

HO CHI MINH NATIONAL ACADEMY OF POLITICS

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**THE LAO CAI PROVINCIAL PARTY COMMITTEE'S
LEADERSHIP OF VOCATIONAL TRAINING
FROM 2000 TO 2020**

SUMMARY OF THE DOCTORAL THESIS

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INTRODUCTION

1. The urgency of the theme

Human resource development has been a major policy of the Communist Party of Vietnam. The 11th National Congress of the Party (2011) identified it as one of the three strategic breakthroughs for achieving rapid and sustainable national development. Vocational training for workers constitutes a core component of labor and employment policy, contributing to human resource development, job creation, income generation, social welfare, and sustainable social development.

. In the new context, education and training in general, and vocational training in particular, have received increasing attention. Only through systematic vocational education, especially in scientific and technological knowledge, can workers improve their professional knowledge and occupational skills. Furthermore, only through the cultivation of professional ethics and work-related values can workers develop a strong sense of responsibility, a serious working attitude, and creativity in performing their jobs. As a result, labor productivity is enhanced, thereby contributing to economic growth. Moreover, socio-economic development remains uneven among regions in Vietnam. In many mountainous provinces, educational attainment is still relatively low; therefore, vocational training not only equips workers with employable skills but also creates employment opportunities for various social groups, thereby promoting socio-economic development and contributing to the realization of sustainable poverty reduction goals.

Following its re-establishment in 1991, Lao Cai was one of the poorest provinces in the country. The province possessed limited natural land resources and a highly fragmented terrain. Agricultural production remained underdeveloped, while shifting cultivation and nomadic settlement practices persisted in many localities. The educational level of the population was low, with as many as 52 percent of residents being illiterate. Meanwhile, the population growth rate was approximately 3.5 percent, and households living in poverty and hunger accounted for about 60 percent of the population. To achieve the objective of stabilizing the province's socio-economic conditions after its re-establishment, one of the most urgent tasks facing Lao Cai was to provide vocational skills training and employment

opportunities for local workers. This would create the necessary conditions for permanent settlement, improve living standards, and reduce poverty. Fully aware of the position and importance of vocational training for the province's socio-economic development, and based on the actual conditions of vocational training in the locality, the Lao Cai Provincial Party Committee, since the province's re-establishment in 1991, has actively applied the Party's viewpoints and guidelines, while formulating appropriate policies and solutions to promote vocational training. These efforts have made an important contribution to addressing employment issues - one of *the most pressing challenges* facing the province in the post-re-establishment period.

Thanks to the leadership of the Provincial Party Committee, the proactive and close direction of authorities at all levels, and the efforts of relevant departments and agencies, vocational training in Lao Cai Province achieved significant results. During the period 2016 - 2020, vocational education and training institutions throughout the province enrolled and trained more than 80.6 thousand learners. By the end of 2020, 65 percent of the province's workforce had received training, while the graduation rate of students from upper secondary schools, professional secondary schools, and vocational training institutions reached 80 percent. These achievements created important advantages for Lao Cai Province in promoting economic restructuring, thereby contributing to the successful implementation of industrialization, modernization, and international integration in the new context. However, Lao Cai remains a relatively poor province, with many limitations in socio-economic development and a generally low educational level, particularly in highland and ethnic minority areas. As late as 2009, the province's literacy rate had reached only 77.4 percent. Meanwhile, unemployment and underemployment, especially among young people entering the labor market, continued to be *pressing issues* and constituted one of the fundamental causes of various social problems. The quality of vocational training also remained inadequate. Most workers received only short-term vocational training, while the number of skilled technical workers and highly qualified craftsmen was still limited. In addition, the structure and occupational composition of training programs did not always correspond to practical demands, whereas the province's increasingly

dynamic development generated a growing need for a highly skilled workforce.

Given this context, studying the process through which the Lao Cai Provincial Party Committee led vocational training activities is essential for affirming its achievements, identifying its shortcomings, and drawing preliminary lessons from practical experience. Such research possesses both theoretical and practical significance and is highly relevant to contemporary development requirements. For these reasons, the author has chosen the topic “*The Lao Cai Provincial Party Committee’s Leadership of Vocational Training from 2000 to 2020*” as the subject of this doctoral dissertation in the field of History of the Communist Party of Vietnam.

2. Research Objectives and Tasks

2.1. Research Objectives

The dissertation aims to clarify the process by which the Lao Cai Provincial Party Committee led vocational training from 2000 to 2020. On that basis, it seeks to draw valuable lessons from practice that may serve as references for improving the quality and effectiveness of the Party Committee’s leadership of vocational training in the coming period.

