

Application of Ho Chi Minh's Thought on Human Development to the Cultivation of High-Quality Human Capital in Response to the Demands of the Digital Era

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| Received: 08.04.2026 | Accepted: 21.05.2026 | Published: 25.05.2026 |

Abstract: Ho Chi Minh's thought on human development constitutes a cornerstone of his ideological legacy, affirming that human beings are simultaneously the ultimate objective, the driving force, and the creative agents of historical progress. Drawing upon this ideological foundation, the Communist Party of Vietnam, through successive National Party Congresses particularly from the 13th to the 14th Congress has placed increasing emphasis on human development and the cultivation of high-quality human capital as strategic priorities for national advancement. This article examines Ho Chi Minh's conception of people as the masters of society and analyzes the Party's application of his thought in fostering high-quality human resources. Furthermore, it proposes several strategic solutions to address the emerging demands of digital transformation, artificial intelligence, and the Fourth Industrial Revolution. In doing so, the study reaffirms the enduring theoretical and practical significance of Ho Chi Minh's thought in promoting the nation's sustainable development in the digital age.

Keywords: Ho Chi Minh; people as masters of society; high-quality human capital; digital transformation; artificial intelligence.

INTRODUCTION

Within Ho Chi Minh's ideological heritage, the question of human development occupies a profoundly central and enduring position throughout his entire philosophical system. Ho Chi Minh consistently maintained that human beings constitute not only the ultimate objective of the revolutionary cause but also its principal driving force and the creative agents of historical transformation, thereby determining the success of national liberation, nation-building, and the defense of the Fatherland.

Against the backdrop of accelerating globalization, the Fourth Industrial Revolution, digital transformation, and the unprecedented advancement of artificial intelligence, fundamental shifts are reshaping modes of production, systems of social governance, and the architecture of the global labor market. In this context, the cultivation of human potential and high-caliber human capital has emerged as a decisive determinant of national competitiveness and sustainable development.

For Vietnam, the imperative to develop a workforce characterized by advanced professional expertise, digital literacy, innovative and creative thinking, and the capacity to adapt to an increasingly interconnected global environment has become more pressing than ever. This reality underscores the necessity of further studying, applying, and advancing Ho Chi Minh's thought on human development in order to effectively respond to the opportunities and challenges of the digital age.

1. Ho Chi Minh's Conception of Human Beings

Within Ho Chi Minh's ideological system, human beings invariably occupy a central and indispensable position in the trajectory of social development. He did not conceive of individuals as abstract or isolated entities detached from historical circumstances and social relations. Ho Chi Minh once wrote: *"The term 'human' in its narrow sense refers to family members, relatives, friends, and companions. In its broader sense, it refers to our compatriots throughout the nation. More broadly still, it encompasses all*

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Citation: Nguyen Thi Ngan (2026). Application of Ho Chi Minh's Thought on Human Development to the Cultivation of High-Quality Human Capital in Response to the Demands of the Digital Era. *Cross Current Int Peer Reviewed J Human Soc Sci*, 12(4), 101-108.

humankind.”¹ This statement encapsulates Ho Chi Minh’s comprehensive and profoundly humanistic approach to the concept of humanity, viewing human beings as social entities embedded within a concrete and dynamic network of social relationships. Such a perspective closely resonates with the Marxist conception that the essence of humanity is constituted by the totality of social relations. However, Ho Chi Minh did not merely appropriate Marxist–Leninist doctrine; rather, he creatively refined and contextualized it through the prism of Vietnam’s revolutionary realities and the nation’s enduring humanistic traditions.

Across distinct historical epochs and in correspondence with specific revolutionary imperatives, Ho Chi Minh employed diverse terminologies to characterize human beings. During the early twentieth century, when Vietnam remained under the yoke of colonial domination, he frequently utilized expressions such as “*the natives*,” “*indigenous laborers*,” “*the oppressed*,” “*the dispossessed*,” and “*the destitute masses*.” These designations vividly illuminated the harsh realities of colonial society, wherein the overwhelming majority of the population endured exploitation and were systematically deprived of their sovereignty and fundamental rights.

