. This group is identified as one of the most vulnerable in society. The State is highly concerned and invests in this demographic throughout the country's development process.

Over the past 30 years, the State has issued more than 100 legal documents directing the management and development of this group. Ethnic minority youth are prioritized in education, labor, employment, entrepreneurship, health care, and sports.

The State places great emphasis on supporting ethnic minority youth in preserving and promoting their cultural identity, building a civilized lifestyle, and combating outdated customs and practices, ultimately working towards developing new rural areas in mountainous and island regions.

The State has implemented numerous policies prioritizing ethnic minority youth in training and development: organizing the selection, training, and development of potential leaders, managers, and civil servants from ethnic minority backgrounds within State agencies, organizations, and units.

The State has also invested in the development of economic zones and industrial parks in mountainous areas to attract labor and provide income-generating employment for ethnic minority youth. It encourages businesses and organizations to prioritize hiring ethnic minority youth.

#### **4.3.9. Developing Policies for Youth Aged 16 to Under 18**

The youth in this age group receive significant attention from society. This group has many unique characteristics: they are experiencing significant physical development, have not fully developed their personality and knowledge, do not yet possess full citizen rights, and are prone to crises. Therefore, in Vietnam, this age group is a major focus for the State, which enhances many important institutions and mechanisms through the following policies: Policies to ensure the completion of universal education following legal regulations. Policies to prioritize and create conditions for participation in cultural, physical, sports, leisure, and entertainment activities suitable for their abilities and age for comprehensive development. Policies on training and career counseling that are appropriate for their age. Policies to strengthen advisory mechanisms that equip youth with knowledge and skills for self-protection against risks affecting their physical and mental health. Measures to support and

intervene to ensure that youth aged 16 to under 18 can live safely and healthily. Policies to protect the rights of this group under the law, ensuring the implementation of criminal, administrative, and civil policies as stipulated by law. Policies that prioritize the swift resolution of cases that harm the physical and mental well-being of youth aged 16 to under 18. Policies encourage organizations and individuals to discover, train, and nurture talents in youth aged 16 to under 18.

## 5. CONCLUSION

The Party and the State of Vietnam always pay special attention to youth, with the desire to develop a generation of Vietnamese youth that is well-rounded, capable, intelligent, ambitious, and passionate, nurturing great aspirations to become a robust force that continues the glorious mission of the Party and the nation. This is profoundly reflected in the Party's resolutions and directives, as well as in the policies and laws of the State, contributing to the strong implementation of youth-related policies and laws in real life. These measures have a significant, positive, and effective impact, promoting youth development, especially in the context of digital transformation, building a digital government, digital society, and digital citizens. In Vietnam, the construction and improvement of policies for developing young human resources is not only the responsibility of the government but also the task of local authorities, sectors, and society as a whole. The activities of political organizations, socio-political organizations, and professional social organizations for youth are also top priorities in establishing and perfecting the State's management mechanisms.

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