2.2. Research Tasks

First, to review and assess the existing research related to the dissertation topic;

Second, to examine and clarify the factors influencing the process through which the Lao Cai Provincial Party Committee led vocational training from 2000 to 2020;

Third, to analyze and systematically interpret the policies and guidelines of the Lao Cai Provincial Party Committee regarding vocational training during the period 2000 - 2020;

Fourth, to clarify the process of directing vocational training by the Lao Cai Provincial Party Committee through two stages: 2000 - 2010 and 2010 - 2020;

Fifth, to provide assessments of the achievements and limitations of the Provincial Party Committee’s leadership of vocational training, analyze the underlying causes, and draw several lessons from the practical experience of leading vocational training in Lao Cai Province during the period 2000 - 2020.

3. Research Scope and Subjects

3.1. Research Subject

The policies and leadership of the Lao Cai Provincial Party Committee regarding vocational training during the period from 2000 to 2020.

3.2. Research Scope

Content Scope: The dissertation focuses on examining the policies and the process through which the Lao Cai Provincial Party Committee directed vocational training from 2000 to 2020. The study addresses the following aspects: dissemination of information and counseling on vocational education and employment; development of the vocational training school system; vocational training programs and occupational structure; development of vocational education administrators and teaching staff; implementation of vocational training support policies (including support policies for rural workers in accordance with central government regulations during the period 2010 - 2020); and improvement of vocational training quality in association with job creation. On this basis, the dissertation draws assessments and lessons from the practical experience of the Lao Cai Provincial Party Committee's leadership of vocational training during the period 2000 - 2020.

Spatial Scope: The research is conducted within Lao Cai Province, including Lao Cai City, Sa Pa Town, and the districts of Van Ban, Bao Yen, Bat Xat, Muong Khuong, Bac Ha, Si Ma Cai, and Bao Thang.

Temporal Scope: The dissertation examines the period from 2000 to 2020.

4. Theoretical Foundation, Research Methods, and Sources of Materials

4.1. Theoretical Foundation

The dissertation is grounded in the theoretical principles of Marxism-Leninism and Ho Chi Minh Thought, as well as the viewpoints and guidelines of the Communist Party of Vietnam on education and training in general, and vocational training in particular.

4.2. Research Methods

The dissertation primarily employs the historical and logical methods. In addition, interdisciplinary approaches, analysis, synthesis, and expert interviews are also utilized.

- *Historical Method*: The historical method is primarily used to examine the actual process through which the Lao Cai Provincial Party Committee led vocational training during the period 2000-2020. This method enables the dissertation to objectively and accurately reconstruct the policies and leadership practices related to vocational training in Lao Cai Province during the period under study. It is applied mainly in Chapters 2 and 3 of the dissertation.

- *Logical Method*: The logical method is employed to draw important conclusions from the research findings through the analysis and synthesis of the issues under investigation. This method is mainly used in Chapters 3 and 4 to evaluate the implementation of vocational training, assess its achievements and limitations, identify their causes, and draw practical lessons from the leadership process.

- *Methods of Analysis and Synthesis*: These methods are used to examine documents, theories, and research works related to the research subject. Through analysis and synthesis, the dissertation clarifies the theoretical and practical issues concerning vocational training and the leadership role of the Provincial Party Committee in this field.

- *Expert Interview Method*: The expert interview method is employed to identify and analyze essential issues reflected in the perceptions and actions of Party organizations, local authorities, policy implementers, and local people. It also serves to gather insights and professional opinions from individuals with extensive knowledge and practical experience, thereby providing valuable suggestions and orientations for the research.

4.3. Sources of Materials

The dissertation draws primarily upon the following sources: Documents and resolutions of the Communist Party of Vietnam and the State concerning education and training in general, and vocational training in particular; Documents, resolutions, reports, and directives issued by the Lao Cai Provincial Party Committee and local authorities concerning vocational training; Secondary sources, including published books, scientific research works, journal articles, theses, dissertations, and related reference materials. In addition, research data are supplemented by primary

sources collected through interviews with relevant officials, experts, and individuals directly involved in the implementation of vocational training policies.

5. New Contributions of the Thesis

The thesis provides a reliable and systematic body of documentary materials on vocational training in Lao Cai Province during the period 2000 - 2020. It reconstructs the process through which the Lao Cai Provincial Party Committee led vocational training activities, thereby contributing to a clearer understanding of the initiative and creativity demonstrated by the Provincial Party Committee in directing vocational training from 2000 to 2020. Furthermore, the thesis offers objective assessments of the achievements and limitations of this leadership process and draws several lessons from the practical experience of the Lao Cai Provincial Party Committee's leadership of vocational training during the period 2000 - 2020. These findings contribute to improving the quality and effectiveness of vocational training in the province in the years ahead.

6. Theoretical and Practical Significance

- *Theoretical Significance:* The thesis contributes to the theoretical foundation for reviewing and evaluating vocational training in Lao Cai Province during the period 2000 - 2020. It also enriches research on the leadership role of provincial Party organizations in implementing the Party's policies on vocational training and human resource development.

