

## INTERNATIONAL COOPERATION TO DEVELOP HIGH-QUALITY: FROM THE PRACTICE OF BINH DUONG PROVINCE, VIET NAM

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### ABSTRACT

In the trend of globalization and international integration, the impact of the Fourth Industrial Revolution, the improvement of the quality of human resources, especially high-quality human resources, is a matter of concern for all of us all countries - ethnic groups, territories, organizations in the world, and Vietnam. The basic characteristics of the above trend in Binh Duong province are international cooperation - the inevitable trend of the times; change - adapting to the industrial revolution 4.0; innovation and development of education; smart city - Innovation zone.

**Keywords:** High-quality human resources; international cooperation; a smart city, Binh Duong

### INTRODUCTION

In the context of the strong development of the trend of globalization, international integration, and the potentials and challenges of the industrial revolution 4.0, Binh Duong province is determined to improve the quality of human resources, especially high-quality human resources is more urgent than ever. With a modern infrastructure system, a dynamic and creative government, decisions on the implementation of the Smart City Project, and comprehensive development of the province in the pastime, Binh Duong has great opportunities and favorable opportunities for promoting the development of high-quality human resources through the environment of international integration. This is the foundation for Binh Duong province to go fast and far on the development path in the coming time. The article focuses on studying the basic characteristics of the process of international cooperation to develop high-quality human resources in Binh Duong province, from the period 2010-2020, as a basis for solutions to improve the efficiency of the public sector above in the future.

### LITERATURE REVIEW

In the trend of globalization and international integration, the impact of the Industrial Revolution 4.0, the improvement of the quality of human resources, especially high-quality human resources, is a matter of concern to all all countries - ethnic groups, territories, organizations in the world, and Vietnam. An overview study of research papers related to the development of high-quality human resources in general, in Binh Duong province of Vietnam in particular, is the basis and useful reference source for researching the topic.

Pham Duc Tien (2017) contributes to enriching theoretical issues about the development of high-quality human resources in the process of Vietnam's international integration from a political perspective. The author researches and evaluates relatively comprehensively the lines, policies, institutions, mechanisms, and policies of the Party and State on the development of

high-quality human resources in the process of Vietnam's international integration since 2006. - 2017, thereby proposing some directions and solutions to supplement and perfect the guidelines and policies on developing high-quality human resources for Vietnam to integrate more deeply, widely, and effectively into the international community economic.

Nguyen Thi Van (2018) poses the issue of approaching research on motivating factors and practical policies for the development of high-quality human resources in some Southeast Asian countries, especially in education-training, policies attract talents, invest in science and technology development, natural sciences, and international cooperation to create a team of highly specialized human resources; put the above policies in comparison with Vietnam.

Pham Hoang Tu Linh and Pham Hoang Khanh Linh (2020) analyze and clarify human resource development experiences, especially high-quality, global citizen-oriented human resources in some countries around the world such as the United States, Germany, Australia, Japan, China, and Singapore... thereby drawing lessons for Vietnam.

Ho Thi Ha (2020) points out the importance of education and training as a foundation and driving force in training, fostering, and developing people's intelligence, quality, physical strength, and capacity, thereby developing human resources. The author also points out the requirements for training high-quality human resources in the context of deep international integration and the impact of globalization on Vietnam today.

Tran Sy Nguyen (2020) focuses on approaching research and evaluating university-enterprise cooperation models in the world and Vietnam, identifying shortcomings and barriers in this cooperation relationship; policy implications for Vietnam to develop quality human resources based on the above cooperation model.

Authors Nguyen Chi Hai, and Ha Thi Thieu Dao (2011) clarify the characteristics of human resources of Binh Duong province, goals and solutions to develop and effectively use the province's human resources to serve the industrial process modernization and modernization.

Bui Thi My Hanh (2015) based on the general theory of developing high-quality human resources, has focused on analyzing the overall development of high-quality human resources in Binh Duong province in general up to the time of the study.

