

HO CHI MINH NATIONAL ACADEMY OF POLITICS

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**SOLVING JOBS FOR WORKERS-TRAINED
IN THE THAI NGUYEN PROVINCE CURRENTLY**

SUMMARY OF DOCTORAL THESIS

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INTRODUCTION

1. The necessity of the thesis

In the era of globalization, international integration, and the 4.0 industrial revolution, Vietnam is facing great opportunities and challenges. In that context, human resources, especially high-quality human resources and vocationally trained human resources, are identified as one of the three breakthroughs for socio-economic development. In a socialist-oriented market economy, creating jobs for trained workers is a process of rationally using and effectively promoting the role of human resources with professional qualifications and skills associated with economic development, ensuring political and social stability, creating momentum for comprehensive national development, and affirming the superior nature of the socialist regime. The 13th National Party Congress pointed out: "Developing the labor market, aiming at sustainable employment, Establish principles for labor use and management in accordance with market development and build harmonious, stable, and progressive labor relations" [20, p. 149].

Trained workers are formed in training environments at educational institutions, including vocational secondary schools and above. In reality, a large number of trained workers lack opportunities to access jobs and are unemployed. According to the results of the 2022 labor force survey, the highest unemployment rate belongs to the group of workers with college training, accounting for 3.41%; the university level accounts for 3.16%; while the group with lower unemployment rates belongs to the intermediate level, accounting for only 2.31%; the primary level accounts for 1.6%; and the untrained group accounts for 1.99% [86, p. 49]. Thus, if trained labor resources are not used reasonably and effectively, it will be a great waste and, at the same time, create frustrations in society, especially in the orientation of human resource training, human resource planning, and solving jobs for workers in a sustainable direction.

Thai Nguyen is a province with a tradition of industrial development, located in the Northern Midlands and Mountains region of Vietnam. In the period of 2015–2020, Thai Nguyen Province has achieved many important and breakthrough achievements and left many marks in many fields. The process of socio-economic development in the province is moving towards rapid and

sustainable development, with the increasing participation of trained workers in labor and production, promoting growth and economic restructuring towards modernization, and contributing to improving the material and spiritual lives of the people in the province.

However, currently, trained workers in Thai Nguyen province are facing employment problems, such as: not effectively arranging the right jobs for the right people; the quality of trained human resources is not commensurate with the requirements of enterprises; the unemployment rate of students is still high; the rights of trained workers are not guaranteed... If these situations are not addressed, they will directly affect workers and are one of the causes of potential inequality and social instability. They can even form political and social hotspots that bad and hostile forces can easily take advantage of to incite and cause disorder and social insecurity in the area and can be used to sabotage the government.

Therefore, social issues, including job creation for trained workers, are urgent issues that require Thai Nguyen to pay attention to and resolve. Workers, including trained workers, who are properly employed will bring great significance not only in terms of economy but also in terms of politics and society, specifically: avoiding waste of resources invested in expertise and profession; contributing to improving the quantity, quality, and strength of the Thai Nguyen working class, thereby contributing to the implementation of the historical mission of the Vietnamese working class in the new context; and, at the same time, reflecting the humane nature of the socialist regime that Vietnam is striving to build, in which each locality contributes. When workers are guaranteed employment, it is also a condition for them to exercise their mastery in all areas of social life.

Thus, research on the issue of employment for trained workers is an urgent issue, both in theory and practice. In order to properly assess the current employment situation and the implementation of employment policies, thereby proposing solutions to employment for trained workers in the province, the author chose the topic “*Solving jobs for workers-trained in the Thai Nguyen province currently*” as the topic of his doctoral thesis.

2. Purpose and research tasks of the thesis

2.1. Research purposes

On the basis of clarifying some theoretical and practical issues on job creation for trained workers in Thai Nguyen province, the thesis proposes some solutions to job creation for trained workers in the province to improve the value and quality of jobs, contributing to the socio-economic development of the province today by 2030.

2.2. Research mission

To achieve the above research objectives, the thesis focuses on solving the following main tasks:

- Overview of some typical domestic and foreign research works related to job creation for trained workers, thereby affirming the value of the works reviewed and identifying the issues that the thesis needs to focus on;
- Clarify the theoretical and practical basis for job creation for trained workers in Thai Nguyen Province at present;
- Analyze the current situation and issues arising in the process of job creation for trained workers in Thai Nguyen Province at present;
- Propose basic requirements and main solutions to job creation for trained workers in Thai Nguyen province by 2030.

3. Subject and scope of research of the thesis

3.1. Subject

The thesis focuses on researching employment solutions for trained workers in Thai Nguyen province today.