- *Practical Significance:* The findings of the thesis may serve as a useful reference for research and teaching on local history in general and the history of the Lao Cai Provincial Party Committee in particular. In addition, the lessons drawn from the study may provide practical references for improving the effectiveness of vocational training leadership and management in Lao Cai Province and other localities with similar conditions.

7. Structure of the thesis

Apart from the introduction, conclusion, list of references, and appendices, the thesis is structured into 4 chapters with a total of 8 sections.

Chapter 1

OVERVIEW OF THE RESEARCH RELATED TO THE THESIS

1.1. STUDIES RELATED TO THE DISSERTATION TOPIC

1.1.1. Studies on Employment, Labor, and Vocational Training in General

Research conducted by scholars such as Le Ai Lam, Tran Van Tung, Do Minh Cuong, Mac Van Tien, Pham Huu Nghia, Nguyen Van Thang, José María Peiró, and Le Quang Canh has affirmed the important role of human resources in socio-economic development. These studies examine experiences in human resource development in general and vocational training development in particular in various countries, providing valuable references for Vietnam. From the perspective of vocational training serving agricultural and rural development, several works have proposed solutions for implementing vocational training models for rural workers that have been applied in practice. These studies also address emerging issues and challenges related to vocational training for rural workers in the context of future socio-economic development.

1.1.2. Studies on Labor, Employment, and Vocational Training at the Regional and Local Levels in Vietnam

Studies by scholars such as Bui Si Loi, Tran Thi Minh Ngoc, Nguyen Thi To Uyen, Nguyen Dang Nui, and Nguyen The Tram have analyzed and evaluated the advantages, difficulties, achievements, and limitations of vocational training and employment generation. Based on these assessments, the authors proposed orientations and solutions for improving the effectiveness of vocational training and employment policies. Several doctoral dissertations by researchers such as Pham Thi Kim Lan and Truong Thi Hong Nga, who approached from the perspective of the History of the Communist Party of Vietnam, have examined the systems of policies adopted by local Party Committees and reconstructed the processes through which these Party organizations directed human resource development in several provinces. These studies also analyzed and evaluated leadership

achievements in the field of vocational training. In addition, scholars such as Bui Thanh Minh and Bui Thi Thanh Ha have focused on investigating the impact of vocational training on employment generation and poverty reduction among ethnic minority youth in the Northwest region of Vietnam.

1.1.3. Studies on Labor, Employment, and Vocational Training in Lao Cai Province

Research conducted by the Lao Cai Provincial Party Committee and scholars such as Giang Thi Dung, Nguyen Thi Van Hang, Ngo Xuan Quyet, and Trinh Quang Chinh has focused on clarifying the leadership and direction of human resource development and poverty reduction in Lao Cai Province, as well as the achievements and limitations in these areas since the re-establishment of the province in 1991. In the field of labor and employment, these studies have highlighted several notable policies and directives adopted by the province. Through empirical investigations, some studies have examined the current situation of vocational training for rural workers in Lao Cai Province during the period 2015 - 2023, supported by specific statistical data. Other studies have proposed practical solutions for improving vocational training, including strengthening the leadership of Party committees, implementing province-specific mechanisms and policies on vocational training and employment generation, and developing a highly skilled workforce.

1.2. FINDINGS OF PREVIOUS STUDIES RELATED TO THE DISSERTATION TOPIC AND ISSUES REQUIRING FURTHER RESEARCH

1.2.1. Research Findings

Sources of Materials: Previous studies have compiled substantial documentary materials on human resources, labor, employment, and vocational training. They have systematized official documents of the Communist Party of Vietnam concerning vocational training and human resource development through authoritative sources. At the local level, numerous studies have provided practical materials on policies and the implementation of vocational training in mountainous provinces and ethnic

minority areas. In particular, studies within the discipline of the History of the Communist Party of Vietnam have systematically and comprehensively compiled documents issued by local Party Committees. These materials constitute important sources that this dissertation can draw upon and build upon.

Research Approaches: Existing studies have approached issues of labor, employment, and vocational training from various perspectives, including economics, sociology, and Party history. Many studies have examined the implementation of labor and employment policies or explored vocational training in relation to human resource development. These approaches provide useful insights for the dissertation in examining vocational training directly as an area of leadership exercised by the Communist Party of Vietnam.

Research Methods: Historical and logical methods, as well as interdisciplinary approaches, have been widely employed in previous studies. The combination of theoretical analysis and practical review has been particularly common in scholarly books, scientific research projects, and doctoral dissertations.

Research Content: Numerous studies have surveyed, analyzed, and evaluated the current state of vocational training nationwide and in specific regions and localities. Some works have focused on particular aspects of vocational training and proposed solutions for improving the quality of vocational training for workers. Notably, studies in the field of the History of the Communist Party of Vietnam, although primarily concerned with human resource development, employment generation, and poverty reduction at the provincial level, have also addressed, to a certain extent, the policies adopted by local Party Committees, their implementation processes, and the initial achievements and experiences in vocational training. These findings provide useful references for addressing the objectives and tasks of this dissertation.