In the aftermath of the August Revolution of 1945, following the restoration of national independence, Ho Chi Minh increasingly adopted terms such as “*the people*,” “*compatriots*,” and “*the citizenry*.” This linguistic transition reflected a profound transformation in the social and political status of individuals: from subjugated colonial subjects, the Vietnamese people had emerged as the legitimate masters of their nation and architects of their own destiny.

During the subsequent phase of socialist construction in Northern Vietnam, Ho Chi Minh continued to emphasize the pivotal role of human beings within newly established social relations. He referred to a wide spectrum of social actors, including workers, peasants, intellectuals, manual laborers, and intellectual laborers. Simultaneously, he demonstrated deep concern for individuals from multiple perspectives, encompassing gender, age, occupation, educational attainment, and moral cultivation. It may therefore be asserted that, throughout every historical juncture, Ho Chi Minh consistently reaffirmed the status of human beings as the sovereign subjects and principal driving force of societal progress.

According to Ho Chi Minh’s conceptual framework, human beings represent the creative and transformative force of history and constitute the decisive determinant of every revolutionary

achievement. He affirmed that: “*No matter how simple a task may be, it cannot be accomplished without the people; no matter how arduous the task, it can be successfully realized through the people’s wisdom and collective strength.*” He further emphasized that “*under the sky, nothing is more precious than the people, and in the world, nothing is more powerful than the strength of great national unity.*” In his view, the people are the authentic historical subject, continuously generating material and spiritual values through productive labor, socio-political struggle, and cultural and intellectual creativity. This understanding of human beings as the subject of history can be systematized into the following fundamental dimensions:

First, human beings are the creators and shapers of history.

Ho Chi Minh stressed that individuals are the active subjects of labor, endowed with self-determination, creative agency, and the capacity for continuous self-transcendence and development. He held a firm conviction that human beings are capable of transforming society, reconstructing their living conditions, and self-perfecting in order to build a more progressive, equitable, and humane social order. This viewpoint carries profound theoretical significance for the formation of the socialist “new human being,” the advancement of high-quality human capital, and the acceleration of Vietnam’s ongoing process of reform, modernization, and international integration.

Second, human beings exist as integral and inseparable constituents of the community and the nation.

In Ho Chi Minh’s thought, individuals do not exist as autonomous or isolated entities; rather, they are organically embedded within the collective fabric of society and the nation-state. He argued that individuals must cultivate a spirit of solidarity, reciprocity, and cooperative engagement in pursuit of the shared interests of the collective, the nation, and humankind. Accordingly, human beings are required to embody a heightened sense of social responsibility, altruism, cohesion, mutual support, and dedication to common objectives, expressed through the principle of “*each for all, and all for each.*” Ho Chi Minh placed exceptional emphasis on the power of great national unity, considering it the fundamental source of revolutionary triumph and the indispensable foundation for constructing a new socialist society.

Third, within his conception of comprehensive human development, Ho Chi Minh consistently emphasized the holistic cultivation of human beings in moral, intellectual, physical, and aesthetic dimensions.

He regarded education as an indispensable instrument for enhancing awareness, fostering creativity,

¹ Ho Chi Minh. (2011). *Ho Chi Minh: Complete Works* (Vol. 6). Hanoi: National Political Publishing House, p. 130.

and refining human character. Above all, Ho Chi Minh placed particular emphasis on the moral dimension (đức), arguing that morality constitutes the foundational root of the revolutionary individual, providing the ethical compass for the appropriate utilization of knowledge and capabilities in service of the people and society.

Alongside morality, intellectual development (trí) was considered a crucial prerequisite for expanding awareness, acquiring scientific and technological knowledge, enhancing creative capacity, and adapting to the evolving demands of the era. He also underscored the significance of physical development (thể), viewing health as a priceless asset and a fundamental precondition for effective labor, learning, and contribution to society. In addition, aesthetic development (mỹ) contributes to the formation of a harmonious personality, a cultured way of life, and an aspiration toward truth, goodness, and beauty.