3.2. Research scope

The thesis limits the scope of research to the following three areas:

- *Regarding research content:*

The thesis focuses on the process of creating an environment, conditions for job creation, improving the quality of jobs for trained workers through policies and strategies, socio-economic development, education, training, and self-employment, and the and the entrepreneurship of trained workers in the province.

- *Limitations on survey subjects and research areas:* The group of trained workers surveyed are students with degrees from universities, colleges, and intermediate schools in Thai Nguyen province.

- *Time limits:* Analyze and evaluate the current situation of job creation for trained workers from 2016 to present. Determining this milestone is based on the resolution of the 20th Provincial Party Congress, with the goal of striving to turn Thai Nguyen province into a modern industrial province, the center of the Northern Midlands and Mountains region, with a vision to 2030.

4. Theoretical basis, practice, and research methods

4.1. Theoretical and practical basis

- The thesis is based on the theories of Marxism, Leninism, Ho Chi Minh's thought on people, the relationship between economics and politics, education and training in the process of building socialism, and the Communist Party of Vietnam on human resource development, education and training, social policy, and job creation.

- The practical basis of the thesis is the characteristics of job creation in Thai Nguyen province, factors affecting job creation for trained workers, and data and reports on job creation in Thai Nguyen province at present.

4.2. Research methods

The thesis is researched on the basis of dialectical materialism and historical materialism. Combining specific research methods such as document research methods, logic-hhstory, analysis, synthesis, comparison, statistics, sociological investigation, etc., while at the same time using methods of interdisciplinary sciences related to the thesis such as economics, sociology, law, etc.

Sociological research methods (including sociological investigation methods, observation, collection, analysis, comparison and processing of data, and expert interviews) are used to compare and supplement the comments and knowledge obtained from document research, thereby drawing appropriate conclusions.

5. New contributions of the thesis

- Contribute to clarifying some theoretical and practical issues on solving employment for trained workers in Thai Nguyen province in terms of politics and society;

- Point out the causes and shortcomings in solving employment for trained workers in Thai Nguyen province at present;
- Some solutions proposed in the topic, when applied in practice, will have the effect of improving the effectiveness of solving employment for trained workers in Thai Nguyen province by 2030.

6. Significance of the Thesis

The research results of the thesis contribute to enriching the theory and practice of solving employment problems for trained workers in Thai Nguyen province today, providing scientific arguments for Thai Nguyen province leaders to refer to in solving employment problems for trained workers.

The research results of the thesis can be used as reference materials for scientific research, teaching, and learning about issues of employment, education, and training from a political and social perspective.

7. Structure of the Thesis

The thesis consists of: introduction, 4 chapters, 8 sections; conclusion; list of published works of the author; list of references; and appendix.

Chapter 1

OVERVIEW OF RESEARCH RELATED TO THE THESIS TOPIC

1.1. RESEARCH WORKS RELATED TO THE THESIS

Firstly, a group of typical research works on some theoretical issues of solving employment problems for trained workers.

Up to now, the problem of solving employment for trained workers has received attention from many research works in the world and in the country, in which typical authors include: McKinsey Global Institute, Linda Barber, Luu Tieu Binh, Pieters.J., O'Higgin. Niall, Sandrine Kergroach, Yaqing Tu, Yuyang Kang, Weiyan Xiong, Nguyen Huu Dung, Nguyen Thi Huong, Bui Thi Ngoc Lan, Nguyen Cong Lap, Pham Hong Quat, Phan Hong Lan, Pham Minh Thai... In general, the research has initially established a theoretical basis on:

trained workers, employment, job settlement, the role of job settlement for trained workers, pointing out the subjects, methods, and some factors affecting the process of solving employment for trained workers.

Second, a group of typical research works on the current situation of job creation for trained workers in general and in Thai Nguyen province in particular.

Discussing the current situation of job creation for trained workers in general and in Thai Nguyen province in particular, the following authors are typical: Ka Ho Mok, Weiyan Xiong & Huiyuan Ye, Le Thi Chien, Le Trang Nhung, Do Thi Phuong, Nguyen Van Thang and colleagues, Nguyen Huu Cong, Do Thuy Ninh, Trieu Duc Hanh, Dong Van Tuan, Bui Duc Linh, Ngo Thi Nhung, Hoang Le My... The works have gradually clarified the achievements, limitations, and problems of the process of job creation for trained workers; at the same time, some works have clarified some issues about employment and labor in Thai Nguyen province, gradually assessing the current situation of job creation for trained workers in the province.

Third, a group of typical research works on employment solutions for trained workers in general and in Thai Nguyen province in particular.

