



BREAKTHROUGH HUMAN RESOURCES DEVELOPMENT SOLUTIONS SERVING VIETNAM'S MARINE STRATEGY FOR SUSTAINABLE DEVELOPMENT

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Abstract: Vietnam has a lengthy coastline, with the sea playing a particularly essential role in the country's security and defense; also, the water provides significant economic benefits to Vietnam because of its enormous sea potential. Recognizing the significance of the sea for national destiny, as well as confronting the demands of growing sea-related areas and the problems of the new age, the need to develop human resources, particularly high-quality human resources in Vietnam, is becoming increasingly important. Therefore, in order to develop a talented marine workforce, this research focuses on analyzing the structure of human resources serving Vietnam's marine strategy, and then proposes some breakthrough solutions to develop human resources for Vietnam's marine strategy with high expertise, while also ensuring sufficient quantity to meet the development progress of Vietnam's sea-related fields.

Keywords - Marine human resource, breakthrough solution, marine strategy.

I. STRUCTURE OF HUMAN RESOURCES SERVING VIETNAM'S MARINE STRATEGY

Maritime human resources in general, and human resources serving Vietnam's marine strategy in particular, are part of human resources, and as such, they are conceptualized, defined, and characterized by common human resource elements (as indicated above) together with specific/characteristic features. The specific/characteristic features of human resources servicing Vietnam's marine strategy are determined on the basis of the Vietnamese Marine Strategy, of which the strategy of sustainable marine economic development is prominent to 2030 with a vision to 2045, as well as related strategies such as international integration, national defense in the new situation... Human resources serving Vietnam's marine strategy are referred to as marine human resources, and are the total physical and mental strength existing in the entire social labor force of Vietnam, in which the crystallization of tradition and creative labor experience of the Vietnamese people in the past and present are used to implement the contents and accomplish the objectives of the Vietnam Marine Strategy. As a result, in order to have marine human resources to satisfy the objectives of supporting the Marine Strategy, a strategic approach is required, as well as a suitable and breakthrough strategic solution to develop this human resource.

Approaching from a quality perspective, on a large scale, marine human resources are divided into two categories: ordinary human resources and high-quality human resources. According to the author, human resources serving the Marine Strategy are recognized as high-quality human resources from this perspective, but augmenting the approach from a strategic perspective and in a restricted scope. This approach leads to the conclusion that human resource development for the Marine Strategy must guarantee that these human resources completely fulfill the requirements for high-quality human resources.

On the basis of the general concept, the method of grouping human resources, features of marine exploitation, usage, and management, as well as the requirements of the Vietnam Maritime Strategy (presented above), according to the author, human resources serving Vietnam's marine strategy comprise, to a large extent, political system resources as well as all classes of people participating in activities under the Marine Strategy based on their functions, duties, conditions and capacities of each individual.

The following key elements should be included in the human resource structure serving the Vietnam Marine Strategy: (1) The human resources department is responsible for policy formulation, legislation, state management (at the central and local levels), law and policy execution, and other activities that contribute to the implementation of major strategic solutions. marine economic development and other activities contributing to the implementation of critical strategic solutions for the development of the marine economy; (2) The human resources department that directly conducts field activities in seas, islands, and coastal areas (including marine economic activities, defense-security activities, and other activities); (3) The human resources department that participates in the implementation of activities that aid in the development of the marine economy, such as marine scientific and technological research; basic survey of marine resources and the environment; training marine human resources to develop key marine economic sectors; development of sea and coastal areas; exploitation of oil, gas, and other mineral resources; aquaculture, exploitation of aquatic products, and development of fisheries infrastructure; development of shipbuilding industry; development of renewable energy and new economic sectors; Human resources play direct roles in the development of marine and coastal areas; Human resources are responsible for enhancing people's lives, developing marine cultures, and establishing a society that is associate with and friendly to the sea, primarily for residents in coastal regions and on islands, as well as workers at sea such as fishermen and laborers... (4) The human resource that is directly in charge of law enforcement at sea, ensuring security and order in sea areas and islands; (5) The human resource that participates in marine protection activities, such as environmental protection, conservation, and sustainable development of marine biodiversity; responses to climate change, sea level rise, and natural disaster prevention and control at sea and along the coast; (6) The human resource department that participate in activities that assist the growth of the marine economy, such as marine scientific and technical research, fundamental research on marine resources and the environment, and training of marine human resources...