Pham Manh Thang, Huynh Van Van (2018) research related to the development of high-quality human resources through the guidelines and policies of the Party Committee of Binh Duong province on attracting FDI in the period 2005-2015; In which, there is the policy of promulgating preferential policies and improving the quality of human resources to create a favorable environment, enough to compete with provinces and cities in the southern key economic region and the whole country to earn revenue attracting foreign investors, training, and improving the quality of human resources over the past time.

Nguyen Van Hiep and Le Tuan Anh (2020) focused on clarifying the current situation of high-quality human resources in Binh Duong province in the face of the impact of the fourth industrial revolution and the issues raised to be solved; thereby suggesting the policy of developing high-quality human resources for Binh Duong province in the coming time.

## RESEARCH METHODS

The article is made based on a Marxist worldview and methodology, the views of scientists, organizations in the world, and Vietnam on international cooperation to develop high-quality

human resources in general. Binh Duong province of Vietnam in particular. Historical and logical methods are used to summarize fundamental issues, movement trends, and the development of the process of international cooperation to improve the quality of human resources in Binh Duong province and the issues that need to be addressed needs to be resolved across the ages. The systematic approach is used to analyze the overall situation of international cooperation to improve the quality of human resources in Binh Duong province in the period 2010 - 2022, especially in the process of industrialization, modernization, and integration into international import of Binh Duong province. At the same time, the article also uses a combination of specific research methods such as comparative, analytical, synthesis, inductive and deductive methods, data synthesis, etc. to serve in research and presentation present articles.

## RUSULTS AND DISCUSSION

### **International cooperation - the inevitable trend of the times**

International cooperation is a common, global trend and has become an inevitable trend of the times, opening up many development opportunities for countries, especially developing countries. The trend of international cooperation has brought many opportunities for Vietnam to develop, which is one of the factors to restructure and modernize the economy, develop human resources, increase labor productivity and improve labor productivity. improve workers' incomes.

International cooperation has been an inevitable trend in the development process of the world. With the process of the international division of labor getting deeper and deeper and the rapid development of science and technology, international cooperation is promoted. The results of such cooperation are evident in many fields, especially the economic field, such as accelerating the internationalization of the world economy; the rapid increase of international exchange in trade and financial services. forming free trade zones and linkages in the world such as organizations: World Trade Organization (WTO), Asia-Pacific Economic Cooperation (APEC), Monetary Fund International (IMF).

International cooperation creates close relationships, mutual impact, and interdependence of all regions, countries, and peoples in the world, it helps countries in the world understand each other, and complement and support each other. Vietnam, being aware of the inevitable trend of international cooperation, has actively integrated into the world to expand its market, taking advantage of more capital, technology, and management knowledge to create more economic zones. industrial parks, export processing zones or can attract foreign investors to invest directly. At that time, the demand for labor will increase, the requirements for human resources will also increase, and it will automatically move by the development trend to meet the requirements of the job.

International cooperation to develop high-quality human resources in Vietnam in general and in Binh Duong in particular for more than a decade (2010 - 2022) has seen positive changes following a deeper trend in terms of content and level of human resources. degree and wider in scope and form. This trend of international cooperation has been bringing many benefits, opportunities, and potentials, but also significant challenges for developing countries like Vietnam, including Binh Duong.



The trend of international cooperation to develop high-quality human resources in Binh Duong province is governed by two basic factors: the era and the local socio-economic situation. Therefore, within the scope of this topic, we approach and analyze the characteristics of international cooperation trends to develop high-quality human resources in Binh Duong province based on those two basic factors, through three issues: typical: Change - adapt to the industrial revolution 4.0; Innovation and development of education; Smart City – Innovation Zone.

#### **Change - adapt to the industrial revolution 4.0**

The current trend of international cooperation to develop high-quality human resources is the development and expansion of cooperation relations between countries, which has fundamentally and rapidly changed the structure of the labor force and the labor market, requires workers to change to become high-quality human resources, to adapt to the process of international cooperation.