Typical authors such as Dunbar, Palmer, Xuelin Chen et al., Dang Nguyen Anh, Tran Thi Lien Trang, Do Thuy Ninh, Tran Thi Anh, Nguyen Thi Thu Phuong, Ngo Thi Tan Huong, Dang Phi Truong, Bui Van Luong et al., Duong Quynh Phuong, Chu Thi Trang Nhung... The authors' studies have proposed a number of solutions to contribute to effectively solving the employment problem for trained workers in the current context.

In short, the results recorded from the reviewed works are a valuable source of reference for us and the basis for the study of employment solutions for trained workers in Thai Nguyen province today.

1.2. VALUE OF THE WORKS REVIEWED AND ISSUES THE THESIS FOCUSES ON CLARIFYING

1.2.1. The research value of reviewed works related to the topic

Through an overview of typical research works related to job creation for trained workers, we can draw some of the following values:

First, the works have clarified the concept of employment and job creation and indicated the position of the subjects as well as the content and methods of effective job creation for workers.

Second, the works have presented the concept of trained workers with two basic approaches: i) classification criteria; ii) a part of human resources, high-quality human resources.

Third, some studies have analyzed the factors affecting job creation for trained workers.

Fourth, some studies have initially pointed out the current status of job creation for trained workers.

Fifth, the work has proposed quite comprehensive solutions to solve the employment problem in our country today.

Sixth, research works on job creation for trained workers in Thai Nguyen province.

With the results achieved in theory and practice, the above scientific works help the author have more important and necessary documents and are valuable sources of information to suggest and orient the author on the content, approach, and implementation of the research tasks of the thesis topic from the perspective of scientific sociology.

1.2.2. The research focus of the thesis

In general, it can be seen that although many achievements have been made, up to now there has been no scientific work that directly, fully, comprehensively, and systematically addresses the issue of job creation for trained workers in Thai Nguyen province. From the guidelines and policies on job creation to the burning issues of "over-training" or the process of innovative start-ups, this is a relatively new issue. Therefore, the thesis identifies the need to conduct research on the following main contents:

First, research and classify criteria for trained workers; develop a concept of job creation for trained workers in general and in Thai Nguyen province in particular; clarify the important role of job creation for trained workers in the cause of building socialism in all

fields; indicate the subject, content, and method of job creation; and draw out the characteristics of job creation and factors directly affecting the job creation process for trained workers in Thai Nguyen province at present.

Secondly, on the basis of closely following the theoretical framework and research results of related published works, combined with practical surveys and conducting sociological investigations in a number of units using trained workers (mainly enterprises), educational institutions, and trained workers in Thai Nguyen province, the thesis analyzes the current situation of job creation for trained workers in the province on the following specific contents: Systematizing and evaluating the guidelines, policies, and policies on job creation for trained workers in Thai Nguyen province at present; analyzing the labor market through socio-economic development strategies and national employment programs in the process of job creation for trained workers; specifying the basic tasks and the relationship between the tasks of the education and training subject; and analyzing the conditions and opportunities for trained workers to participate in the process of innovation and entrepreneurship, thereby clarifying the position of this force in the process of self-employment and job creation for workers.

Thirdly, through assessing the current situation of job creation for trained workers, the thesis will analyze the objective and subjective causes of the achievements and limitations of the job creation process. On that basis, the thesis discusses a number of issues, including a number of political and social issues arising from the process of job creation for trained workers, that need close attention. The existing contradictions and shortcomings, such as: the relationship between education and training and the labor market is still loose; lack of attention to the rights and welfare of workers and the working class from enterprises, especially foreign-invested enterprises. From there, it is necessary to continue research and propose the right and accurate solutions to establish environments, conditions, mechanisms, and appropriate policies for this group.

Fourthly, the thesis identifies the requirements and proposes a number of key solutions to improve the effectiveness of job creation for trained workers in the province. The requirements include tasks of leadership, direction, force, content, form, and methods towards the well-being of trained workers. Regarding the system of solutions, the thesis focuses on research to propose a system of key solutions that are both comprehensive, synchronous, objective, and focused on local practices towards improving the effectiveness of job creation for trained workers in Thai Nguyen province today.

Summary of Chapter 1

Employment has been studied from different perspectives, directly or indirectly related to employment for trained workers. These research works contribute to clarifying the theoretical basis, the current situation, and proposing solutions in certain aspects. Effective and sustainable employment for trained workers is a problem. Finding the key to improving social labor productivity is the driving force for sustainable development, and at the same time, it is also the most effective reflection of achievements in education and training activities.