Within this integrative developmental framework, education occupies a particularly pivotal position. Ho Chi Minh regarded education as the essential instrument for “cultivating people” (trồng người), elevating intellectual standards, training human resources, and nurturing talented individuals for the nation’s development.

Fourth, human beings embody a spirit of humanism and compassion.

Ho Chi Minh consistently called upon individuals to live for others, to care for human well-being, and especially to extend compassion toward vulnerable groups such as the elderly, children, women, ethnic minorities, and disadvantaged populations. This reflects a profound humanistic ideology grounded in empathy and solidarity. According to him, the highest objective of the revolution is not merely national independence or the establishment of a new social regime, but ultimately the realization of freedom, prosperity, and happiness for all people particularly those who are marginalized and vulnerable. This humanitarian spirit is vividly manifested in his deep concern for the poor, workers, women, children, the elderly, wounded soldiers, sick veterans, ethnic minority communities, and those in difficult circumstances.

Fifth, human beings are guided by revolutionary ideals, living for national independence and the freedom and happiness of the people.

In Ho Chi Minh’s thought, individuals do not exist solely for personal interests but are oriented toward revolutionary ideals and collective aspirations. He called upon every citizen to actively participate in the cause of national liberation and to struggle for peace and independence, embodying the spirit of self-sacrifice for

the nation and wholehearted service to the people, in pursuit of the ultimate goal of human emancipation because nothing is more precious than independence and freedom.

Therefore, individuals are encouraged to cultivate revolutionary ideals, patriotic consciousness, civic responsibility, and a readiness to subordinate personal interests to the higher interests of the nation. The principle of “devoting oneself to the nation and serving the people” has become a moral standard and guiding ethos for the new human being in a new society. The assertion that “nothing is more precious than independence and freedom” is not only a historical truth of the national liberation struggle but also a profound affirmation of human value in terms of the right to live, to be free, and to pursue happiness.

2. The Communist Party of Vietnam’s Application of Ho Chi Minh’s Thought on Human Development in Guiding the Development of High-Quality Human Resources

Ho Chi Minh’s thought on human beings constitutes a foundational pillar of Vietnam’s revolutionary ideological system, in which human beings are defined simultaneously as the ultimate objective and the intrinsic driving force of the revolutionary enterprise. Firmly internalizing Ho Chi Minh’s ideological legacy, the Communist Party of Vietnam, from its inception to the present, has consistently recognized the decisive role of the human factor as a core revolutionary force. Across successive historical stages, the value of human beings has been continuously reaffirmed, progressively refined, and systematically concretized in the Party’s strategic orientations on human development, in alignment with the evolving imperatives of national development in each epoch.

At the Sixth National Congress (1986), which inaugurated Vietnam’s comprehensive Renovation process, the Party explicitly affirmed the guiding principle: “*To place human development and human well-being as the highest objective of all economic, political, cultural, and social activities.*”² This marked a profound paradigmatic shift in theoretical cognition, directly inheriting Ho Chi Minh’s human-centered conception of socialism.

The Seventh National Congress (1991) further elaborated this orientation, stating that: “*The objectives of social policy are harmonized with those of economic development in order to maximize the potential of the human factor for the sake of human beings.*”^[3] The Party identified this as a critical prerequisite for fully unleashing human potential, emphasizing that all development strategies must ultimately converge toward

² Communist Party of Vietnam. (1987). *Documents of the 6th National Congress of the Communist Party of Vietnam*. Hanoi: Su That Publishing House, p. 86.

³ Communist Party of Vietnam. (1991). *Documents of the 7th National Congress of the Communist Party of Vietnam*. Hanoi: Su That Publishing House, p. 73.

the enhancement of both the material and spiritual well-being of the population affirming that development is fundamentally for the people and by the people.

By the Eighth and Ninth National Congresses, the perspective on human development was substantially broadened within the cultural domain, as the Party reaffirmed that all cultural and artistic endeavors must be oriented toward the formation of comprehensively developed Vietnamese citizens. The Eighth Congress underscored the task of “*building and developing an advanced Vietnamese culture deeply imbued with national identity*,” [4] positioning culture as the spiritual foundation of society, simultaneously functioning as both an end goal and an endogenous driving force of socio-economic development. Within this framework, the construction of the new socialist human being was elevated to a strategic nucleus of cultural development policy.

