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Developing High-Quality Human Resources in Quang Ngai Province (Viet Nam) Currently

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Abstract---Currently, developing the high-quality human resources to meet the socio-economic development requirements of Vietnam in general and Quang Ngai province in particular is a very urgent need, is a very urgent need. This is a both fundamental and long-term issue in order to realize the strong and happy national aspirations. Located in the central key economic region with Dung Quat economic zone whose core is Dung Quat oil refinery, Quang Ngai is developing day by day. Presently, Dung Quat economic zone together with industrial clusters of the province have been creating a huge value of industrial output, especially heavy industry - an important spearhead industry in the process of industrialization, modernization, creating momentum to promote the development of industry and service in the whole region, and play an important role in creating the driving force for the development of the central region. Due to the specific requirements of industries with modern technology, Quang Ngai is required to have highly qualified and skilled human resources. Being well aware of this, Quang Ngai province has paid great attention to the development of high-quality human resources and initially achieved certain achievements over the past time.

Keywords---development, high quality, human resources, Quang Ngai, Viet Nam.

Introduction

The history of mankind is ultimately the history of solving human problems and gradually liberating people from theocracy and tyranny to reach the ultimate goal that is a comprehensive development of individuals and human society in a civilized world (Phuc & Hung, 2012; Le, 2020) . In the process of existence and development, there is not a country or nation that does not pay attention to human issues and promote human resources, especially the capable and moral people (Nguyen, 2016). However, there are only differences in the purpose and solutions. In the context of globalization and international economic integration

with the strong development of science - technology and knowledge economy, human resources, especially high-quality human resources, always play a decisive role in the development of productive forces and the economic growth rate of a country (Nguyen et al., 2020; Van & Phuong, 2021; Nguyen, 2017). Located in the central key economic region with Dung Quat economic zone whose core is Dung Quat oil refinery, Quang Ngai is developing day by day. Currently, Dung Quat economic zone together with industrial clusters of the province have been creating a huge value of industrial output, especially heavy industry - an important spearhead industry in the process of industrialization, modernization, creating momentum to promote the development of industry and service industries in the whole region and play an important role in creating the driving force for the development of the central region. Due to the specific requirements of industries with modern technology, Quang Ngai is required to have highly qualified and skilled human resources. Realizing this, over the past time, Quang Ngai province has paid great attention to the development of high-quality human resources and initially gained certain achievements. However, there are still many limitations, shortcomings, which require practical solutions to effectively build and develop high-quality human resources in Quang Ngai (Toya & Skidmore, 2007; Granger, 1988).

Methodology

The article uses the following main research methods:

- Objective method: review and evaluate the development of high-quality human resources in Quang Ngai based on the viewpoint of respecting the objective truth; accurately and fully reflecting achievements, limitations and problems in developing high-quality human resources, thereby proposing some solutions to promote the development of this human resource.
- Comprehensive method: review and evaluate the development of high-quality human resources on all aspects of quantity, quality and structure, thereby showing the dialectical impact and relationship among the above-mentioned aspects.
- Development method: consider high-quality human resources in the trend of constant movement and development, thereby proposing solutions for the development of high-quality human resources in Quang Ngai in accordance with the socio-economic development strategy of Vietnam in general and Quang Ngai in particular in the period of 2020 - 2025 and a vision to 2030.
- Analytical and synthetic methods: analyze the development of high-quality human resources in Quang Ngai in all aspects, thereby generalizing to draw general conclusions with nature of service for the research process.
- Statistical - comparative methods: use statistics from secondary documents such as books, newspapers, magazines and reports of departments and branches in Quang Ngai to prove the conclusions, evaluations in the paper. When analyzing the current situation of developing high-quality human resources, the author relies on statistics for 5 years (2015-2020) to compare and evaluate, thereby indicating the development status of high-quality human resources in Quang Ngai over the years.