Speaking of trained workers, they are a force that ensures full factors of health, knowledge, qualifications, and skills and is an important resource to carry out the cause of industrialization, modernization, and innovation in the country, ensuring the socialist orientation. The employment of trained workers requires conformity with the training sector and in accordance with the requirements of professional qualifications. In the context of the labor market, which has undergone many changes, especially after the impact of the COVID-19 pandemic, the initiative of trained workers to move from training facilities to the labor market is still slow, leading to a relatively high unemployment rate. Therefore, the need to create jobs for trained workers is becoming more and more urgent.

Overviews have emphasized the significance and role of solving jobs to create income and livelihoods for workers while ensuring social security and social justice. However, there has not been any specific

research from a political or social perspective on solving jobs for trained workers in Thai Nguyen province. This is an important issue that needs attention. On the other hand, if this issue is not taken seriously and resolved well, it will potentially lead to political and social conflicts that may arise. Therefore, finding employment for trained workers in Thai Nguyen Province is an issue that needs investment and research.

Chapter 2

THEORETICAL AND PRACTICAL BASIS OF EMPLOYMENT SOLVING FOR TRAINED WORKERS IN THE THAI NGUYEN PROVINCE AT PRESENT

2.1. SOME THEORETICAL ISSUES ON EMPLOYMENT SOLUTIONS FOR TRAINED WORKERS

2.2.1. Some basic concepts

Firstly, the concept of trained labor, employment and job creation.

Trained labor is a part of the human resource trained through vocational training levels from intermediate, college and university and above, possessing and creatively applying professional qualifications and skills in the labor and production process with increasing productivity, quality and efficiency.

Trained labor is of interest and research in the thesis, targeting the labor force with diplomas at educational and training institutions (students, trainees) and vocational education (pupils). Approached from this perspective, it can be affirmed that trained labor is a part of the youth force, a human resource ready to participate in the labor market.

Employment is a purposeful labor activity, generating income, not prohibited by law, bringing benefits to workers, families and communities.

Employment is the sum of the purposeful activities of the subjects to create an environment for workers to have the opportunity to work, have quality jobs, can ensure the needs of themselves, of employers and meet the development goals of the country.

Nowadays, the essential but also inevitable need of every worker who wants to fully implement in practice is to solve sustainable employment. The occupations and positions of the job must be based on: the value, capacity and qualities of the worker; along with equality; dialogue;... Thus, solving employment is not only an economic issue, but also a social issue. In essence, it is the connection between economy and society, between economic policy and social policy, towards the humanistic goal of socialism which is for people, comprehensive human development.

Second, the concept of solving employment for trained workers.

The goal of employment policy was determined by our Party at the 9th Congress: "Employment is one of the basic policies of the nation" [19, p.20]. Employment for trained workers is both to fully exploit the potential of workers and to create a premise for promoting the human factor, stabilizing and developing the economy, ensuring social health, ensuring security and political stability.

Employment for trained workers is the sum of the policies, guidelines and strategies of the political system and the efforts of the workers themselves to establish a favorable working environment, with appropriate income and development opportunities suitable to the capacity, qualifications and ability to contribute to the career of trained workers.

Solving employment for trained workers in Thai Nguyen province is the sum of the policies, guidelines and strategies of the political system, along with the initiative and self-awareness of the subjects (Party Committee, Local Government, Enterprises, Educational Institutions, Trained workers themselves) to establish a favorable employment environment, with appropriate income, opportunities for career development and the ability to contribute of trained workers in the province.

Currently, the arrangement and assignment of labor for trained workers in Thai Nguyen province means creating economic status, political and social status for the people on the path to building a socialist regime. Solving employment is not only based on the results

of creating new jobs but also aims at sustainable employment and quality of employment for trained workers in Thai Nguyen province.

2.1.2. The role of job placement for trained workers

Solving employment for trained workers plays a very important role in the development of society and of each individual, which is specifically expressed as follows:

First, solving employment problems for trained workers contributes to ensuring the material basis of socialism.

Second, providing employment for trained workers contributes to maintaining political and social stability.

Third, solving employment problems for trained workers promotes the process of comprehensive human development and provides high-quality human resources for the cause of building the country in the direction of socialism.

2.1.3. Subject, content, and method of job settlement for trained workers

Firstly, the subjects solving employment for trained workers participate in the process of solving employment for trained workers, including the following basic subjects: i) The Communist Party leads the process of solving employment; ii) The responsibility of the state; iii) Enterprises; iv) Educational institutions; v) Political and social organizations participate in and protect the rights of trained workers in the process of solving employment; vi) Trained workers create jobs and solve jobs for themselves.