However, among the published works reviewed by the author, no study has systematically and directly examined the process through which the

Communist Party of Vietnam has led vocational training. At the local level, there has been no comprehensive, systematic, and in-depth study of the Lao Cai Provincial Party Committee's leadership of vocational training during the renovation period. Studies conducted from the perspective of Party history have mainly focused on human resource development, within which vocational training has been treated as only one component. As a result, the analysis and evaluation of vocational training have not been sufficiently comprehensive or detailed. Meanwhile, studies dealing directly with vocational training have tended to focus on specific categories, such as vocational training for rural workers or agricultural vocational training. Consequently, their assessments of leadership achievements and limitations cannot fully represent the overall vocational training sector, and the lessons drawn from these studies lack a comprehensive perspective on vocational training as a whole.

1.2.2. Research Issues Addressed by the Dissertation

First, the dissertation examines the factors influencing the Lao Cai Provincial Party Committee's leadership of vocational training. These factors include international, national, and provincial contexts; the Communist Party of Vietnam's policies and guidelines on vocational training; and the state of vocational training in Lao Cai Province before 2000.

Second, the dissertation investigates the policies and guidelines of the Lao Cai Provincial Party Committee regarding vocational training during the period 2000-2020. Particular attention is devoted to clarifying the objectives, orientations, tasks, and solutions adopted by the Provincial Party Committee to improve the quality and effectiveness of vocational training in the province.

Third, the dissertation examines the process through which the Lao Cai Provincial Party Committee directed vocational training during two periods, namely 2000 - 2010 and 2010 - 2020. The study focuses on the following aspects: dissemination of information and counseling on vocational education and employment; consolidation and development of the

vocational school system; development of training programs and occupational structures; development of vocational education administrators and teaching staff; implementation of vocational training support policies; and improvement of vocational training quality in association with employment generation.

Fourth, the dissertation analyzes the achievements and limitations of the Lao Cai Provincial Party Committee's leadership of vocational training, as well as the causes underlying those achievements and limitations. Based on this analysis, it draws a number of fundamental lessons from the practical experience of the Provincial Party Committee's leadership of vocational training during the period 2000-2020. These lessons are intended to provide references for application in the current context, with a view to enhancing the effectiveness of the Provincial Party Committee's leadership in vocational training and improving the quality of vocational training in Lao Cai Province in the years ahead.

Chapter 1 summary

Vocational training for workers has been an important policy of the Communist Party of Vietnam in implementing social policies aimed at addressing employment issues, improving the quality of human resources, contributing to poverty reduction, and ensuring social welfare. Over the past several decades, studies on labor, employment, vocational training, and job creation for workers have become increasingly diverse, providing explanations and analyses from various perspectives. The findings of previous studies related to the dissertation topic have provided valuable documentary sources, research approaches, methodologies, and substantive insights. These works have offered important suggestions and references that the author has inherited and further developed in the process of conducting this research. However, systematic studies on the leadership of the Communist Party of Vietnam and local Party Committees in vocational training remain limited. This research gap provides the rationale for selecting the issues that constitute the focus of this dissertation.

Chapter 2

POLICIES AND THE PROCESS OF DIRECTION OF THE LAO CAI PROVINCIAL PARTY COMMITTEE REGARDING VOCATIONAL TRAINING FROM 2000 TO 2010

2.1. FACTORS INFLUENCING AND POLICIES OF THE LAO CAI PROVINCIAL PARTY COMMITTEE REGARDING VOCATIONAL TRAINING

2.1.1. Factors Influencing the Leadership of the Lao Cai Provincial Party Committee in Vocational Training

These factors include the international context, the national context, and the characteristics of Lao Cai Province, including its natural conditions, socio-economic situation, and labor force characteristics; the state of vocational training in Lao Cai before 2000; and the policies and guidelines of the Communist Party of Vietnam and the State's policies on vocational training.

2.1.2. Policies of the Lao Cai Provincial Party Committee on Vocational Training

The policies of the Lao Cai Provincial Party Committee on vocational training were reflected in the documents of the 12th Provincial Party Congress (2000 - 2005), which set the objective of increasing the proportion of trained workers to between 21 and 23 percent of the province's total labor force, with the proportion of vocationally trained workers (technical workers) reaching 14.44 percent. The documents of the 13th Lao Cai Provincial Party Congress further identified the objective of "*leading Lao Cai out of poverty at an early date.*" At the same time, they established targets for 2010, under which the proportion of trained workers was expected to reach between 35 and 36 percent of the labor force, including 24 to 25 percent who had received vocational training.