In 2015, the Bank of England forecast: “There will be about 95 million traditional workers losing their jobs in the next 10-20 years in the US and UK alone – equivalent to 50% of the workforce in the two countries. In other countries, the same situation will happen. A series of old occupations will be lost and replaced by new ones. The domestic and international labor market will strongly differentiate between low-skilled and high-skilled workers. Cheap labor is no longer the competitive advantage of emerging markets in Latin America and Asia. The researchers also pointed out that the 4.0 revolution not only threatens the jobs of low-skilled workers but even middle-skilled workers (intermediate, college) will also be affected, if they are not equipped with new skills - creative skills for the 4.0 economy” (Vu Xuan Hung, 2017). That situation also poses challenges for Vietnam, which is a low-quality labor market. A report by the International Labor Organization (ILO) published in July 2016 said that up to 86% of workers in the textile, garment, and footwear industries in Vietnam are at high risk of losing their jobs under the impact of the pandemic technological breakthroughs brought about by the Fourth Industrial Revolution (GSO, International Labor Organization, 2016).

Thus, due to the development of the industrial revolution 4.0, workers must change to become high-quality human resources, changing the labor structure, and promoting the development of the labor market. This is a trend, forcing Vietnam to promote international cooperation in the development of high-quality human resources, attaching importance to the creative environment, encouraging, fostering, and attracting talents.

If in the industrial revolutions 2.0 and 3.0, humanity largely depends on natural resources and capital, that concept has changed today. The development practice of many countries today shows that an economy that wants to grow quickly and sustainably needs to rely on three basic factors: the application of new technologies, the development of modern infrastructure, and the improvement of infrastructure quality of personnel. In which the factor and also the most important driving force is people, and high-quality human resources. Because after all, man is both the creator of all material and spiritual values, the goal, the target object of the development process, and the center of development.

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Therefore, the trend of international cooperation to develop high-quality human resources in Binh Duong province is also a common trend in the world and Vietnam. The trend of international cooperation to develop high-quality human resources is not only a matter of the country and region but also the work of each individual and each organization, enterprise, and individual employee, they are the main body of the cooperation process.

The trend of international cooperation to develop high-quality human resources is creating requirements, motivations, and conditions for human resource development, training, and skill improvement. This is both a favorable condition and a big challenge for Binh Duong in the field of human resource development. On the favorable side, the trend of international cooperation has had several positive effects on improving the quality of high-quality human resources of Binh Duong, such as stimulating the rapid development of science and technology, which requires People in general and the labor force, in particular, must constantly improve their qualifications to keep up with the development of science and technology and the requirements of work and life. This is an important condition and motivation for the development of high-quality human resources.

From the reality of industrialization and modernization of Binh Duong over the past decade (2010 - 2022), it shows that, for the number of employees working in enterprises with advanced management methods, using advanced technology, with modern technology, through the working process, they must learn, absorb and improve their skills, management capacity and modern working style. That means they have to change and adapt to industrial revolution 4.0. Binh Duong province has been focusing on implementing the right roadmap to build a smart city with key development orientations such as attracting domestic and foreign investment in the high-tech, high-value-added, low-intensity industries employing workers, being environmentally friendly; innovating modern and advanced technologies, improving the quality of products of enterprises; studying the formation of an industrial park - a science and technology urban area, in the immediate future, focusing on building a science and technology industrial park in Bau Bang district - one of the key projects of the Binh Duong Smart City Project (Binh Duong Statistical Office, 2021, p.43-44). Phan Thi Son Tra et al (2021) believe that the policy of attracting foreign direct investment is a prominent policy of Binh Duong in recent years, contributing to making Binh Duong one of the key development centers in Vietnam dynamic development of the southern key economic region, thereby providing the premise to change - adapt to the industrial revolution 4.0