The Ninth National Congress further consolidated this orientation, emphasizing comprehensive human development in close association with the construction of an advanced culture rich in national identity. In this regard, human beings were not only recognized as the central subject of economic development but also as the principal agent of cultural and spiritual life in society. The Party increasingly conceptualized human beings as the most critical strategic resource in the process of industrialization and modernization. It underscored the need for holistic human development encompassing intellectual capacity, moral integrity, physical well-being, creative competence, civic consciousness, and social responsibility. Beyond the enhancement of material living standards, the Ninth Congress also accentuated the imperative of enriching spiritual life, cultivating a healthy cultural ecosystem, and fostering enduring values of patriotism, national unity, self-reliance, and resilience. It affirmed: “*To develop Vietnamese people in a comprehensive manner; to build an advanced culture deeply imbued with national identity, ensuring that culture permeates the entirety of social life.*”⁵ This clearly demonstrates that human development has been approached not merely from an economic perspective but has evolved into a comprehensive strategic framework encompassing political, cultural, social, and educational dimensions.

The Tenth National Congress (2006) marked a new stage in the Party’s conceptualization of the role of human beings, emphasizing the requirement to build and refine new values of the Vietnamese people in the context of accelerating industrialization, modernization, and international integration. Human beings are no longer viewed solely as the objective of development but also as the direct driving force determining the success of the *Đổi mới* (Renovation) process. The Congress affirmed: “*To build and perfect the values and personality of the Vietnamese people, while preserving and promoting national cultural identity in the period of industrialization, modernization, and international economic integration.*” [6]

Accordingly, emphasis is placed on the development of comprehensively advanced Vietnamese citizens who embody patriotism, national self-reliance, sound morality, a healthy lifestyle, a strong sense of social responsibility, civic consciousness, creative capacity, industrial discipline, and the ability to integrate into the global environment. Human development is therefore closely linked to the formation of qualities suited to a modern society, such as dynamism, creativity, discipline, responsibility, and adaptability to the evolving knowledge-based economy.

The Eleventh National Congress (2011) further advanced and reaffirmed the Party’s perspective on the position and role of human beings in national development, emphasizing: “*Human beings are both the center of the development strategy and the subject of development.*” [7] This represents a significant theoretical advancement, reflecting an increasingly comprehensive and profound awareness of the decisive role of human resources in ensuring the rapid and sustainable development of the country. This viewpoint reflects the consistent inheritance and progressive development of Ho Chi Minh’s thought on human beings, while also aligning with the national development requirements in the context of accelerating industrialization, modernization, and international integration.

The Twelfth National Congress (2016) further reaffirmed the central role of human beings in the national development strategy, emphasizing that: “*Comprehensive human development must become an objective of the development strategy*” [8]. This perspective demonstrates the Party’s increasingly

⁴ Communist Party of Vietnam. (1996). *Documents of the 8th National Congress of the Communist Party of Vietnam*. Hanoi: Su That Publishing House, p. 110.

⁵ Communist Party of Vietnam. (2001). *Documents of the 9th National Congress of the Communist Party of Vietnam*. Hanoi: Su That Publishing House, p. 114.

⁶ Communist Party of Vietnam. (2006). *Documents of the 10th National Congress of the Communist Party of Vietnam*. Hanoi: Su That Publishing House, p. 106.

⁷ Communist Party of Vietnam. (2011). *Documents of the 11th National Congress of the Communist Party of Vietnam*. Hanoi: Su That Publishing House, p. 76.

⁸ Communist Party of Vietnam. (2016). *Documents of the 12th National Congress of the Communist Party of Vietnam*. Hanoi: Su That Publishing House, p. 126.

comprehensive understanding of the relationship between economic growth and human development, in which human beings are both the objective and the driving force of sustainable development. The Congress required a close integration between economic development and cultural and educational advancement, along with the improvement of spiritual life, moral standards, human character, and lifestyle. Development is not merely measured by economic indicators but must ensure a harmonious balance between material progress and spiritual values, between professional competence and ethical qualities, aiming toward the comprehensive development of Vietnamese people in the era of intensified industrialization, modernization, and international integration.