In which, high-quality human resources are the elite, most typical force of human resources that meet the requirements of modern development, with the following main characteristics: Having health, intelligence, personality, political qualities, high professional/technical qualifications, outstanding technical/professional skills, practical ability to complete assigned tasks in the best way compared to the general population, suitability to the current intellectual socio-economic situation. High-quality human resources are defined by the combination of personality (mind), knowledge (intelligence), physical strength, and practical ability, as well as the fundamental and core values of human development - human resources are: i) Culture, ethics, personality, ideals, national consciousness, sense of community, social responsibility; ii) Capacity for creative thinking - innovation, autonomy, mastery; iii) Knowledge capacity, professional qualifications; iv) Capacity for creative and effective practice; v) Life skills, capacity for cooperation, community activities, and integration... High-quality human resources are also capable of expressing the desire to establish a wealthy and happy country, as well as patriotism, national pride, self-reliance and compassion, unity, and social consensus in the cause of national development and defense.

Therefore, theory and practice have demonstrated that the breakthrough implementation of "human development - human resources, particularly high-quality and highly qualified human resources" is critical for the development of the country in the new period, in the sense that it is the decisive factor for the effective formulation and implementation of all other strategic breakthroughs. In recent years, the Party and the State of Vietnam have devoted tremendous attention to establishing high-quality human resources to fulfill the demands of the cause of boosting industrialization, modernization, and international integration. However, in order to achieve the goal of transforming Vietnam into an industrialized country by 2030 and a member of the group of high-middle-income developed countries by 2045, it is necessary to clearly define the role of quality human resources, the results obtained when implemented in practice, and the problems to be solved in order to discover the right solutions, in line with reality.

I. STRATEGIC BREAKTHROUGH SOLUTIONS FOR HUMAN RESOLUTIONS DEVELOPMENT SERVING VIETNAM'S MARINE STRATEGY

2.1. Developing national plans for the development of Vietnam's marine human resources

First, improving political determination, unity of will, and action of leaders from central to local levels, grassroots level, and each individual, in which the top leaders of the Party and the State play a crucial role in developing guidelines, policies, and strategies. The most essential, in particular, is to reinvigorate strategic thinking on generating high-quality human resources, which is an organic component of the country's plan for rapid and sustainable socio-economic development. On that basis, developing Plans for the human resource development of sectors, fields, and localities; paying special attention to important and pioneer industries and areas, utilizing high technology and digitalization, and meeting the country's development requirements in the new period.

Second, developing a comprehensive strategic plan for the development of high-quality marine human resources, with the strategic objective prioritizing overcoming the contradiction between development in terms of quantity, quality, and structure; determining the appropriate size, quantity, and structure of each type of human resource; and developing a reasonable and predictable implementation roadmap, establishing and perfecting specific mechanisms and policies to develop high-quality marine human resources in a comprehensive and synchronous manner; timely overcoming bottlenecks by creating new ways of thinking and approaching industrialization and modernization issues, addressing inadequacies as soon as possible, particularly the issue of high-quality human resources that have not fulfilled the required standards; scientific and technological innovation has not yet become a popular development motive.

Among the specific solution orientations include, but are not limited to:

(1) High-quality human resources must first meet the key focus sectors and fields of the economy to create a breakthrough in human resource quality; pay attention to high-quality human resources in the team of leaders and managers; the contingent of cadres and party members, especially the cadres at the strategic level, the heads of Party committees and authorities at all levels, must pioneer, set a bright example, dare to think, dare to do, and dare to make breakthroughs for the sake of the general industry; intellectuals and entrepreneurs have a critical role in labor and creativity. High-quality human resources must have exceptional and specialized mechanisms to attract and utilize talents, experts, brilliant scientists, and excellent digital technology human resources both in the country and abroad... High-quality human resources consist of not only health, intelligence, and capacity, but also fundamental cultural and ideological factors, such as "aspire to develop a prosperous, happy, and willful country", "strive to rise up, promote Vietnamese cultural values and human strength in the cause of national construction and defense", and have patriotism, national pride, self-reliance and compassion, a spirit of solidarity, and social cohesion. This is the spiritual desire that motivates them to seize the opportunity and conquer obstacles in order to constantly grow and develop.

(2) Identifying the human resources to serve the process of industrialization and modernization, transforming the growth model into in-depth development, not only those who operate directly in the fields of science and technology; which must encompass synchronously all kinds of human resources: human resources for leadership - state management at all levels; human resources experts to advise on the formulation of mechanisms and policies for the development and application of science and technology; direct human resources leadership - managing activities of science, technology, and innovation units; a team of experts and specialists who directly carry out science, technology, and innovation activities; human resources to perform tasks associated with the application and development of science and technology in economic and social organizations; a team of staff, skilled and highly qualified workers performing high-tech application activities in production and business in enterprises and units capable of high technology application (including farmers, fishermen...).