### **Innovation and development of education**

Cooperation in developing high-quality human resources is a common trend of the world. Most developed countries recognize the important and decisive role of high-quality human resources, so they attach great importance to the development of education, creating an environment for the development of high-quality human resources. The US attaches great importance to the creative environment and encourages talent development, fostering and attracting talents in many fields. As a result, the US is one of the countries with many leading scientists in the world in many fields. Japan is a country that attaches great importance to developing education, and implementing a high-quality remuneration regime for high-quality workers in terms of salary and seniority-based bonuses. Korea promotes research and education activities in the fields of basic science and technology, improve the quality of education and lifelong learning. Korea focuses on promoting cooperation between businesses, universities and research institutions; improving the level of use and management of human resources, improve the professionalism of human resources in the public sector; building a system of assessment and management of knowledge, skills and work; building information infrastructure for human resource development; building and developing knowledge market. Singapore's educational innovation is a key factor in the growth and development of high-quality human resources. That innovation is through the construction and improvement of the education system towards flexibility and diversity, in order to bring more choices to suit learners' interests and learning methods. An education closely linked to reality and social needs, with a close connection between educational institutions and businesses, creating internship and working opportunities for students during training and after graduation. Education in Singapore focuses on arousing and developing talents in the direction of creativity, curiosity to discover and solve problems, and willingness to overcome difficulties to achieve success.

Educational innovation in international cooperation to develop high-quality human resources is a global trend. In the general trend, to approach and adapt to the industrial revolution 4.0, Vietnam in general and Binh Duong province, in particular, must promote international cooperation, innovate education development, consider the development of quality human High quality is a key factor determining the success or failure of cooperation and competition in the borderless labor market.

The education development process in Binh Duong province shows that the province identifies investment in education as an investment for long-term and sustainable development; takes strategic steps towards the goal of fundamentally and comprehensively innovating education and training, expanding international cooperation to develop high-quality human resources. Every year, the province spends its budget to invest in building material foundations and equipment for the education sector in a synchronous and modern direction. Besides, the province also mobilizes local resources, especially open policies in implementing socialization to invest in and build schools in the direction of standardization and modernization. In the province, there are currently 08 universities, 07 colleges, 16 intermediate schools, 46 vocational training centers and institutions, and 50 foreign language and informatics centers with the capacity to train about 80,000 to 85,000 students/year, serving human resources for local socio-economic development (Phuong Chi, 2022). Universities in the province have cooperated with universities in countries and territories with advanced academic backgrounds such as Japan,



Korea, the United States, Singapore, Taiwan, and Malaysia... Exchange activities of lecturers, students, training programs, research cooperation, and transfer of science and technology take place quite often (Hiep et al., 2020, p. 17). Some universities in the province promote international cooperation activities to develop high-quality human resources, typically Thu Dau Mot University, and Vietnam - Germany University.

Thu Dau Mot University regularly cooperates with international partners in the fields of scientific research, sharing advanced training programs and methods, sharing modern educational models, and exchanging staff lecturers - international volunteers, supporting international projects... The school has welcomed hundreds of visitors and delegations of educational organizations from different countries to visit and work. In addition, the University also actively sends delegations to learn advanced educational models, participate in international seminars and strive to become members of world educational organizations. Through a network of staff and lecturers studying abroad, the University has connected with professors and experts who support the University in improving the quality of education and improving teaching methods for lecturers, supporting rare specialized books, funding modern research equipment...; aims to promote long-term cooperative relationships between the University and world scientific organizations in developing high-quality human resources in Binh Duong.

Vietnam - Germany University, which is an international university, was formed on the basis of international cooperation between Vietnam and Germany. The university attaches great importance to international cooperation to develop high-quality human resources in Binh Duong through cooperation with international organizations such as: AMCHAM (American Chamber of Commerce), AUSCHAM (Australian Chamber of Commerce), GBA (German Business Association) and EUROCHAM (European Chamber of Commerce)... Vietnam - Germany University has trained a high quality workforce to meet the needs and standards of many partners and businesses.