Secondly, the content of solving employment for trained workers. Based on the subjective needs of trained workers, which are also objective factors of society, the content of solving employment needs to be implemented: i) Promulgating and implementing policies, strategies, and measures to create jobs and improve the quality of jobs for trained workers; ii) Creating an economic environment that ensures job creation and improves the quality of jobs for trained workers; iii) Improving educational qualifications, expertise, and vocational skills is the core issue for trained workers to find suitable jobs or create jobs for themselves.

Thirdly, solving jobs for trained workers through the following basic methods: i) through the Party's guidelines and policies, the State's policies and laws; resolutions, policies, programs, projects, and plans of the local political system; ii) through local socio-economic development strategies; iii) solving jobs for trained workers through education and training; iv) Trained workers themselves proactively create jobs for themselves.

2.2. CHARACTERISTICS AND FACTORS AFFECTING EMPLOYMENT SOLUTION FOR TRAINED WORKERS IN THAI NGUYEN PROVINCE AT PRESENT

2.2.1. Characteristics of job creation for trained workers in Thai Nguyen Province today

Firstly, Creating jobs for trained workers in Thai Nguyen starts in a province that is at the forefront of the industrialization process and is striving to become one of the modern industrial economic centers by 2030.

Secondly, job creation for trained workers in Thai Nguyen attracts local workers and a large labor force in the Northern Midlands and Mountains.

Thirdly, job creation for a trained labor force, mainly ethnic minorities in the province and the Northern Midlands and Mountains.

2.2.2. Factors affecting job creation for trained workers in Thai Nguyen Province

Firstly, the integration trend, the fourth industrial revolution.

Secondly, the effectiveness of the party and state's guidelines and policies affects the policies and guidelines for job creation in the locality.

Thirdly, the natural, economic, and social conditions of Thai Nguyen province.

Fourthly, the workers themselves have been trained in Thai Nguyen province.

Summary of Chapter 2

The discussion of some theoretical issues on job creation has clarified the content: labor and employment are the internal resources of the

country; job creation is for trained workers to develop the economy and society in a sustainable direction in the conditions of international integration and the 4.0 industrial revolution.

The thesis has identified the subject, content, and basic methods of job creation for trained workers in general and Thai Nguyen in particular. From the studies on the characteristics of job creation for trained workers in Thai Nguyen province and pointing out the factors affecting the job creation process for workers in Thai Nguyen province, the thesis draws out the research problem that needs to be solved. Job creation for trained workers in Thai Nguyen province today basically belongs to the relationship between education and training and the labor market on the basis of local socio-economic development. The effective solution to employment is to attract trained workers to industries with competitive advantages, actively support workers in career guidance, training, labor market information, etc. to create jobs for themselves and find effective jobs; thereby, trained workers increasingly find suitable jobs, have stable income and living standards, promote sustainable socio-economic development, and build an increasingly rich and civilized social system.

Chapter 3

CURRENT SITUATION OF EMPLOYMENT FOR TRAINED WORKERS IN THE THAI NGUYEN PROVINCE AND CURRENT ISSUES

3.1. CURRENT SITUATION OF EMPLOYMENT FOR TRAINED WORKERS IN THAI NGUYEN PROVINCE

Firstly, implementing the guidelines, policies, and laws on employment of the political system of Thai Nguyen province.

The Party Committee and the government of Thai Nguyen province have focused on developing guidelines, issuing resolutions, and leading the implementation of the task of employment for trained workers. The province's socio-political organizations have actively participated in supporting employment for trained workers. However, some of the province's employment policies and guidelines have been slow to be institutionalized and have not been truly linked to local resources. The organization and operation of the provincial Labor Federation and the

Youth Union in supporting employment have many limitations and have not met the requirements of the new situation.

Secondly, employment is resolved through the process of socio-economic development and labor market development in Thai Nguyen province.

Promoting socio-economic development, developing the labor market in a modern and sustainable direction to create more jobs, and ensuring sustainable employment are affirmed by Thai Nguyen Province as the basic tasks of the entire local political system. Implementing socio-economic development plans and supporting labor market development in conjunction with the employment strategy, Thai Nguyen province has achieved some remarkable results. The economic growth rate, shifting the economic structure of the province towards increasing modernity, has been strongly promoting the process of job creation for trained workers. Besides the achievements, there are still some limitations in the relationship between socio-economic development and the tasks of job creation for trained workers.

Third, job creation occurs through education and training.

