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Training High Quality Labor Resources Serving the Supporting Industry in Ninh Binh Province

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Abstract

With the orientation of building Ninh Binh province into a center for developing high-tech industry, clean technology and supporting industries for industry, Ninh Binh province has many policies to attract investment in key projects. In particular, special attention is paid to labor training policies to proactively provide high-quality labor resources for businesses. For stable and sustainable development, a well-trained labor supply is the solution. Because only quality human resources can meet the requirements of investors, it is also an important factor in Ninh Binh province's investment attraction strategy. However, to attract the

unemployed workforce to serve the supporting industry, Ninh Binh province requires comprehensive and thorough solutions.

Therefore, in the coming time, Ninh Binh needs to pay more attention to skill training for workers, to increase initiative, and at the same time ensure the supply of trained labor for growing supporting industries. Operating in the area today.

The article analyzes in depth the difficulties and challenges in training high-quality labor to serve the supporting industry in Ninh Binh province and proposes some solutions to enhance vocational training for this target group.

Keywords: High Quality Labor, Supporting Industry, Ninh Binh Province

1. Introduction

In recent years, industrial production in Ninh Binh province has made good progress. The province has gradually identified and focused on developing supporting industries that have competitive advantages and strategic significance for rapid and sustainable growth such as: automobile manufacturing, assembly, electronics, and manufacturing industries. processing agricultural products, food, garments, leather shoes...

From identifying the automobile manufacturing and assembly industry, electronics and supporting industries as key economic development industries, contributing to the high growth rate of industrial production value, Ninh Binh province have a strategy to attract workers, especially unemployed workers, to serve this industry group.

This is considered an urgent issue, but in reality, this work in Ninh Binh still reveals many limitations. Specifically: currently, the production and business situation is gradually recovering, many businesses need to expand production scale, however, labor recruitment is facing many difficulties, especially workers. Enterprises operating in the field of manufacturing leather shoes, garments, electronic components... The demand for labor recruitment of enterprises is very high, but the labor force has expertise, techniques, and skills. High standards are lacking, and uneven quality is a major obstacle for many businesses in the supporting industry, causing difficulties for many businesses in recruiting workers.

Therefore, there needs to be solutions to strengthen vocational training to improve the quality of unemployed labor to meet the recruitment needs of the supporting industry in Ninh Binh province.

2. Theoretical basis

According to Clause 1, Article 3 of Decree 111/2015/ND-CP ^[1], supporting industries are industries that produce raw materials, materials, components and spare parts to provide for the production of finished products.

High-quality human resources is a concept that refers to workers with good physical and mental health; have high skill level, good working ability and good professional skills in the profession; have good social qualities, such as humanity, collective spirit, integration, adaptability to work in a multicultural environment.

High-quality human resources have an important position and role in the current context when Vietnam opens its doors and integrates deeply into the world economy. This is shown in the fact that high-quality human resources are a prerequisite to ensure success in the process of industrialization and modernization, shortening the lag gap while maintaining rapid and sustainable growth; is a decisive factor in promoting research and application of science and technology, restructuring the economy, and transforming the growth model; is the main driving force to access and develop the knowledge economy; is an important condition in the process of international economic integration.

3. Research methods

The article uses qualitative research methods including two basic methods: data collection, synthesis and analysis and evaluation. Based on the synthesis of data related to the current status of training high-quality labor resources to serve the supporting industry in Ninh Binh province, the article offers some solutions to enhance vocational training for target groups. this in the near future.

4. Current status of vocational training for high-quality workers serving supporting industries in Ninh Binh province

4.1 Some results achieved in vocational training for high-quality workers serving supporting industries in Ninh Binh province

With the orientation of building Ninh Binh province into a center for developing high-tech industry, clean technology and supporting industries for the automobile manufacturing and assembly industry, the province has many policies to attract investment. key projects. In particular, special attention is paid to labor training policies to proactively provide high-quality labor resources for businesses. In particular, in recent times, vocational training activities for unemployed workers serving the supporting industry in Ninh Binh province have achieved some remarkable results.

First, vocational training establishments are gradually receiving attention.

Currently, in Ninh Binh there are 27 vocational education establishments operating, including 19 public establishments and 8 private establishments. Every year, based on targets and training scale, localities and vocational education institutions promote propaganda and vocational consulting in many forms to help workers change their thinking and perception about work. vocational education, creating jobs, increasing income...^[3]

Second, the number of unemployed workers receiving vocational training increased.

In the period 2020 - 2022, the entire Ninh Binh province has enrolled 54,406 people in vocational training, reaching 102% of the plan, of which 14,720 people have college and intermediate levels. Enrollment and training are mainly in the following industries and occupations: automotive technology, foundation construction machine operators, corporate accounting, civil electricity, industrial electricity, refrigeration and air conditioning engineering, engineering, construction techniques, welding, metal cutting, computer programming. Thereby, it has contributed to increasing the rate of trained workers in the province from 65% in 2020 to 68% in 2022^[3].