Findings and Discussion

The current situation of developing high-quality human resources in Quang Ngai

Developing high-quality human resources is a process of growth in quantity, quality and balance in structure of high-quality human resources in line with the country's socio-economic development in each period. In the past time (2015-2020), with the attention of the Party, the State and the authorities of Quang Ngai province, the development of high-quality human resources of the province has gained many remarkable achievements both in quantity, quality and structure. In terms of quantity, according to the 2020 census statistics in Quang Ngai, out of a total of 853,802 people, there are 59,766 people with university degree or higher, accounting for 7% of the total population of working age; 15,076 people with college degree, accounting for about 2% of the total population of working age; 14,322 people at intermediate education level, accounting for 1.9% of the total population of working age. Compared to 2015, human resources with university degrees or higher will increase by 4%, college degrees by 1%, intermediate education level by 0.5% in 2020 (Quang Ngai Statistical Office, 2020). As of 2015, in Quang Ngai province, the number of people with master's degrees is 824; the number of people with doctorate degrees is 37; the number of people with the title of associate professor is 2. Compared with 2010, the number of people with master's degrees increased to 469 people; the number of people with doctor's degree is 27 people in 2015 ([Department of Education and Training of Quang Ngai Province, 2015](#)). The trained workforce is 400,916 people, accounting for 55%, of which vocational training accounts for a relatively high proportion (45%), an increase of 17% compared to 2010. The increase in quantity is also reflected in all groups of high-quality human resources of the province, from the leadership, management team, scientific and technological human resources, businessmen team to a skilled workforce in all fields ([Van Kamp et al., 2003](#); [Kinney, 2008](#)).

Along with the increase in quantity, the quality of high-quality human resources is increasingly being improved in the direction of better meeting the complex requirements of works in the period of industrialization, modernization and international integration. If comparing with the ability to meet the job requirements of this human resource in the previous period, this force, now, has made many positive changes. The education level and professional qualifications of high-quality human resources have grown significantly in recent years. The number of people with college, university and postgraduate degrees has increased for all groups of high-quality human resources, especially for the team of leaders, managers and human resources of science and technology. For the skilled workforce, labor skills have also been gradually improved. The professionalism at work has initially developed in the following: discipline at work, responsibility at work, creativity, flexibility, understanding and work efficiency are increasingly improved. The level of foreign languages and informatics has also been gradually improved. The number of people who know how to use and exploit the internet for work and life is much higher than that in previous years ([Cardon & Stevens, 2004](#); [Narasimhan et al., 2004](#)).

With the attention of provincial authorities with many specific guidelines and policies, each year, hundreds of management leaders, civil servants, public employees, science - technology officers and a team of skilled workers are sent for training at home and abroad. These training classes have also made an important contribution to improving professional qualifications, skills and labor skills for high-quality human resources. Besides, those who are trained in the world's modern methods and content are also increased. Through various forms of studying abroad, many people have had access to an international standard education, so they have initially been able to compete with human resources from countries in the region and the world (Vu & Ranzi, 2017; Vu et al., 2017).

In order to improve the quality of high-quality human resources, over the past time, Quang Ngai province has paid great attention to improving the physical strength of this human resource. Every year, agencies and units in the province send workers in general and high-quality workers in particular to periodic health check-ups to have reasonable advice on nutrition, living, practicing sports in order to minimize disease and enhance physical strength. Besides, agencies and units also regularly organize sports festivals on the occasion of major national, local and industry holidays, thereby, improving the health of human resources in general; and high-quality human resources are gradually improved. In addition, with the achievements in socio-economic development, especially in poverty reduction, health care and education also make an important contribution to improving the physical strength of high quantity human resources (Agusa et al., 2006; Lin et al., 2013).

Along with physical strength and intelligence, in recent years, Quang Ngai authorities at all levels have also paid great attention to improving political bravery, ideology, ethics and lifestyle for high-quality human resources. The Party Committee, People's Committee, People's Council and other departments, agencies and sectors regularly reform and diversify forms of political and ideological education to all people in the province, especially high-quality human resources. The regular reform and diversification of forms of political and ideological education have made an important contribution to consolidating and improving the political bravery for high-quality human resources, especially for leadership, management and policy-making teams (Tung, 2021; Fedorchenko et al., 2021).

In addition to educating the political bravery and ideology, Quang Ngai authorities at all levels are also very interested in educating morality and lifestyles for high-quality human resources. Recognizing the importance of moral and lifestyle education for this human resource, over the past time, agencies and units in the province have regularly innovated contents and methods of moral and lifestyle education for officers and employees of their agencies or units. Moreover, regularly organize effectively the campaign "Study and follow Ho Chi Minh's moral example" to all groups of high-quality human resources from the leadership and management team, scientific and technological human resources, businessmen team to the skilled workers. The high-quality human resources themselves also make great efforts, overcome all difficulties, fully and seriously participate in this campaign, thereby contributing to strengthening and maintaining morality and lifestyle for themselves (Nasution et al., 2021; Tinh, 2021).