Thai Nguyen Province always identifies human resource development as a driving force for economic growth. Education and training do not directly solve employment problems but have the key task of ensuring labor quality and actively supporting trained workers from schools to the labor market. Through education and training, the quality of trained workers in Thai Nguyen province is gradually being recognized by employers. Schools are gradually focusing on consulting and supporting employment for trained workers. Employment for trained workers is promoted through cooperation between schools and businesses. However, education also has major limitations in terms of training program orientation and management model, as well as not focusing on training support activities, leading to difficulties and obstacles for trained workers to find jobs that truly match their aspirations.

Fourth, self-employment of trained workers in Thai Nguyen province.

Through activities on self-employment and innovative start-ups of trained workers in Thai Nguyen province, learners have the opportunity to grasp start-up knowledge right from the learning environment, actively participate in playgrounds on innovative start-ups, and are given opportunities to connect start-ups from school to the market. Trained workers have been equipped with the tools for starting a business. However, the awareness of start-up consulting, start-up environments, start-up cooperation units, etc. among relevant departments, sectors, and organizations is not really close. Support for resources in terms of finance, infrastructure, training, consulting activities, etc. for trained workers to start a business still faces many difficulties.

3.2. CAUSES, CURRENT SITUATION, AND ISSUES ARISING IN EMPLOYMENT SOLUTION FOR TRAINED WORKERS IN THE THAI NGUYEN PROVINCE AT PRESENT

3.2.1. Causes of the current situation of job creation for trained workers in Thai Nguyen Province

** Causes of the current achievements in job creation for trained workers in Thai Nguyen Province.*

Firstly, the achievements of the national renovation have created momentum and strength for the process of job creation for trained workers to be increasingly effective.

Secondly, the labor market in Thai Nguyen Province is increasingly developing in a modern and complete direction.

Thirdly, the political system of Thai Nguyen province has paid attention to and focused on job creation for trained workers.

Fourthly, educational institutions have continuously made efforts to train workers and develop human resources.

Fifthly, trained workers themselves actively participate in the labor market.

** Causes of limitations in job creation for trained workers in Thai Nguyen province today*

Firstly, the world situation in recent years has been complicated, leading to an unstable job creation process for trained workers.

Secondly, Thai Nguyen is a mountainous province, a locality with many difficulties in mobilizing resources to create jobs for trained workers.

Thirdly, policies and strategies for job creation still have many shortcomings.

Fourthly, the social responsibility of enterprises in creating jobs for trained workers still has many limitations.

Fifthly, limitations in the management methods of the leadership and management team in the local political system towards educational institutions have led to ineffective job creation for trained workers.

3.2.2. Issues raised in creating jobs for trained workers in Thai Nguyen Province today

First, The labor market needs high-quality human resources, while the quality of trained workers in Thai Nguyen province does not meet the requirements.

Second, training institutions often focus on input targets, quantity, and quality without actively innovating output policies and supporting employment for trained workers.

Third, Providing jobs for trained workers is ineffective, affecting the goals of industrialization and modernization and potentially causing social instability in Thai Nguyen province.

Summary of Chapter 3

Employment is one of the important tasks that the authorities of Thai Nguyen province have basically implemented correctly, promptly, and quite effectively to create more jobs and job value, aiming at improving and raising the income level, quality of life, ideology, and psychology of trained workers who are increasingly enthusiastic about working and producing, contributing to building the homeland and the country.

However, through analyzing the current situation of employment for trained workers in Thai Nguyen province, there are still some issues that need to be resolved, such as: the quality of trained workers is an issue that needs to be improved; training of key human resources has not been given much attention to promote to be compatible with the

shift in economic structure; methods of creating new jobs for trained workers are not very effective, mainly aiming at the goal of having jobs without unemployment without really focusing on the issue of sustainable employment.

The goal of building Thai Nguyen into a modern industrial economic center in the future of the entire Northern Midlands and Mountains region and the Hanoi Capital region requires the province to have a long-term vision, aiming for comprehensive and sustainable development. In particular, solving employment problems for trained workers needs to be identified as the key to quickly and effectively promoting both social labor productivity and social progress. Solving employment for trained workers in Thai Nguyen province must be considered an urgent issue, requiring the correct decisions of the Party Committee, the government, and the active participation of the local political system as well as the trained workers themselves. Completing the system of requirements and solutions for solving employment problems for trained workers must be in the direction of encouraging, creating opportunities, and enhancing the value of trained workers, from recruitment to effective use and reasonable treatment.