2.2. THE PROCESS OF DIRECTING VOCATIONAL TRAINING BY THE LAO CAI PROVINCIAL PARTY COMMITTEE

2.2.1. Direction of Information Dissemination, Vocational Guidance, and Employment Counseling

The province directed extensive dissemination and communication activities among Party organizations, government agencies, economic

sectors, cadres, and the general public in order to raise awareness of the importance of vocational training and employment. Labor and employment surveys were conducted annually, providing a basis for forecasting labor market demand and labor force trends. These data enabled the province to formulate vocational training plans and assign annual vocational training and employment targets more effectively and in accordance with actual needs. During the period 2006 - 2010, vocational guidance and employment counseling were identified as a separate task within the Vocational Training Scheme for Workers in Lao Cai Province for the period 2006 - 2010.

2.2.2. Direction of Planning and Expanding the Vocational School Network

Lao Cai Province strengthened the mobilization of resources and expanded the network of vocational training institutions throughout the province. Priority was given to upgrading and developing Lao Cai Vocational Secondary School and Apatit Vocational Secondary School, as well as expanding the Provincial Center for Technical Education, Career Orientation, and Vocational Training. During the period 2006 - 2010, a system of public vocational training centers was established, contributing to the expansion of vocational training opportunities and improving access to vocational education for local workers.

2.2.3. Direction of Developing Training Programs and Occupational Structures

Occupational Structure of Training Programs: The province focused vocational training on six major sectors: Mining; Construction; Trade and tourism; Hydropower; Community healthcare; Agricultural product processing. Based on the province's development orientation, vocational training institutions designed specific training programs and occupational structures corresponding to these priority sectors. *Training Programs:* Vocational training institutions conducted research and adapted training curricula and teaching materials to local conditions. Training content was developed on the basis of national vocational training materials while taking into account the educational background, occupational needs, and practical circumstances of workers in the province.

2.2.4. Direction of Developing the Workforce of Vocational Education Administrators, Instructors, and State Management Personnel in Vocational Training

By 2010, vocational training institutions in Lao Cai Province employed a total of 570 personnel, including 236 administrators and 334 instructors. A notable feature was that private vocational training institutions maintained a relatively stable teaching workforce, with a considerable number of full-time instructors, most of whom possessed college or university qualifications. However, in practice, the overall number of vocational instructors remained insufficient, particularly the number of full-time instructors. Qualified teaching staff were concentrated mainly in a limited number of long-established vocational training institutions, while many newly established institutions continued to face shortages of teaching personnel.

2.2.5. Direction of Implementing Training Targets in Association with Employment Generation for Workers

For long-term training programs (college-level and vocational secondary education), training activities were required to closely follow the province's development plans and the labor demands of key economic projects within the province. Short-term training programs are primarily focused on occupations serving specialized agricultural production areas and the processing of agricultural, forestry, and aquatic products. Vocational training was organized through various flexible forms, including formal training, on-site training, cooperative training programs, apprenticeship-based training, and traditional skills transmission. During the period 2001 - 2005, the province provided vocational training and skill upgrading for a total of 30,428 workers. During the period 2006 - 2010, the total number of trained workers reached 53,230, equivalent to 151 percent of the target set by the Provincial Vocational Training Scheme (35,250 workers). In the period 2001 - 2005, employment opportunities were created for 45,333 people. However, the proportion of vocationally trained workers remained uneven across different areas of the province. While the provincial average reached 27.8 percent in 2010, the corresponding figure in rural areas was only 16.8 percent.

Chapter 2 summary

In implementing the policy of economic restructuring and the objective of enabling Lao Cai to overcome its status as a poor province at an early stage, the Lao Cai Provincial Party Committee, during the period 2000 - 2010, promptly formulated policies on vocational training in association with employment generation for workers that were appropriate to local conditions. Along with the formulation of these policies, the Provincial Party Committee concentrated on directing their implementation. The achievements of vocational training during this period brought about significant improvements in the development of local human resources, particularly in meeting the growing demand for technical workers. Ethnic minority workers also received increasing attention through vocational training programs. This period was characterized by the extensive expansion of vocational training activities. The province broadened its network of vocational training institutions, developed a more diversified occupational training structure, and adopted increasingly flexible forms of vocational education and training. These efforts laid an important foundation for improving the quality of the workforce and promoting the province's socio-economic development in subsequent years.