The model of cooperation between universities and businesses in Binh Duong province is also a new trend, set in the context of a province with strengths in industrial and high-tech development. According to Nguyen (2020), in developed countries, most of the technological innovations that bring economic efficiency are related to universities through knowledge sharing, research and development activities, technology transfer (p. 173). Binh Duong has chosen the "three-house" cooperation model (state - school - enterprise) to build a Smart City, in which schools, including universities and research institutes, play an important role. It is important not only in training and research, but also as a point to contribute to attracting investment in the province (Vietnam Technology & Telecommunication JSC, 2019).

However, due to the trend of commercializing education and training in the context of developing a market economy and opening up to the world, there are also negative aspects to the development of high-quality human resources. Commercialization of education and training gives rise to the situation of running to scale, paying little attention to quality, and thus affecting human resource development. There is an alarming situation that because of chasing numbers to quickly recover investment capital to open schools, private schools enroll massively and exceed the quota assigned by the Ministry of Education and Training, so the first benchmark low entry, the competition is almost non-existent. This leads to a large number of

workers after training not meeting the requirements of the labor market, training has not created opportunities for workers to find jobs.

Thus, international cooperation in innovation and development of education and development of high-quality human resources is not only a trend but also a development goal of Vietnam in general and Binh Duong in particular. Through this cooperation, learners have more opportunities to study, access to advanced foreign training programs, and easier to find jobs after studying, because the labor market is not only the domestic market but also the large market of the ASEAN region. Diplomas and certificates after the training process of learners are also recognized in countries in the region, creating conditions for easy recognition by other countries around the world (Tri, 2022).

\Binh Duong, which is a fairly dynamic locality in the country, has become a destination for international investment flows, with more and more pioneering or large-scale investment projects that help bridge the gap in terms of labor productivity, increasing foreign direct investment capital, along with improving management skills and training human resources, contributing to the creation of many new jobs for workers. This place has been attracting high-quality human resources from other countries to work, making up for the shortage of high-quality labor. This trend promotes the development of high-quality human resources in Binh Duong in the competitive context of the domestic and regional labor markets. In other words, the competition for high-quality human resources will take place strongly in Binh Duong. The movement of labor between Binh Duong and other countries in the region requires workers to have high vocational skills and be able to work in an international environment with standards and criteria set by the labor market determined, while the readiness of education in Binh Duong is still slow, the preparation of knowledge and skills; attitude, and mentality to move to work in enterprises or ASEAN countries of Binh Duong is not high. This requires Binh Duong to significantly improve the quality of education in the direction of approaching regional and world standards.

Thus, the general trend in international cooperation to develop high-quality human resources in Binh Duong province to create the ability to integrate students after graduation must ensure two factors: English and industrial style create an evenness in the quality of human resources in the country and in comparison with other countries in the region in terms of high requirements on vocational skills and rapid innovation in products, goods and services; ensure that employees must meet professional standards according to the regional and world standard system.

### **Smart city - Innovation zone**

In 2008, the United Nations forecast that the world's population would increase from 6.7 billion people today to 9.2 billion in 2050, and about 70% of the population would live in urban areas by 2050 (China, 2008). Urbanization causes environmental, economic, social, and infrastructural problems on a global scale. Therefore, smart city development is the general trend in the world.

In Binh Duong, since 2016, the Provincial People's Committee has developed a smart city project. In 2020, the Binh Duong Provincial Party Congress for the 2020-2025 term continues to determine that industrial development must be associated with science and technology



development. With the orientation of the Innovation Region, the future development vision of Binh Duong province is to improve social life, from urban planning to building a culture of innovation, balanced economic development, digital transformation, and the fourth industrial revolution to human resource development. In July 2021, the World Smart Community Forum (ICF) in New York of the United States announced the list of TOP 7 communities with typical smart city development strategies in the world in 2021, which: there is Binh Duong.