Chapter 4

MAIN REQUIREMENTS AND SOLUTIONS TO SOLVE EMPLOYMENT FOR TRAINED WORKERS IN THE THAI NGUYEN PROVINCE AT PRESENT

4.1. BASIC REQUIREMENTS TO SOLVE EMPLOYMENT FOR TRAINED WORKERS IN THE THAI NGUYEN PROVINCE AT PRESENT

4.1.1. Solving employment for trained workers must ensure compliance with the Party's guidelines, policies, and laws of the state and is the responsibility of the local political system, the community, and the workers themselves in the province.

4.1.2. Solving employment problems for trained workers must focus on improving the quality of employment in a sustainable manner.

4.1.3. Solving employment for trained workers must focus on socio-economic development and labor market development in Thai Nguyen province.

4.1.4. Solving employment for trained workers must strongly unleash labor potential, creating motivation for career establishment and start-up

4.2. MAIN SOLUTIONS TO SOLVE EMPLOYMENT FOR TRAINED WORKERS IN THE THAI NGUYEN PROVINCE AT PRESENT

4.2.1. Raising awareness society about the importance of solving employment problems for trained workers

As a top priority in the process of local construction and development and, at the same time, to respond and adapt to external and internal impacts, solving employment is determined to be not only the responsibility of leaders and managers at all levels but also requires the participation of the whole society. Therefore, solutions to raise awareness throughout society need to be implemented consistently and long-term. It is necessary to focus on some of the following basic measures:

First, raise awareness among leaders and managers in the political system of Thai Nguyen Province about job creation for trained workers.

Second, raise awareness among the whole society about job creation for trained workers.

4.2.2. Grasp and effectively implement the party's guidelines, policies, and laws of the state, party committees, and party organizations on job creation for trained workers at present

Through the direction of the Thai Nguyen Provincial Party Committee's resolution, local authorities effectively implement policies to support job creation for trained workers. Synchronously implement policies to mobilize maximum resources at home and abroad to support trained workers to quickly create jobs for themselves.

Implementing this solution aims to gradually improve and perfect the employment policy for trained workers. To achieve the goal, it is

necessary to focus on promoting the role of leadership, consulting, management, and implementation of employment; concretizing policies to encourage and support businesses and the labor market; maximizing resource mobilization to create jobs; and enhancing the position and role of trained workers. Some basic measures that need to be focused on are as follows:

First, focus on the management and organization of the implementation of policies and guidelines to solve the problem of the problem of sustainable employment for trained workers.

Second, focus on supporting the development of the labor market for trained workers.

Third, promote the efficiency of operations and business development strategies.

Fourth, exploit and comprehensively develop the advantages in the province to solve employment problems for trained workers.

Fifth, focus on effectively using financial and monetary resources, credit policies, and loan support to solve employment problems.

4.2.3. Economic restructuring towards promoting growth, combining the corresponding shift of human resources to create jobs and improve the quality of jobs for trained workers in the province

Promoting the tradition of "revolutionary homeland," the consistent goal of Thai Nguyen province is to strive to build sustainable economic development where workers have a stable income and an increasingly prosperous and happy life. The province has implemented many synchronous measures to grow the economy in a sustainable direction, creating a corridor of mechanisms to create increasingly adequate and productive jobs. It is necessary to focus on effectively implementing the following measures:

First, consistently aiming at innovating the economic growth model in Thai Nguyen province must be placed in the context of the 4.0 industrial revolution.

Second, restructuring the economy towards a modern socialist production in the future.

4.2.4. Solving employment on the basis of improving the quality of educational and vocational training institutions in Thai Nguyen province

Improving the quality of education and training with the goal of creating a workforce with good health, high professional qualifications, and creative capacity to successfully innovate the economic growth model of Thai Nguyen province in the coming period. It is necessary to focus on overcoming limitations and improving the functions and tasks of schools in training activities, supporting training, and innovating the governance model and autonomy of educational institutions to perfect the modern educational model. These are the core contents to promote the quality of human resource training in Thai Nguyen Province today. In order to improve the quality of training, educational institutions need to effectively implement the following specific measures:

First, developing training programs must meet the requirements of the labor market in the current context.

Second, strengthen the role, functions, and tasks of job consulting and support centers in schools.

Third, schools promote cooperative activities with businesses.

4.2.5. Encourage and create conditions for trained workers to create jobs and start up successful, innovative businesses.

The successful start-up path of trained workers will gradually firmly establish the position of socialist people in all aspects, first of all, by sharing difficulties and burdens with local authorities and businesses in creating jobs for trained workers themselves and for others, enhancing the values of start-ups, and building the province into a city of innovative start-ups in the whole country. In order for trained workers to be successful entrepreneurs, it is necessary to build an innovative startup environment associated with innovation and creativity activities, expressed from awareness to action, through perfecting institutions and policies for innovation and creativity and enhancing activities to encourage and support finance, infrastructure,

and human resources. In particular, it is necessary to implement a number of measures, as follows:

First, Thai Nguyen province needs to develop and perfect policies to encourage and spread the spirit of innovative startups.