Chapter 3

THE LAO CAI PROVINCIAL PARTY COMMITTEE'S LEADERSHIP IN PROMOTING VOCATIONAL TRAINING (2010 - 2020)

3.1. NEW FACTORS INFLUENCING AND POLICIES OF THE LAO CAI PROVINCIAL PARTY COMMITTEE REGARDING VOCATIONAL TRAINING

3.1.1. Contextual Developments and the Party's Policies on Vocational Training

During the period 2010-2020, the Communist Party of Vietnam's policies and the State's regulations concerning vocational training

underwent significant reforms, creating favorable conditions for the Lao Cai Provincial Party Committee to strengthen its leadership of vocational training. At the same time, both the international and domestic contexts experienced substantial changes. Lao Cai emerged as one of the more developed provinces in the Northwest region, with its comparative advantages and development potential being increasingly exploited and utilized effectively. However, fluctuations and instability in the Chinese market, the adverse impacts of the COVID-19 pandemic, and the emergence of new occupations and industries directly affected employment opportunities and workers' incomes. These developments required vocational training to undergo significant adjustments to meet new socio-economic demands and labor market requirements.

3.1.2. Policies of the Lao Cai Provincial Party Committee on Vocational Training

To enable Lao Cai to overcome its status as a poor province at an early stage, the 14th Provincial Party Congress (2010) established the targets of creating 50,000 new jobs and increasing the proportion of trained workers to 53.2 percent of the labor force, of which 42.9 percent would receive vocational training. The documents of the 15th Lao Cai Provincial Party Congress (2015 - 2020) further emphasized improving the quality of vocational training institutions throughout the province. Priority was given to occupations and training programs aligned with labor market demands and the province's socio-economic development orientation.

3.2. THE LAO CAI PROVINCIAL PARTY COMMITTEE'S DIRECTION OF ENHANCED VOCATIONAL TRAINING

3.2.1. Direction of Strengthening Information Dissemination, Vocational Guidance, and Employment Counseling

The Provincial Party Committee directed the implementation of diverse and flexible communication measures to raise public awareness of vocational training and employment. Given the differences in natural conditions, socio-economic characteristics, and population composition among localities, communication content and methods were adapted to

suit specific local contexts. Labor and employment surveys were expanded to include annual assessments of workers' vocational training and employment needs before the allocation of vocational training targets. This approach provided a more reliable basis for planning and implementing vocational training programs. Vocational guidance and employment counseling activities also underwent significant innovation. These activities increasingly mobilized the participation of state agencies, enterprises, vocational training institutions, and general education schools. As a result, counseling methods became more diverse, practical, and effective, contributing to improved career orientation and employment opportunities for workers.

3.2.2. Directing the Strengthening and Development of the Vocational Education System

During the 2011 - 2015 period, the vocational education network was expanded with a focus on establishing Lao Cai Vocational College. During the 2016 - 2020 period, efforts concentrated on consolidating and restructuring vocational training institutions through mergers and organizational reforms, while enhancing their operational capacity. Key initiatives included the formation of Lao Cai College and the establishment of the Lao Cai Branch of Thai Nguyen University.

3.2.3. Directing the Development of Training Programs and Occupational Structures in Line with Labor Market Demands

From 2011 to 2015, 115 vocational training curricula and 83 training textbooks for elementary-level courses and courses lasting less than three months were developed and supplemented. During the 2016-2020 period, 275 curricula and 283 training textbooks were newly developed, revised, supplemented, replaced, and officially promulgated. At the same time, the number of licensed occupations was expanded, emphasizing modern occupations that matched labor market demands, while new occupational codes were introduced to meet emerging workforce requirements.

3.2.4. Directing the Development of Vocational Education Administrators and Teaching Staff

To improve the training capacity of vocational education institutions, the province directed efforts to strengthen, supplement, and develop the contingent of vocational teachers. By 2015, vocational training institutions across the province employed 84 administrators and 293 full-time vocational instructors. By 2020, the total number of administrators, teachers, and employees working in vocational education and training institutions had reached 648. The province's key vocational schools gradually developed a teaching workforce that met professional qualification standards and possessed increasingly strong expertise.

3.2.5. Directing the Implementation of Vocational Training Support Policies

A notable and humane innovation, consistent with the labor conditions and labor market characteristics of Lao Cai Province, was the provincial People's Committee's regulation that individuals who had previously received vocational training support but subsequently lost their jobs due to objective reasons could be considered by commune-level People's Committees for continued training support to facilitate occupational transition. In addition, support policies were introduced for teachers, vocational trainers, training managers, and for the socialization of vocational education activities.

3.2.6. Directing the Improvement of Vocational Training Quality and Promoting Employment Creation in Connection with the Labor Market

Vocational training methods and approaches were reformed in a learner-centered direction, integrating professional knowledge, practical skills, and professional working attitudes. Training models gradually shifted toward greater specialization. On-site training became the primary form of vocational education for rural workers, while apprenticeship-based and traditional skill-transmission models declined compared to the 2000-2010

period. Nevertheless, these forms continued to be maintained, particularly within cooperative models associated with traditional craft villages.