Building on the spirit of previous congresses, the Thirteenth National Congress (2021) emphasized three strategic breakthroughs, including the breakthrough of *“improving the quality of human resources in association with promoting innovation, application, and strong development of science and technology”*. The Congress also set forth the requirement to *“train human beings with morality, discipline, civic responsibility, social consciousness; equipped with life skills, working skills, foreign languages, information technology, digital competence, creative thinking, and international integration capacity”*. This is a highly appropriate policy, reflecting the strategic vision and long-term thinking of the Party regarding human resource development in the new era.

The Fourteenth National Congress (2026) continues to reaffirm the decisive role of human beings and high-quality human resources in the country’s development strategy for the new period. In a context where science and technology, innovation, and digital transformation have become the primary drivers of growth, the Party emphasizes the need to focus on training internationally qualified high-quality human resources to meet the requirements of developing strategic industrial and technological sectors. This represents a new advancement in the conception of human development, placing not only emphasis on the quantity of the workforce but, more importantly, on the quality of human resources, particularly in key areas such as artificial intelligence, semiconductors, digital technology, new energy, and foundational industrial sectors. Alongside this, the Fourteenth National Congress has clearly defined the task of developing Vietnamese people in a comprehensive, modern, and globally integrated direction, with the requirement to: *“develop Vietnamese people comprehensively in terms of morality, intellect, national consciousness, civic responsibility, respect for the rule of law, creative capacity, aesthetics, physical health, life skills, occupational skills, and digital skills.”*

This perspective demonstrates the consistent inheritance and further development of Ho Chi Minh’s

thought on human beings under new conditions, in which human beings are simultaneously the center, the subject, and the direct driving force of the country’s rapid and sustainable development process. Comprehensive human development is not only aimed at improving quality of life but also at establishing a solid foundation for the goal of building a prosperous, strong, and happy nation in the digital era.

It can be affirmed that the Communist Party of Vietnam’s viewpoint on human construction and development has always occupied a central position in the overall national development strategy, reflecting both a consistent inheritance and a creative application of Ho Chi Minh’s thought on the role of human beings in the revolutionary cause. Human beings are not only regarded as beneficiaries of development achievements but also as creative agents, the decisive resource, and the most important endogenous driving force of sustainable development.

4. A Set of Solutions for Developing High-Quality Human Resources to Meet the Requirements of the Digital Era

In recent years, Vietnam’s human resources have continued to expand in both scale and quality alongside the ongoing structural transformation of the economy. According to the General Statistics Office, Vietnam’s average population in 2025 is estimated at 102.3 million people, an increase of 1.0 million compared to 2024. The labor force aged 15 and above reaches 53.5 million people, an increase of 589.5 thousand compared to the previous year. The labor force participation rate stands at 68.6%, indicating that Vietnam remains in a period of demographic dividend with a large working-age population, adding approximately 500 thousand new entrants annually to the labor force. The proportion of trained workers holding degrees or certificates reaches 29.2%, an increase of 0.8 percentage points compared to 2024, reflecting a clear upward trend in the professional qualification of the workforce.

Employment structure continues to shift toward modernization. Total employment in 2025 reaches 52.4 million people, of which agriculture, forestry, and fishery account for 25.4%, industry and construction account for 33.8%, and services account for 40.8%. This reflects a gradual decline in agricultural labor and a corresponding increase in industrial, service, and knowledge-based sectors, in line with the requirements of industrialization and modernization.

Beyond quantitative growth, the quality of human resources has also improved significantly. According to the United Nations Development Programme (UNDP) Human Development Report, Vietnam’s Human Development Index (HDI) in 2023 reached 0.766, placing the country in the “high human development” group and ranking 93rd out of 193

countries and territories. Compared to 1990, when HDI was 0.499, this represents an increase of 53.5%, reflecting remarkable progress in education, healthcare, and income. Vietnam also maintains a human capital level higher than the average of countries with similar income levels, particularly in the East Asia–Pacific region, demonstrating the effectiveness of long-term investments in education, healthcare, and social welfare systems.