Third, vocational training policies are gradually improved.

Vocational education institutions in the province have proactively coordinated and linked with businesses in training and labor supply. To date, the schools have linked with more than 70 businesses inside and outside the province. On average, each year colleges and intermediate schools have signed contracts to send over 700 students to practice and work in different occupations according to the needs of businesses, production and business establishments.

In addition, businesses always create conditions for students to practice and accept students who meet the requirements to officially work at the business. The above joint vocational training activities contribute to improving training quality, creating jobs, and creating a working environment suitable for the trained profession.

4.2 Challenges in vocational training for high-quality workers serving supporting industries in Ninh Binh province

Besides the results achieved, vocational training activities for unemployed workers serving the supporting industry in Ninh Binh province still have some problems that need to be resolved.

First, there is a local labor shortage in some supporting industrial enterprises.

Specifically, the processing and manufacturing industry is a labor-intensive industry, but the rate of trained workers is only nearly 18%, lower than the national average. That is one of the reasons why the processing and manufacturing industry mainly operates in the low segment of the value chain, the level of production technology is weak compared to the world, and the localization rate is still low.

Among them, Regis Limited Liability Company, Van Phong Industrial Cluster, Nho Quan district, operates in the field of leather shoes. Due to expanding production scale, the company currently has a need to recruit from 500-1,000 workers. labor, of which the majority are unskilled workers. The number of highly specialized and technical workers and office staff accounts for about 10% of the need to recruit new workers. However, currently, the company's recruitment process faces many difficulties. Therefore, the company only operates with its existing workforce, affecting the production and business process^[3].

Second, vocational training is not consistent with market needs.

Currently, some vocational training establishments serving supporting industries in Ninh Binh do not spend much time training students to practice at businesses, and the structure of training occupations has not been adjusted to suit the needs. labor market demand. Therefore, the vocational skills of workers have not been improved, and the quality of training at some vocational education establishments has not met the increasing development needs of the labor market.

Third, there is no close connection with businesses in vocational training for unemployed workers.

In fact, vocational education institutions and businesses in Ninh Binh do not have a close connection in building programs, coordinating vocational practice, training according to orders at businesses and using workers after train.

Fourth, there is a lack of highly qualified labor to meet the needs of the supporting industry.

Ninh Binh province currently has more than 3,400 operating businesses, employing over 170,000 workers. Preparing a

high-quality workforce to meet the requirements of investors is an important link in Ninh Binh's strategy to attract investment and develop supporting industries. In recent years, the province has promoted job creation, however, the province's demand for labor is still large, especially highly qualified workers.

According to the Department of Labor, War Invalids and Social Affairs of Ninh Binh province, for 41 businesses inside and outside industrial parks and industrial clusters, most of these businesses need to recruit more workers to ensure production. business. Currently, 41 businesses (mainly operating in the fields of garment, electricity, electronics...) are surveyed and need to recruit over 9,300 workers, including 9,000 unskilled workers and more than 300 workers with professional qualifications. technique.

Currently, all businesses lack orders, but some supporting industry manufacturing businesses are lacking high-quality labor. For example, MCNEX VINA Limited Liability Company needs to recruit 25 highly qualified workers. The passenger car and bus factory needs to recruit 15 skilled welders.

MCNEX VINA Limited Liability Company (Phuc Son Industrial Park, Ninh Binh City) is a unit specializing in manufacturing camera module products for phones, cars and fingerprint recognition home screen keyboards. Currently, MCNEX VINA is in need of recruiting a large number of workers, especially when line 2 is put into production operation. The company is in need of recruiting high-quality workers in the field of software technology, circuit design engineers with college degrees or higher...

In addition, Lam Giang Investment and Trading Joint Stock Company (Ninh Phong ward, Ninh Binh city), an enterprise specializing in fiber production, is also having difficulty recruiting high-tech labor in the field of supporting industries. garment industry^[3].

5. Solutions to enhance vocational training for high-quality workers serving supporting industries in Ninh Binh province

According to Resolution No. 06- NQ/TU dated October 11, 2021 of the Provincial Party Standing Committee^[2], Ninh Binh aims to become a center for supporting industry development to serve the manufacturing and assembly industry. automobile industry, striving by 2030, the province's industrial development will reach and exceed the main targets of the Red River Delta, contributing to making Ninh Binh a locality with a high position in the region. The added value of the industry accounts for about 30% - 35% of the total GRDP of the entire province. By 2025, become a province with an automobile industry and supporting industries for the large automobile manufacturing and assembly industry of the country and Southeast Asia; By 2030, the output of automobile production and assembly will reach over 200,000 units/year and the localization rate for the automobile manufacturing and assembly industry will reach about 35 - 40%. Striving for the period 2021 - 2030, the province's industrial production index will achieve an average increase of over 10%/year.

To achieve the above goal, in the coming time, Ninh Binh province needs to implement a number of solutions to train vocational workers.