Chapter 3 summary

During the 2010 - 2020 period, vocational training for workers in Lao Cai Province underwent significant transformations in terms of orientation, leadership, implementation, and outcomes. The general trend was toward enhancing vocational training capacity in close connection with local socio-economic development plans and labor market demands, while paying particular attention to the vocational learning needs of workers. This represented a sound and appropriate policy orientation, reflecting the consistent and systematic leadership of the Provincial Party Committee and local authorities in vocational training throughout the 2010 - 2020 period. Building upon the achievements attained during the 2000 - 2010 period, these efforts focused on expanding and improving the quality of local vocational training activities. However, despite these achievements, certain limitations remained. These shortcomings posed new requirements for the Provincial Party Committee and local authorities to further strengthen their leadership and direction of vocational training in subsequent years, thereby continuing to contribute to the improvement of human resource quality in Lao Cai Province.

Chapter 4

ASSESSMENTS AND SOME LESSONS LEARNED FROM THE LEADERSHIP OF THE LAO CAI PROVINCIAL PARTY COMMITTEE IN VOCATIONAL TRAINING FROM 2000 TO 2020

4.1. ASSESSMENTS

4.1.1. Achievements and Their Causes

Achievements: Through the creative application of the Party's guidelines and the State's policies, the Lao Cai Provincial Party Committee promptly formulated vocational training policies that were appropriate to local conditions and realities. In directing implementation, the Provincial

Party Committee demonstrated initiative, creativity, and flexibility by adopting suitable methods and development strategies. The close and consistent leadership of the Provincial Party Committee enabled vocational training in Lao Cai to achieve significant results during the 2000 - 2020 period. The proportion of workers receiving vocational training increased markedly, from 6.66% in 2000 to 15.5% in 2005 and 27.8% in 2010, reaching 43.1% in 2015 and rising further to 56.89% in 2020.

Causes: The viewpoints, guidelines, and policies of the Central Government provided an important orientation for the province in formulating appropriate vocational training policies. Based on the Party's general guidelines and policies, the Lao Cai Provincial Party Committee proactively developed sound policies that were consistent with local conditions. The unity of objectives and development orientation, together with the Provincial Party Committee's determination in directing implementation, played a decisive role. In addition, the effectiveness of vocational training socialization efforts and the province's comprehensive socio-economic development contributed significantly to the achievements attained in vocational training.

4.1.2. Limitations and Their Causes

Limitations: In practice, the authorities in some localities did not attach adequate importance to vocational training. Survey, investigation, and forecasting activities concerning vocational training demand remained incomplete and insufficient. Limitations also existed in directing the development of occupational training structures, as well as in organizing and managing training courses. There was a lack of specialized assessments regarding vocational training for ethnic minority workers. Furthermore, the quality of some vocational training centers remained modest, and training outcomes had not yet exerted a substantial impact on labor structure transformation and economic restructuring.

Causes: Lao Cai is a mountainous border province where ethnic minority groups account for more than 60% of the population.

Educational attainment levels remain relatively low and uneven among different population groups. Resources allocated to vocational training have been limited, while the local budget has not been sufficient to meet development demands. In addition, some Party committees and local authorities did not pay adequate attention to vocational training. By 2020, several district-level Departments of Labour, Invalids and Social Affairs (DOLISA) still lacked full-time officials responsible for vocational education and training activities.

4.2. SOME LESSONS LEARNED

4.2.1. Enhancing the Awareness of Party Committees, Local Authorities, and the People Regarding the Significance and Importance of Vocational Training for Workers

4.2.2. Thoroughly Grasping the Party’s Viewpoints and Guidelines on Vocational Training and Applying Them Correctly, Creatively, and in Accordance with the Specific Conditions of Lao Cai Province

4.2.3. Maintaining Close Contact with Practical Realities, Demonstrating Strong Determination, and Adopting Flexible Approaches in Directing the Implementation of Vocational Training

4.2.4. Promoting the Combined Strength of the Political System as a Key Factor in Ensuring the Effectiveness of Vocational Training for Workers

4.2.5. Improving the Vocational Training Capacity of Local Training Institutions as the Primary Factor for Ensuring the Sustainable Development of Vocational Training

Chapter 4 Summary

The process through which the Lao Cai Provincial Party Committee led vocational training activities from 2000 to 2020 demonstrated the Provincial Party Committee’s strong sense of responsibility. One of its most significant achievements was that, after 20 years, Lao Cai transformed from a newly re-established poor province, where the proportion of workers receiving vocational training was just over 6%, into a province with a

relatively high vocational training rate among the provinces of the Northern Midlands and Mountainous Region, reaching 56.89% in 2020. Alongside these achievements, the leadership of vocational training by the Lao Cai Provincial Party Committee also revealed certain limitations in practical direction and in the implementation of specific tasks during different periods. Nevertheless, the practical experience accumulated through 20 years of leadership in vocational training (2000 - 2020) has yielded a number of valuable lessons. These lessons have provided both a foundation and a source of experience for the Lao Cai Provincial Party Committee to further improve the effectiveness of its leadership in vocational training in the years ahead.