Entering into the TOP 7 of ICF is a mark affirming the "brand" of Binh Duong, because an area that entered the TOP 7, needs to meet strict criteria such as a broadband connection platform, knowledgeable human resources, etc. knowledge, innovation, sustainable development, equality in digital technology and the unanimous commitment of the whole community. This is also a positive signal to start the period of promoting the development of high-quality human resources, gradually reducing the number of cheap labor sources associated with the manufacturing industry mainly by outsourcing. Based on the existing foundation of urban infrastructure development, transport infrastructure, and system of industrial parks, Binh Duong province is determined to gradually improve the quality of development, and attract investment associated with production according to the trend towards advanced science and technology, less labor intensive from now to 2030. The goal is to turn Binh Duong into an Innovation Zone - the focus of the Smart City Project, which has generated great attention and success work in the past.

The process of forming and developing the Smart City - Innovation Zone of Binh Duong Province (2016 - 2022) is the result of international cooperation of the situation. Specifically, the international cooperation between Becamex IDC Corporation (which has been assigned by the province to coordinate with agencies) with international partners from Eindhoven-Netherlands, WTA-Korea, and experts from Singapore deploying breakthrough ideas Innovation Zone. In particular, the prerequisite foundation creates the potential for breakthroughs in developing high-quality human resources, gradually building and connecting components in the startup innovation ecosystem, and promoting development science and technology, practical application - is considered the key to attracting investment in the future. Nguyen Viet Long (2018) said that Binh Duong learned from the Eindhoven model in smart city construction, however, the province has its way of approaching ideas, different from the usual approaches to view smart cities. Smart is a place where advanced technologies are applied to solve specific problems of society. From the province's perspective, a smart city can be understood as a dynamic, creative, and connected ecosystem in which all elements are continuously improved, innovated, and optimized.

Over the past 10 years, units in the province such as Thu Dau Mot University, Eastern International University, Viet Duc University, etc., through international cooperation, create links between universities, institutes, and businesses. The industry has deployed many laboratories and product research such as TechLab, Fablab, and 4.0 laboratory towards practical and modern technology experiences, testing new research ideas. Start-up support centers and business incubators are in the early stages of formation and have already achieved practical results. Moreover, the province is developing education according to the STEM/STEAM model (skill training in science, technology, engineering, art, and math, with an interdisciplinary approach to solving problems in life) for high school, early nurture and

promote the spirit of creativity and passion for science and technology in young people.

“Developing high-quality human resources is the most important requirement to attract investment in the new era, playing a decisive role in creating the potential for breakthroughs towards the knowledge economy and digital economy, meeting new needs in smart city construction. In the future, universities and colleges will continue to play a very important role to meet the above requirements” (Phuong Le, 2020). The development of high-quality human resources, promotion of education and training, an innovative environment, scientific and technological research, and practical application are the prerequisites of Binh Duong in the process of building a successful smart city. Tran Nhu Hai (2017) proposes that Binh Duong's typical brand shortly should be a "smart city", a dynamic and creative city (p. 68).

### CONCLUSION

The trend of international cooperation to develop high-quality human resources in Binh Duong is in the general trend of the world and the whole country. However, in specific conditions, the province's international cooperation trend is also influenced by the ability, population characteristics, and socio-economic situation of the locality. However, from the practice of international cooperation to develop high-quality human resources in Binh Duong over the past 10 years (2010 - 2022), it shows that the trend of international cooperation is increasingly expanding the scope, scale, and extent of human resources; diverse and rich in content and fields; at the same time, continue to form many international cooperation frameworks or "playgrounds" with new "rules of the game" at various geographical, regional, and global scales. Participation in international cooperation to develop high-quality human resources in Binh Duong is voluntary; organizations, businesses, and individuals voluntarily participate when realizing that the participation brings specific benefits or guarantees their interests and rights.

### ACKNOWLEDGEMENTS

I would like to take this opportunity to express my warm thanks to Board of editors, my family, colleagues and brother in assisting convenient conditions for my research paper.

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