In addition to the development in quantity and quality, the structure of high-quality human resources in Quang Ngai province has also undergone many positive changes. Along with the transition of the economic structure, in recent years, the structure of human resources in general and high-quality human resources in particular among economic sectors of the province has also changed significantly. The period 2015 - 2020 is the period of gradual transition in labor structure from agriculture to industry and services. The decrease in the percentage of labor in agriculture is equivalent to an increase in the percentage of labor in services and industry-construction. The aforementioned transition of human resources has created the necessary conditions for the transition of high-quality human resources between industries and professions. According to statistics of Quang Ngai province, in the period from 2015 to 2020, about 30% of skilled workers in the agricultural sector has moved to work in the industrial and service sectors.

In addition to the restructuring of human resources in general and high-quality human resources in particular in the economic field, the gender structure, regional structure, and qualification structure are also undergoing positive changes. In order to promote the development of female workers, especially high-quality female workers, over the past time, Quang Ngai province has implemented many guidelines and policies to create conditions for the development of high-quality female human resources. These are policies of prioritizing, encouraging female laborers to work in the political system, timely encouraging and rewarding female workers who are “capable of national affairs and duteous at housework”, honoring female entrepreneurs, scientists in science and technology. Thanks to these right policies, Quang Ngai's high-quality female human resource team has gradually grown in quantity and quality and increasingly promoted its role in all areas of social life. In addition, the strong development of FDI enterprises in the fields of garment, footwear, seafood processing has attracted a large number of skilled female workers in these fields.

In order to promote socio-economic development, narrow the gap between regions in the province, over the past time, Quang Ngai province has implemented many policies to promote socio-economic development in remote, mountainous, and island areas, with special emphasis on developing human resources in general and high-quality human resources in particular for these areas. With the policy of cadre rotation, every year, a number of leaders, managers, civil servants and public employees are transferred to areas with many difficulties in the province for socio-economic development of the locality. Moreover, Quang Ngai province also opened many vocational training schools to the remote and isolated areas to train, foster and improve the qualifications of skilled workers in disadvantaged areas. The province's network of vocational training schools has grown from 30 schools (in 2015) to 38 schools (in 2020); it is expected to continue to increase to 40 schools by 2025 ([Department of Education and Training of Quang Ngai Province, 2015](#)). Especially, vocational training institutions have been widely located in urban, plain and mountainous areas, thus ensuring equal opportunities in learning for all people and basically meeting vocational training in Vietnam. As a result, the gap in the level of socio-economic development between regions in the province in general and the difference in qualifications of

human resources, especially high-quality human resources in particular, is gradually narrowed.

The above development of high-quality human resources in Quang Ngai in terms of quantity, quality and structure in recent years is not too great, but it is worth noting. The achievements have shown the interest and efforts of the Party Committee, People's Committee, People's Council and departments, agencies and branches in Quang Ngai province in developing high-quality human resources of the province. The achievements have also revealed the determination and efforts of the high-quality human resource team itself in overcoming all difficulties and shortages both in material and spiritual terms. They have made efforts to study, practice and cultivate in both professional and ethical aspects, lifestyle, and political qualities to gradually improve themselves, to meet the increasing requirements of work in the period of industrialization, modernization and international integration. However, the development of high-quality human resources in Quang Ngai in recent years still has many limitations. Although this number of human resources is increased every year, it still does not meet the socio-economic development requirements of the province. This shortage occurs in all groups of high-quality human resources, from leaders, managers to science and technology human resources, entrepreneurs and skilled workers (Wong, 2021; Suwija et al., 2019).