CONCLUSION

1. Entering the twenty-first century, amid the trends of globalization and international integration, and to achieve the goals of accelerating industrialization and modernization, promoting international integration, and basically transforming Vietnam into a modern industrialized country, the Party and the State became increasingly aware of the position and significance of human resources, particularly high-quality human resources, for the country's sustainable development.

2. Lao Cai is a poor mountainous border province in the northern region of Vietnam. Therefore, improving the quality of human resources became an urgent requirement, and vocational training emerged as one of the province's key tasks. Based on local realities, the Lao Cai Provincial Party Committee promptly formulated policies and directed the implementation of vocational training for workers to address employment issues and meet labor demands in the province's agricultural, industrial, and service sectors.

3. The Provincial Party Committee's policies on vocational training during the 2000 - 2020 period were strategic, comprehensive, and systematic. During the 2000 - 2010 period, vocational training for workers

in Lao Cai Province was implemented in accordance with the spirit of the Resolutions of the Twelfth and Thirteenth Provincial Party Congresses and was concretized through *the Provincial Employment Generation Project for the 2001 - 2005 period* and *the Vocational Training Project for Workers for the 2006-2010 period*. During the 2010-2020 period, based on the orientations set forth by the Fourteenth and Fifteenth Provincial Party Congresses and implemented through *the Vocational Training Project for Workers in Lao Cai Province for the 2011-2015 period* and *the Vocational Training Project for Rural Workers in Lao Cai Province through 2020*, vocational training received greater attention through efforts to improve training quality and respond more effectively to labor market demands. This reflected the requirement to shift vocational training fundamentally from a supply-driven to a demand-driven approach.

4. The process of directing vocational training by the Lao Cai Provincial Party Committee can be clearly divided into two periods: 2000 - 2010 and 2010 - 2020. From 2000 to 2010, the province focused on directing vocational guidance, training and employment counseling; planning and expanding the vocational school network; developing training programs and occupational structures; building a contingent of vocational education administrators, instructors, and state management personnel in charge of vocational training; and implementing training targets associated with employment generation for workers. During the 2010 - 2020 period, the Provincial Party Committee continued to strengthen vocational guidance and employment counseling; consolidate and develop the vocational education system; develop training programs and occupational structures aligned with labor market demands; improve the quality of vocational education personnel and instructors; implement vocational training support policies; enhance training quality; and promote employment creation in connection with labor market needs.

5. After twenty years (2000 - 2020) of leading vocational training activities, the Lao Cai Provincial Party Committee demonstrated initiative

and creativity in conducting communication campaigns, mobilization activities, and vocational counseling for ethnic minority workers. It also showed flexibility in mobilizing social resources and coordinating responsibilities for vocational training through the development of the “State-School-Enterprise” linkage model. In addition, the Provincial Party Committee introduced innovative career guidance models based on the principle of “Schools Associated with Practical Realities.” As a result, a vocational education system with steadily improving training capacity was established, contributing to an increase in the proportion of trained workers from just over 6% in 2000 to 27.8% in 2010 and 56.89% in 2020. Nevertheless, vocational training activities still faced several limitations, including shortcomings in communication and training-demand surveys, shortages of vocational instructors, and the relatively weak training capacity of many Continuing Education and Vocational Education Centers.

6. The practical experience gained from the Lao Cai Provincial Party Committee’s leadership of vocational training during the 2000 - 2020 period has generated valuable lessons. These include: enhancing the awareness of Party committees, local authorities, and the people regarding the significance and importance of vocational training for workers; thoroughly grasping the Party’s viewpoints and guidelines on vocational training and applying them correctly, creatively, and in accordance with the specific conditions of Lao Cai Province; maintaining close contact with practical realities, demonstrating strong determination, and adopting flexible approaches in directing vocational training activities; promoting the combined strength of the political system as a decisive factor in improving the effectiveness of vocational training for workers; and improving the training capacity of local vocational education institutions as the primary condition for ensuring the sustainable development of vocational training.

LIST OF PUBLISHED WORKS BY THE AUTHOR RELATED TO THE THESIS

1. Nguyen Hong Phuong (2024), “Ho Chi Minh's Thought on Human Resource Development and Its Application to Vocational Training for Rural Workers: Evidence from Lao Cai Province”, *Political Theory Journal*, Special Issue, Fourth Quarter, pp. 155-160.
2. Nguyen Hong Phuong (2025), “Vocational Training for Rural Workers in Lao Cai Province (2010 - 2024)”, *Journal of Vietnam Communist Party's History*, No. 419, pp. 102-107.
3. Nguyen Hong Phuong (2025), “Vocational Training Associated with the Development of Regional Linkages in Lao Cai Province during the Period 2021-2025”, *Political Theory Journal*, Special Issue, pp. 159-164.