(3) From the central to the local levels, actively renewing and perfecting the system of mechanisms and policies on establishing and developing high-quality human resources. Adjusting, supplementing, and enhancing the system of mechanisms and policies on a regular basis to create a favorable legal framework for the development of high-quality human resources in many areas, such as education - training, science - technology, the working environment, employment policy, income, social security, insurance, social protection, health care, labor market development policy, housing, living and settlement conditions... The development of high-quality human resources must be associated with the socio-economic development

strategy, as well as societal needs, and in accordance with reality's requirements. Each ministry, branch, locality, agency, organization, enterprise, household, and individual must create a master plan for the development of high-quality human resources in accordance with practice requirements, social needs, and the socio-economic status of individuals, departments, sectors, and the country.

Third, determining the focus of the breakthrough in marine human resource development.

The Resolution of the 13th National Party Congress determined: Developing specific strategies and planning according to key industries, focusing on a number of spearheads, such as: knowledge economy, digital economy, data analysis, biotechnology, new materials, e-commerce, response to climate change, social development management...; focusing on developing human resources, especially high-quality human resources, giving priority to human resources for leadership, management and key fields. Resolution No. 29-NQ/TW, dated November 17, 2022 in the 6th Conference of the Central Committee of the Party, term XIII on continuing to promote industrialization and modernization of the country until 2030, with a vision by 2045 affirming: Developing the manufacturing and processing industry is the key; digital transformation is a new breakthrough strategy for shortening the industrialization and modernization processes. This notion is also implemented and utilized in the Vietnam Marine Strategy.

According to Resolution 36-NQ/TW on "Strategy for Sustainable Development of Vietnam's Marine Economy to 2030, with a Vision to 2045", the following marine economic sectors are prioritized: Tourism and marine services; maritime economy; exploitation of oil and gas and other marine mineral resources; aquaculture and fishing; coastal industries; renewable energy and emerging marine economic sectors. According to Resolution No. 36-NQ/TW October 22, 2018, one of the breakthroughs in the sustainable development of Vietnam's marine economy by 2030, with a vision to 2045, is: Developing science, technology and training high-quality marine human resources, promoting innovation and creativity, capitalizing on scientific and technological achievements, advanced technology, new science and technology, attracting experts, leading scientists, and high-quality human resources. The primary solutions for developing marine human resources are stated in Resolution 36-NQ/TW, together with previous research results and practical summaries, as the basis for identifying prioritized breakthroughs in order to clear and eliminate existing "bottlenecks" and constraints, such as:

(1) Consolidating the system of state management agencies in charge of the sea from the central to the local levels, assuring modernism and synchronicity; establishing a cadre of highly skilled and competent personnel. Increasing the effectiveness of coordination between agencies and between the central and local authorities on sea and island affairs. Strengthening the inter-sectoral coordinating agency headed by the Prime Minister to direct and unify the implementation of the Strategy for Sustainable Development of the Marine Economy; enhancing the capacity of the Ministry of Natural Resources and Environment to perform its functions and duties as a standing agency to assist the Government and the Prime Minister in general and unified state management of seas and islands.

(2) Consolidate the organizational model, enhancing the management capacity of islands, archipelagoes, and coastal areas. Implementing the population arrangement on the islands in association with the transformation of the production organization model towards being favorable to the sea and marine environment.

(3) Improving high-quality marine human resources in response to market requirements; establishing specific methods and strategies to attract talents; gradually developing a worldwide team of managers, scientists, and experts with a deep understanding of the sea and ocean. Providing a mechanism in place to assist, enhance the quality of training, and develop a network of training institutions for marine human resources in the region to achieve the advanced level. Implementing vocational training effectively, fulfilling the labor requirements of the marine economic sectors, and facilitating work transitions.