Along with the shortage in quantity, the qualifications of high-quality human resources are also limited. Although the proportion of trained workers in the total labor force of the province has increased from 30.5% in 2015 to 41% in 2019 and reached 55% in 2020, it is still low compared to the national average. (The rate of trained workers in the whole country in general reached 63%). The skill level, professionalism, and ability to meet high-intensity work are still limited. The ability to adapt to the current volatile working environment is not good. Many skills - especially soft skills (communication skills, teamwork skills, presentation skills, management skills, leadership) are still limited. A part of high-quality human resources has not fully promoted their capacity and forte in work, and has lacked initiative (People's Council of Quang Ngai Province, 2015). The number of people with postgraduate degrees is still too low. Quang Ngai is facing a serious shortage of leading experts in each industry, especially in fields which the province is in great demand such as petrochemical refining, mechanics, biotechnology. The foreign language skills and ability of applying information technology of high-quality human resources are still limited, not meeting the requirements of the integration process. These limitations and inadequacies are specifically expressed in all groups of high-quality human resources. For the management team, the quality limitation is manifested in: Professional qualifications, foreign languages, informatics, behavioral skills, communication skills, and management skills of many officials are still inadequate. Senior officials, heads of departments, agencies and units are mostly old, so they are quite conservative; their ability to adapt to the rapid change of science - technology and knowledge economy is very limited. One-sided thinking, lack of foresight, leadership in the style of "let the grass grow under your feet" is quite common at all levels, branches, agencies and units. In addition, "a part of cadres and civil servants lack self-discipline to practice and cultivate morality, not follow the ideal goals of the Party, embezzlement and corruption, pursue degrees,

pursue personal interests, stagnation at work, are not really active, creative, dare to think, dare to do, not really dedicate to work. Some others still have a mentality of dependence, do not really want to improve their professional qualifications, skills, not have the will to strive to develop, being complacent with what they currently have, which hinders the development of high-quality human resources of the province” ([Department of Home Affairs of Quang Ngai province, 2015](#)).

The science and technology staffs are both small in size and limited in capacity, especially research, invention capacity. According to a report by the Department of Science and Technology of Quang Ngai province, the number of inventions recognized from 2010 to 2015 is very small, and no articles have been published yet in prestigious journals of the world. The number of scientific research works that can be applied in practice is still too few. The limitations of research and invention capacity of science and technology staff have made labor productivity of all sectors and fields not high, people's life has been still difficult. Quang Ngai's per capita income is lower than many other provinces and cities in the country. According to the statistics of the Department of Science and Technology of Quang Ngai province, the number of science and technology human resources of the province with graduate degrees in 2010 only accounted for about 10%, after 5 years (2015) only increased by more than 5%, ie 15% of the total number of science and technology human resources. The number of human resources with post-graduate degrees is mainly trained in the country, so it almost does not meet international standards. In addition, the foreign language proficiency of science and technology human resources is still too weak, only about 15% of the total number of science and technology human resources can fluently use one foreign language (mainly English). Therefore, it is still difficult for this team to approach the modern science and technology level of advanced countries in the world. Due to the limitation of foreign languages, the majority of science and technology human resources are unable to exchange and cooperate with leading scientists in countries around the world to acquire and learn knowledge and experiences from them to serve the research and apply the most advanced scientific and technological achievements to production in order to promote the socio-economic development of Quang Ngai province in particular and the whole country in general. Quang Ngai hardly has a team of leading experts in all fields of science and technology.

In recent years, along with the socio-economic development of the country and the locality, the businessmen team of Quang Ngai province has increased in both quantity and quality, however, there are still many limitations that need to be overcome. Quang Ngai's businessmen team mainly works in small and medium enterprises, their financial potentials and science - technology are still weak. Most of Quang Ngai entrepreneurs produce and trade in the following fields: construction, retail trade, handicrafts, seafood processing, garment, leather shoes. Therefore, the ability to link, cooperate and support one another in production and business is limited. Moreover, the production and doing small business have made the businessmen team only see the immediate benefits but not see the long-term benefits. They do business in the style of "focusing only on immediate benefits, not considering long-term benefits". Moreover, they also lack the production-business strategies and a long-term vision for sustainable

development. These are one of the reasons why the competing capability of Quang Ngai entrepreneurs is limited both at home and abroad. A large part of the businessmen team of Quang Ngai province have not undergone basic training in corporate governance and business operations. They mainly do business based on their own experience. Meanwhile, there is also a part of entrepreneurs who are well-trained but have limited practical experience.

Like the scientific and technological human resources, the foreign language skills of Quang Ngai entrepreneurs are very limited. Very few businessmen can use foreign languages fluently. This is one of the reasons why this team is not knowledgeable about international law, not update information about the world market, and therefore, they cannot integrate into the global economy. In addition, there is a part of businessmen who lack business ethics and social responsibility. For the sake of profit, they risk everything to make fake goods, smuggle, evade taxes. Another part tries to connect with degenerate people in the team of leaders and managers for corruption. All these limitations have prevented the business team from fully promoting its role in impulsing the socio-economic development of the locality.