However, Vietnam’s human resources still exhibit a number of significant limitations. The proportion of untrained workers remains relatively high; the quality of vocational education and training is uneven; and the occupational structure is not yet fully aligned with labor market demands. High-quality human resources across sectors, fields, and localities remain insufficiently synchronized, while shortages of leading experts and highly skilled technical personnel in key strategic areas persist. Although labor productivity has improved, it remains considerably lower than that of several regional countries such as Singapore, Japan, and the Republic of Korea. The phenomenon of “an oversupply of graduates and a shortage of skilled workers” continues to pose a persistent challenge, reflecting a structural imbalance between education and labor utilization within the economy.

With the guiding principle of “*Solidarity – Democracy – Discipline – Breakthrough – Development*,” the documents of the Fourteenth National Congress of the Communist Party of Vietnam identify that the country is entering a new stage of development, requiring accelerated growth in tandem with sustainable development, improved living standards, and strengthened national strategic autonomy. The Congress sets the goal of transforming Vietnam into a developing country with modern industry and upper-middle to high income by 2030, and, with a vision toward 2045, becoming a developed, high-income nation building a socialist Vietnam characterized by peace, independence, democracy, prosperity, civilization, and happiness. To realize these objectives, the Congress emphasizes the promotion of Vietnamese people’s intellectual capacity, national resilience, the great unity of the entire population, and the combined strength of national and global forces.

In this process, the development of human resources particularly high-quality human resources is identified as a decisive factor in enhancing national competitiveness and ensuring sustainable development. Human resources not only serve as a direct driver of economic growth, digital transformation, innovation, and international integration, but also constitute the foundational pillar for building an independent and self-reliant economy while proactively and effectively integrating into the global system. Investment in human capital must therefore be regarded as a long-term strategic priority, in which education and training,

science and technology, and talent development policies occupy a central position. This is not only an objective requirement of industrialization and modernization but also a fundamental prerequisite for achieving national development goals in the new era.

To effectively harness high-quality human resources and meet the demands of the digital era, a set of concrete solutions is required.

First, it is necessary to further enhance awareness of the role of human capital in national development, affirming that human development is both the ultimate objective and the most important driving force in the nation’s new era. In the context of deep international integration and the strong impact of the Fourth Industrial Revolution, human beings are not only the central factor of economic growth but also the decisive determinant of a country’s sustainable development quality. Therefore, investment in “cultivating people” must be regarded as a strategic, long-term, and decisive mission for the nation’s future.

It is essential to focus on building comprehensively developed Vietnamese people in terms of intellectual capacity, moral integrity, physical fitness, creative capability, and social responsibility. In particular, the enhancement of intellectual capacity, knowledge acquisition, vocational skills, and adaptability to the digital economy and knowledge-based economy must be prioritized. In the new era, Vietnamese people must be capable of mastering science and technology, possessing innovative thinking, demonstrating strong integration capacity, while maintaining national cultural identity.

In addition, it is necessary to strengthen the construction and refinement of a system of value standards for Vietnamese people in the context of industrialization, modernization, and international integration. Core values such as patriotism, solidarity, discipline, civic responsibility, integrity, diligence, creativity, and aspiration for advancement must be continuously nurtured through education, cultural environments, and social practice. This constitutes a crucial foundation for forming a generation that is not only knowledgeable but also morally grounded, culturally refined, and politically resilient.

Second, it is imperative to generate a profound structural breakthrough in the domain of education and training in order to substantially elevate the quality of human resources, thereby meeting the increasingly complex demands of national development and deepening international integration. In an era in which global competition is predominantly driven by knowledge, science and technology, and innovation capacity, education and training must be genuinely institutionalized as a top-tier national policy priority, assuming a decisive role in the formation of high-caliber

human capital for the process of industrialization and modernization.