(4) Enhancing national defense, security, and law enforcement capabilities at sea: Perfecting force organization to assure national defense, security, and law enforcement at sea. Investing in modern equipment, prioritizing human resource training, improving law enforcement efficiency, and strengthening the synergy and combat capabilities of forces operating in the protection of sovereignty, sovereign rights, and the country's legitimate interests. Establishing a strong police force in coastal regions, islands, metropolitan areas, economic zones, and industrial zones that will serve as the foundation for ensuring political security, social order, and safety in the sea and island areas. Improving the operational capacity of the forces directly responsible for preventing, avoiding, and mitigating natural disasters, conducting rescue and recovery

operations, and responding to climate change and sea level rise in sea and island areas; ensuring security and safety for residents, workers, and economic activities in sea and island areas; and solidly building the all-people defense posture in tandem with the people's security posture in seas and islands.

(5) Actively strengthening and extending foreign relations and international maritime cooperation: Continuing to promote cooperation and enlist the assistance of partners, international and regional organizations in the development of human resources, marine infrastructure, the application of modern science and technology to marine economic sectors, environmental protection, natural disaster prevention and control, and adaptation to climate change and sea level rise.

(6) Mobilizing resources, encouraging economic sectors to engage in sustainable marine development, and establishing powerful marine economic groups: Encourage recruiting resources from all economic sectors, particularly the private sector, through foreign investment. Promoting the growth of enterprises from all economic sectors as well as strong marine economic groups involved in offshore and oceanic production and commercial operations. Continuing to restructure state-owned enterprises in marine economic sectors, ensuring improved management capacity, production and business efficiency, and competitiveness.

2.2. Proposing breakthrough solutions in education and training in the development of marine human resources in Vietnam

First, thoroughly and fully comprehending the Party's guiding ideology on fundamental and comprehensive reform of education; developing and effectively implementing the master project on "fundamental and comprehensive reform of education" in the direction of "standardization, modernization, socialization, democratization, and international integration", in which: (i) focusing on two closely connected essential contents, namely human qualities (personality) and professional competence, creative potential, and core values, particularly education on patriotism, pride, national pride, national traditions and history, sense of social responsibility; preserving and promoting the Vietnamese people's fine national cultural identity; arousing the aspiration to develop a prosperous and happy country, protecting sovereignty, sovereign rights, and jurisdiction over seas and islands, and firmly defending the Vietnamese Fatherland; (ii) Removing the "knots" in human resource development in general, and in marine human resources in particular.

Second, improving and creating a fundamental, strong, and comprehensive change in the quality of education and training; effectively developing and implementing a master project on "fundamental and comprehensive renovation of education" in the direction of "standardization, modernization, socialization, democratization, and international integration" following the spirit of "making a breakthrough in fundamental and comprehensive innovation in education and training, developing high-quality human resources, and attracting and appreciating talents", with outstanding breakthrough solutions such as: (1) reviewing and perfecting institutions and strategies on education, training, and national human resource development; (2) accelerating the implementation of fundamental and comprehensive reform and improving the quality of education, training, and human resource development; with a focus on modernizing and changing the mode of education and training, particularly higher education and vocational education, in order to provide quality human resources promptly for the areas that need to be implemented in the Marine Strategy.

(i) Breakthrough solutions for improving the quality of higher education in order to generate marine human resources are: a new emphasis on modernization and modifying the manner of teaching and training, particularly higher and vocational education; providing outstanding policies to attract and utilize talents; and focusing on developing a team of leaders, managers, and public servants. Strengthening university autonomy and accreditation; remarkable breakthroughs in each area, such as international publishing, student employment, and resource mobilization, are reflected not only in quality accreditation results, but also in international rankings. Tight collaboration between universities and companies, bringing businesses into training coordination with universities in order to increase the efficacy of skill training for a high-quality labor force.

(ii) Breakthrough solutions for vocational education: Perfecting institutions, developing strategies, plans, schemes, and projects on vocational education: Developing new strategies, programs, and projects focus on attracting investment resources, learning from international experiences in human resource development, especially highly skilled human resources; Enhancing Vietnamese labor skills contribute to boosting productivity, competitiveness, and economic growth, particularly in the context of digital

technology, automation, and globalization; Enrollment and training flexibility, inventiveness, and adaptation, contributing to the supply of quality human resources for enterprises and the labor market in the fields of marine management and exploitation.

(iii) Breakthrough solutions to promote the use of information technology and digital transformation in vocational training and education activities, with an emphasis on executing the (national) program of digital transformation in vocational education by 2025 with a vision of 2030. Encouraging collaboration, joint ventures, and linkages between schools and training majors, especially with enterprises, manufacturers, investors, and companies; educational institutions must continue to develop into high-quality professions such as digital, information technology, energy, new materials, biotechnology... in mining and marine governance.