For the skilled labor force, there have been many changes in quality over the past time, but in general, it has not yet met the development requirements of the province in the period of accelerating industrialization, modernization and international integration (Sambrook, 2014; Richman, 2015). With the starting point of being a purely agricultural province, currently the labor force in the agricultural sector still accounts for 50% of the total number of employees, but the number of high quality workers, who are capable of applying the achievements of science - technology to agricultural production, is too few. As a locality located in the central key economic region, it has great advantages in developing the marine economy, but the quality of labor in the marine economic sectors is very limited and cannot meet the requirements of local marine economic development.

The team of skilled workers is both small in quantity and limited in quality, failing to meet the requirements of enterprises, especially enterprises in Dung Quat economic zone. Currently, Dung Quat economic zone contributes 88% of the total budget revenue of Quang Ngai province. The development of this economic zone not only contributes to improving the living standards of the people of Quang Ngai, but also creates the necessary material prerequisites to promote the development of high-quality human resources in the province. However, after more than 10 years of development, Quang Ngai province in general and Dung Quat economic zone in particular have always fallen into a shortage of skilled and professional workers. The labor shortage includes engineers and experts in key industries that the province has many advantages for development such as oil refining and petrochemistry, ship electricity, ship hulls, ship engines, mechanical engineering of heavy industrial equipment, as well as team of skilled workers in these fields. Although a large number of highly qualified labors in Dung Quat economic zone, who have been trained, still have to be retrained before starting working. This causes a lot of waste for the State, businesses and employees themselves. The workforce is not only weak in expertise but also has limited communication skills and teamwork skills. In addition, there is still a part of

skilled workers who lack the responsibility at work and have low professional ethics.

Regarding the structure: Although over the past time, Quang Ngai authorities at all levels have implemented many policies to adjust the structure of human resources in general and high-quality human resources in particular to suit the change of economic structure in the period of accelerating industrialization and modernization. Therefore, certain achievements have been gained, but in general, the structure of Quang Ngai's high-quality human resources is still inadequate. Like other localities in the country, Quang Ngai is currently in a situation of “too many chiefs, not enough Indians”. By the world standards: the ratio between colleges - universities, intermediate professional education schools, technical workers is 1:4:10, this ratio in Quang Ngai is 1 : 0.37 : 1.8. It is this irrationality that has led to the situation of “too many chiefs, not enough Indians”, not only in Quang Ngai in particular but also in the whole country in general. In order to adjust this structure, it is clear that the task of education and training must be put on top. When students are in the junior high level, we have to guide students' careers according to their actual ability, not force them to study further level when their actual ability does not allow; or we prevent the freedom to develop an individual's forte. If the province can do this through the Department of Education-Training and the career guidance centers, it is certain that the province will have a skilled workforce to meet the requirements of human resource development in general and high-quality human resources in particular. In addition, high-quality human resources are unevenly distributed, mainly concentrated in plains and urban areas, while in mountainous areas and islands, the number is still limited.

Structural inadequacies are also shown specifically in each group of high-quality human resources. For the management team, the structure of occupations, ethnic groups, qualifications, age and gender are still unbalanced and inconsistent. Science and technology human resources are mainly concentrated in the field of social science, while fields which the province are in great need of this human resource such as marine economy, information technology, biotechnology, oil refining and petrochemical technology and automation...are severely lacking. Skilled workers are mainly concentrated in light industries such as garment, footwear, and food processing, while the development orientation of Dung Quat economic zone (the economic zone plays a decisive role in socio-economic development of Quang Ngai province) and other industrial clusters in the province are more inclined to develop heavy industries such as: refining and petrochemical, mechanical engineering, steel rolling, automation. However, there is a serious shortage of skilled workers in these fields. The businessmen team is mainly concentrated in small and medium-sized enterprises, lacks the great businessman.

Solutions for developing high-quality human resources in Quang Ngai today

- Firstly, promote innovation in education - training, improve the quality of training high-quality human resources.
In the system of solutions to develop high-quality human resources of Quang Ngai province, the solution on education and training occupies the

leading position. Because, when it comes to human resources, especially high-quality human resources, it means, we are talking about education level, professional qualifications, skills, techniques, health, moral qualities, and personality, lifestyle all of which can only be achieved through the process of education, training, and practicing (Dang & Nguyen, 2021; Beck, 2018). Therefore, it can be affirmed that education and training are factors that play a fundamental and direct role in determining the development of human resources in general and high-quality human resources in particular.