Second, promote education and training activities for startups.

Third, promote the formation of startups.

Summary of Chapter 4

From the results of analyzing the current situation and issues in solving employment for trained workers, based on the requirements for solving employment in Thai Nguyen province, the author proposes a number of solutions to solve employment for trained workers, including: a group of solutions to raise awareness for each specific subject in each field and specialty; a group of key policy solutions, including measures to enhance the responsibility of leadership and management of labor and employment, increase support, develop enterprises, develop the labor market to create corridors and mechanisms to attract qualified and specialized workers; a group of solutions to restructure the economy associated with breakthrough measures, hoping to remove bottlenecks in the Thai Nguyen province economy combined with a reasonable shift in labor quality; Group of solutions on education and training, through measures to improve management and training programs, promote support activities, advise learners from input to output, rationalize the right industry and profession for learners, businesses, and society; group of solutions on encouraging and supporting start-up activities from schools to society; these are new activities with many attractions but also many challenges, so support in terms of expertise, finance, market, etc. is the fulcrum for learners to identify this as a sustainable and effective way to solve employment.

Thus, unity in planning, promulgating, and implementing policies on economic development and solving social issues, including labor and employment; investment in education, training, and vocational education; and encouraging innovative start-up workers are key contents in implementing the work of creating jobs and improving the quality of jobs for trained workers in Thai Nguyen province today.

CONCLUDE

Labor and employment have been and are an urgent issue of concern to the whole society, including economic content to ensure the economic restructuring to meet the requirements of industrialization and modernization of the locality, and at the same time, it is a political and social issue that creates a proactive position for trained workers, determining the prosperity and happiness of families and society. Solving employment effectively and sustainably not only contributes to promoting regional economic growth, creating healthy social relations, and contributing to the common development goal of Thai Nguyen being a province worth visiting and living in the future, Therefore, the issue of labor and employment for trained workers is not only limited to the scope of activities of the Department of Labor, War Invalids, and Social Affairs, enterprises, or schools, but is the responsibility of the entire political system and the whole society.

From determining the theoretical and practical bases for job creation for trained workers in Thai Nguyen province, the thesis has clarified the concept of job creation for trained workers in the province, clearly identified the subject, content, and method of job creation for trained workers in Thai Nguyen province, pointed out the basic characteristics of trained workers as well as the characteristics of job creation for trained workers in Thai Nguyen province today, and analyzed a number of objective and subjective factors affecting the job creation process for trained workers in the province. This is the basis for assessing the current situation and proposing requirements and solutions to effectively solve jobs for trained workers in Thai Nguyen province in the current innovation career.

With the efforts of innovation in thinking and working methods of the entire political system of Thai Nguyen province, together with educational units, enterprises, and trained workers themselves, the work of job creation for trained workers has been solved and achieved significant achievements; the number of jobs and incomes have been constantly increased, thereby making the material and spiritual lives of workers increasingly stable. However, the process of job creation for

trained workers in Thai Nguyen province still has many limitations and shortcomings. The process of innovation in awareness, leadership methods, and management direction on the issue of employment for trained workers is still slow, key programs and projects for trained workers have not been developed, and there has not been close attention to trained workers who are ethnic minorities. Socio-economic development is uneven in residential areas; the trained labor structure is not balanced, affecting the transformation in the social class structure in the province more and more complicatedly.

Through studying the current situation, combined with the orientation and requirements of the party, state, and localities on employment and job creation, the thesis has drawn five main groups of solutions. which emphasizes and focuses on the group of solutions for socio-economic development and the group of solutions for strengthening the functions and tasks of educational institutions. This is a group of solutions that directly creates jobs and income, ensures living standards, enhances the value of labor, and gradually overcomes the existing problems between training, recruitment, use, and treatment of trained labor according to social requirements.

Solving employment for trained labor in Thai Nguyen province is currently a big and long-term problem. To solve the employment problem for trained workers with good results, it requires the active participation of the subjects and increasingly effective implementation methods to create more jobs and improve the quality of jobs for trained workers. The research results of the thesis are only the first step and certainly cannot avoid limitations and shortcomings. The researcher hopes to receive contributions from scientists to further improve the thesis and continue to develop research in the future.

A LIST OF THE AUTHOR'S RESEARCH WORKS PUBLISHED RELATED TO THE THESIS

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