Third, a number of breakthrough solutions are directly associated with specific areas of high-quality marine human resource training: Focusing on reviewing and perfecting the system of policies and laws on the sea, establishing mechanisms to support and improve the quality of training, and developing a network of marine human resource training institutions to reach the advanced level in the region; enhancing education, raising awareness, knowledge, and understanding about the sea and ocean, survival skills, adaptation to climate change, sea level rise, and prevention and avoidance of natural disasters for pupils and students in all grades and levels.

Some breakthrough (urgent) solutions to train marine human resources for general management of Vietnam's seas and islands: Priority should be given to expanding the number of long-term training objectives funded by the state budget for civil servants and public workers of state management sea and islands agencies at domestic and international undergraduate and graduate training institutions for the contingent of civil servants and public employees of state management agencies on sea and islands. Expediently developing and implementing a framework program on training and fostering knowledge of integrated and unified state management of seas and islands from the central to local levels as soon as possible in order to provide a general and comprehensive analysis of the theoretical and practical issues of state management in Vietnam. Strengthening collaboration and expert exchange in order to train and develop cadres with other countries who have advanced marine management credentials and international organizations which have created cooperation with our country in the realm of required professional competence in the integrated management of sea and islands. Enhancing close coordination between the General Department of Seas and Islands of Vietnam and domestic and foreign training institutions in training and fostering specialized construction and private training on marine and coastal management issues at domestic universities in response to the needs of the state general management of seas and islands. Placing a premium on the execution of specialized professional training for personnel of state management agencies at the central level in general and unified management of seas and islands through major state programs and projects, as well as international cooperation projects.

2.3. Proposing breakthrough solutions for the use and management of marine human resources in Vietnam

In the overall development of high-quality human resources to satisfy the requirements of the country in the coming time, the key breakthrough solutions for the use and management of Vietnam's marine human resources are determined to include:

First, promoting and uniting a knowledge of strategic solutions in the document of Communist Party of Vietnam's 13th National Party Congress: Developing human resources, especially high-quality human resources, on the basis of improvement, creating a fundamental, strong, and comprehensive change in the quality of education and training in relation to the recruitment, utilization, and treatment of talent, which includes: (1) It is critical to shift the educational process from primarily equipping learners with the knowledge to comprehensively developing their capabilities and qualities; from primarily learning in class to organizing a variety of learning forms, with a focus on online teaching and learning, social activities, extra-curricular activities, and scientific research; (2) Ethics, discipline, and civic and social responsibility training; having life skills, work skills, foreign languages, information technology, digital technology, creative thinking, and international integration. Simultaneously renewing educational and training objectives, topics, programs, methodologies, and procedures in order to attain modernism, international integration, and comprehensive human development; (3) Emphasizing the development of high-quality vocational education institutions, the integration of education and training with scientific and technological research, the formation

of research centers and innovation groups, and the integration of improvements in education and training with mechanisms for recruiting, employing, and treating talents.

Second, to remove bottlenecks in human resource development, the focus is on (1) Innovation of criteria and standards for assessing the quality of human resources; reforming comprehensively and synchronously salary policy; considering increased labor productivity, production, and business efficiency as the basis for salary and income increases; (2) Breakthrough in the attraction, treatment, and utilization of high-quality human resources (skilled and highly specialized workers) in accordance with national and local programs, sectors, and fields; emphasizing on employing high-quality young human resources; paying special attention to developing a team of good management leaders, experts, and leading science and technology staff, attracting overseas trained human resources; strengthening research and policy research development luring overseas-trained people resources; Enhancing the growth of research and policy research resources (think-tanks), notably organizations outside the state sector such as research institutions, science and technology enterprises...; (3) Encouraging fostering and attracting talents (focusing on developing and implementing the National Talent Attraction and Utilization Strategy, on breakthrough mechanisms to attract and utilize talents, scientists, and so on) who have high professional qualifications in the country and abroad, particularly leading scientists, scientists capable of presiding over particularly important scientific and technological tasks; (4) Developing high-quality human resources in the public sector including training reform and fostering solutions (original solution); protecting the safety of public sector human resources through measures to prevent “brain drain”, competing to attract high quality human resources from the private sector; improving the strategic thinking capacity of leaders at all levels, particularly at the strategic level; creating a contingency of personnel capable of operating in an international setting in accordance with Resolution No. 26-NQ/TW dated May 19, 2018 of the 7th Conference, the 12th Central Committee of the Communist Party of Vietnam, focused on the key breakthrough solution is to develop a competence framework for foreign personnel with two levels: (i) a general competency framework for working-level cadres; and (ii) specific requirements for strategic management leadership; identifying specific goals and roadmaps in training and fostering human resources for international integration; establishing and implementing a national program on training and fostering a contingent of qualified cadres at all levels in the international environment; (5) Promoting interoperability in the use of human resources in the public and private sectors, including: continuing to shape and implement step-by-step the policy of interconnection in the use of human resources between the public and private sectors; promoting reform of the environment and working conditions, creating a foundation for promoting human resource connection from the private to the public sectors; seriously and substantively in implementing talent detection, attraction, and appreciation policy; promoting the use of information technology in the management of cadres, civil servants, and public employees toward digital transformation in national human resource management.