- Secondly, develop a planning strategy to develop high-quality human resources to meet the province's socio-economic development requirements. Currently, in Vietnam in general and Quang Ngai in particular, there is an imbalance between the labor force with university and college degrees compared to the labor force with intermediate professional education and skilled workers (Communist Party of Vietnam, 2021). This causes a surplus of teachers and a shortage of workers for a long time. Along with the socio-economic development of the province, in recent years, prestigious colleges, intermediate professional schools and vocational training centers in the province have attracted tens of thousands of students. However, compared with social needs, there is still a large gap in vocational training. According to reports of vocational schools in the province, there is still an imbalance in the training majors. Vocational schools are unevenly distributed, mainly concentrated in the city; investment in vocational training development is still fragmented and lacks concentration because there is no strategy for planning the network of vocational schools.

In order to overcome the above situation, the education sector of the province needs to do well in career guidance for students in the direction of: providing high school students with basic information about the training majors of the whole country in general and of the locality in particular, especially the professions that the labor market of the province is in high demand but few people study so that students can choose appropriately (Central Institute for Economic Management, 2018). It is necessary to quickly build the province's "Labor Market Forecasting And Information Center" to have fast and accurate information on employment demand, the number of human resources and high quality human resources that can be supplied to the labor market so that training can be oriented to suit the market demands (Phuc & Thu, 2015).

The Department of Labor, War Invalids and Social Affairs should closely coordinate with relevant agencies such as the Department of Science and Technology, the Department of Home Affairs, the Department of Industry and Trade, to well perform the investigation, classification and synthesis of the main occupations in enterprises of Quang Ngai province to quickly provide information to schools, vocational schools and employment service centers of the province. In addition, businesses and employers also need to provide information to and vocational training institutions, schools about the training majors that businesses and employers are in high demand, and the requirements on quality and standard qualifications of high-quality human resources in order that schools and institutions have the training orientations according to the requirements of enterprises and employers, limiting the situation that enterprises have to re-train, causing a lot of

waste to society. If the departments and branches of the province, especially the education sector, do well in career guidance and career orientation for learners, they will gradually overcome the above shortcomings and gradually change the concept of “respecting chiefs more than Indians”, overcome the current situation of “too many chiefs, not enough Indians” as present in Quang Ngai in particular and the country in general.

- Thirdly, reasonably allocate and improve the efficiency of using high-quality human resources in the process of economic restructuring.

In order to reasonably allocate high-quality human resources, first of all, it is necessary to continue to adjust and perfect the structure of allocation of high-quality human resources among industries, agriculture and services. One of the basic tasks of the socio-economic development strategy of Quang Ngai in the period of 2020-2025 and a vision to 2030 is to maintain, promote the transformation and perfection the economic structure towards industry, services and agriculture; strive to turn Quang Ngai into a modern industrial province soon. In order to develop the economy according to the above orientation, Quang Ngai must carry out labor restructuring in accordance with the economic structure of the province, and at the same time adjust the structure of human resources in general and high-quality human resources in particular.

Conclusion

In response to the requirements of industrialization, modernization and international integration, being aware of the role, position and importance of high-quality human resources in promoting the socio-economic development of Vietnam, in recent years, Quang Ngai has come up with many solutions to develop high-quality human resources and has obtained some remarkable achievements. Quang Ngai's high-quality human resources initially developed in terms of quantity, quality and has increasingly reasonable structure. However, compared to other countries in the world and compared with the requirements of the province's industrialization and modernization in the context of globalization and international integration, high-quality human resources have not yet met the province's socio-economic development requirements in the current period. The current situation of developing high-quality human resources has been posing many problems that need to be solved and the correct identification of these problems is of great significance in building a system of solutions to develop human resources so that this human resource meets the socio-economic development requirements of the locality and the country. However, solutions can only become reality when they are implemented on the basis of awareness of the correct position and role of high-quality human resources in the process of industrialization, modernization and international integration. Additionally, they consider high-quality human resources as a decisive factor for the rapid and sustainable development of Quang Ngai province in the current period. Moreover, in order to synchronously implement solutions, it is necessary to have the participation of the Party, the State, the authorities of Quang Ngai province and the high-quality human resources themselves in the deployment and implementation of solutions to achieve the goal that Quang Ngai will basically become an industrial province by 2020, which was proposed by the Resolution of the 19th Quang Ngai Provincial Party Congress.

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