First, strengthen the leadership and direction of authorities at all levels in innovating, developing and improving the quality of vocational education.

Governments at all levels strengthen leadership and management in organizing and implementing innovation, development and improving the quality of vocational education; Incorporate vocational education development content into socio-economic development programs and plans of agencies, units and localities; Strengthen leadership and direction of sectors, agencies and functional units to fully implement state management responsibilities on vocational education in accordance with the provisions of law; Thoroughly and seriously implement Directives, Resolutions, Plans, and guiding documents of the Central and Provincial Governments on vocational education.

Specifically: focus on effectively implementing Resolution No. 06-NQ/TU dated October 11, 2021^[3] of the Provincial Party Standing Committee on the development and management of industrial parks and industrial clusters in the province period 2021-2025, oriented to 2030 with the goal of developing industrial parks and clusters with reasonable scale and location, creating a driving force to promote the growth of industry and services, contributing to promoting Strengthen economic restructuring towards industrialization and modernization associated with effective implementation of the province's socio-economic and environmental development goals.

Second, promote communication work and raise awareness of society and people about vocational education.

The province also promoted propaganda work on vocational training and apprenticeship to overcome the situation of "surplus teachers, lack of workers" at businesses in the province. Specifically: it is necessary to educate and raise awareness of all levels of government, officials, civil servants, public employees, workers and the whole society about the position, role and importance of vocational education in development. socio-economic development, contributing to creating sustainable jobs for workers and young generations in the province; create a strong change in the awareness of learners, families and society about the meaning of vocational training and vocational skills in accessing jobs, increasing income and lifelong learning opportunities; Mobilize resources to participate in communication and propaganda about vocational education; diversify communication activities and implementation forms; Strengthen propaganda and dissemination of legal education on vocational education.

Third, every year, based on targets and training scale, localities and vocational education institutions promote propaganda and vocational consulting in many forms to help workers change their thinking and perception. on vocational education, job creation, and increased income for unemployed workers in the province.

Fourth, improve the capacity of vocational training establishments.

Vocational training establishments must regularly update new scientific knowledge and grasp the needs of businesses to orient vocational training accordingly. Besides, it is necessary to innovate training content, programs, and methods, ensuring "learning goes hand in hand with practice"; Focus on training vocational skills associated with education on ethics, lifestyle, sense of discipline, soft skills, industrial style, improving foreign language proficiency and digital skills for learners; Regularly update and retrain the workforce to improve the ability to adapt to the requirements of technological innovation, digital economic development, green economy, circular economy... Innovate

the assessment of knowledge and skills of learners and workers; develop a system for evaluating and certifying the quality of vocational education; Develop and improve the capacity of teachers and vocational education managers in the province towards modernity, high quality, approaching standards of advanced countries; Regularly update and foster knowledge for teachers, experts, and vocational trainers, with priority given to trainers of key industries and occupations; Pay attention to investing, upgrading and standardizing facilities, equipment, and training facilities to ensure compliance with the development of science and technology and adaptation to the industrial revolution; Accelerate digital transformation in vocational education.

Fifth, focus on developing high-quality human resources.

The province needs to pay attention to investing in human resource development, especially high-quality human resources, building a team of technical staff, managers and skilled workers to gradually adapt to the market mechanism to meet market requirements. development needs in the coming period. At the same time, encourage businesses to participate in organizing vocational training associated with creating jobs at businesses.

Sixth, strengthen linkage activities between vocational training institutions and businesses in training and labor supply.

Training facilities need to send students to practice and work in occupations according to the needs of businesses, production and business establishments. At the same time, coordinate closely with businesses in developing training programs, combine with training facilities of businesses, and use experts and high-tech workers from the business to participate in training work., sharing practical experiences, moving towards building a "business semester", helping students improve their qualifications, practice their skills, and experience real work.

In addition, businesses need to create conditions for students to practice and accept students who meet the requirements to officially work at the business, with salary support right during the internship process. The above joint vocational training activities help students feel secure in their studies, contribute to improving training quality, creating jobs, and creating a working environment suitable for the trained profession.

6. Conclusion

With the orientation of building Ninh Binh province into a supporting industry development center, in the coming time, the province needs to proactively provide high-quality labor sources for businesses. This is necessary work to meet the needs of implementing vocational training activities according to the national target program for sustainable poverty reduction; National target program for building new rural areas. On that basis, the article offers positive solutions to remove difficulties for workers, help them stabilize their lives, reduce poverty locally, and quickly reintegrate back into the labor market; At the same time, enhance the development of supporting industries in Ninh Binh province in the coming time.

7. References

1. Government. Decree 111/2015/ND-CP dated November 3, 2015 of the Government on supporting industry development, 2015.

2. Ninh Binh Provincial Party Committee. Resolution No. 06- NQ/TU dated October 11, 2021 of the Provincial Party Standing Committee on the development and management of industrial parks and industrial clusters in the province in the period of 2021 -2025, orientation to 2030, 2021.

3. <https://ninhbinh.gov.vn/>