2.4. Proposing breakthrough solutions for developing Vietnam’s marine human resources in the fields of science and technology, innovation to develop the country

Contributing to the acceleration of the transfer, application, and development of science and technology; innovation, arousing development aspirations, promoting Vietnamese cultural values, and human strength, and associating training with scientific research, production, and business, focusing on developing high-quality scientific and technological human resources in association with the local socio-economic development strategy. Prioritizing investment of the state budget for research, basic investigation, and training of marine human resources; combining mobilization of domestic and foreign resources; strategic breakthroughs in science, technology and innovation are indicated in the following contents:

First, in the new context, continuing to develop social sciences and humanities, natural sciences, and priority technical directions synchronously in order to create a “push” to make science and technology stronger, capable of performing tasks associated with three national goals. The condition of “brain drain”, or not fully exploiting the country’s brain, necessitates a breakthrough solution to boost the role of Vietnamese science and technology intellectuals and maximize the intelligence of these intellectuals.

Second, breakthrough solutions for developing marine science and technology human resources include: (1) promoting innovation, creativity, and application of advanced scientific and technological achievements; promoting research, establishing scientific arguments for planning and perfecting policies and laws on the sustainable development of the marine economy; and (2) prioritizing investment in basic research, scientific and technological research, and training of marine human resources, forming centers for research and application of marine biotechnology, deep seabed exploitation, space technology in marine

monitoring reaching an advanced level in the region; (3) reforming the management mechanism for marine science and technology activities; continuing to train and build research, implementation, and application potentials; improving working conditions, innovating methods of assessing officers engaged in basic survey and marine scientific research, and implementing appropriate remuneration policies modeled following advanced countries...

Third, to promote innovation and creativity in marine human resources, priority should be given to investment in basic investigations, scientific and technological research, and marine human resource training; establishing centers for research and application of marine biotechnology, deep seabed exploitation, space technology in marine monitoring reaching advanced levels in the region...

2.5. Proposing breakthrough solutions for developing Vietnam's marine human resources in light of increased international integration

Human resource development is an unavoidable demand of the labor market, based on increasing and uniting knowledge of developing Vietnam's marine human resources in the context of the country fostering international integration (the emphasis is on (1) human resource development is an unavoidable requirement of the global labor market; (2) well-developed human resources will generate national advantages; (3) innovative educational methods to adapt to the global integration situation); key breakthrough solutions to improve the quality of Vietnam's marine human resources for international integration include:

(i) Developing and completing a system of legal documents on human resource development that is appropriate for Vietnam's level of development while remaining consistent with international practices and legislation in this sector in which we participate, signed and committed to conducting;

(ii) Establishing a national qualification structure appropriate for the region and the world. Formulating a roadmap of educational and training material, programs, and methodologies to accomplish the specified national qualification framework in accordance with international standards and Vietnamese characteristics;

(iii) Strengthening training and cultivating personnel with a comprehensive understanding of international law, international trade, and investment, as well as the ability to function in an international environment, with a focus on those directly involved in international economic integration, as well as international dispute resolution;

(iv) Participating in international accreditation of training programs. Performing quality evaluation and management in accordance with international standards, connecting and exchanging undergraduate and graduate education and training, as well as scientific and technical research ideas and projects, across higher education institutions in Vietnam and around the world.

(v) Continuing to execute state budget support policies and mobilizing social resources, soliciting foreign investment, and enticing world-class universities and vocational schools to operate in Vietnam. Providing a favorable environment and conditions for talented and experienced international teachers and scientists, as well as overseas Vietnamese, to engage in university human resource training, scientific research, and technology at Vietnamese higher education institutions;

(vi) Encouraging international cooperation in the development of high-quality human resources in the ASEAN region and broader international scopes in Asia, Asia-Pacific.

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