Foremost, it is essential to continue undertaking fundamental and comprehensive reforms of the education system toward the formulation of an educational philosophy that is congruent with Vietnam's developmental conditions. Such a philosophy must simultaneously inherit the nation's enduring cultural and humanistic traditions while assimilating advanced paradigms of modern education. It should be oriented toward holistic human development, in which the cultivation of character, creative agency, civic responsibility, and adaptive capacity constitutes the core strategic objectives, rather than the mere transmission of knowledge.

The educational process must be decisively reoriented toward a learner-centered paradigm that fosters autonomy, critical and independent thinking, creative problem-solving capacity, and applied competencies. Learners should not only be equipped with disciplinary knowledge but also with transferable soft skills, advanced digital literacy, foreign language proficiency, collaborative competencies, and global cognitive orientation, enabling effective adaptation to an increasingly interconnected and transnational labor environment. This constitutes an inevitable imperative in the context of accelerated digital transformation and profound global integration.

Concurrently, particular emphasis must be placed on the development of a cadre of educators, lecturers, and educational administrators possessing robust ethical foundations, advanced professional expertise, innovative capacity, and a strong sense of vocational accountability. The enhancement of educational quality is contingent upon the extent to which this workforce becomes the principal catalyst of systemic reform. Accordingly, it is necessary to establish coherent mechanisms for recruitment, professional training, continuous capacity building, and merit-based remuneration in order to attract high-caliber talent and retain elite human resources within the education sector.

Third, it is essential to concentrate efforts on the development of high-quality human capital across all sectors, with strategic prioritization accorded to domains such as science and technology, innovation, digital transformation, artificial intelligence, high-technology industries, and other fields in which Vietnam possesses comparative and competitive advantages. In the contemporary development paradigm, high-quality human resources function not only as a direct engine of economic growth but also as the foundational determinant of national competitiveness and Vietnam's positioning within global value chains.

The Fourteenth National Congress of the Communist Party of Vietnam continues to reaffirm that

rapid and sustainable development must be anchored primarily in science and technology, innovation, and national digital transformation, in which human beings occupy the central and constitutive role as creative agents. Consequently, the development of a highly skilled workforce must be regarded as a strategic imperative of decisive significance for the country's industrialization and modernization in the new developmental epoch.

First, it is necessary to fundamentally innovate the planning, training, and utilization of human resources in close alignment with the empirical development requirements of each sector, discipline, and locality. Training must ensure a coherent articulation between theoretical foundations and practical application, thereby mitigating structural imbalances between educational output and labor market demand, as well as between academic knowledge and occupational competencies. In particular, priority must be given to the cultivation of applied competencies, advanced digital skills, creative problem-solving capacity, and rapid adaptive capability within modern, globally integrated working environments.

In addition, it is essential to develop a contingent of leading experts, eminent scientists, strategic research personnel, and highly promising young intellectuals. This intellectual cohort constitutes the core force in the acquisition, mastery, and innovation of advanced technologies, thereby contributing decisively to productivity enhancement and the strengthening of national economic competitiveness. The State should institutionalize robust mechanisms for talent identification, cultivation, utilization, and retention, accompanied by sufficiently attractive incentive structures and remuneration policies aimed at attracting, retaining, and maximizing the potential of high-caliber human resources, particularly in strategic and priority sectors.

Fourth, it is necessary to continue improving the policy framework for identifying, attracting, utilizing, and rewarding talent, regarding this as one of the breakthrough solutions for achieving rapid and sustainable national development. The Fourteenth National Congress of the Communist Party of Vietnam emphasizes the requirement to build a contingent of cadres, experts, scientists, and a highly skilled workforce capable of meeting new developmental demands, in which the effective utilization of talent must become a consistent, long-term, and genuinely competitive policy orientation.

In the context of deep international integration and increasingly intense competition for human resources, attracting talent must go beyond declarative appeals or formalistic policies and be translated into concrete, effective, and sustainable institutional mechanisms. In particular, it is essential to prioritize the

formulation of adequate and commensurate incentive policies for talented individuals in key sectors such as public administration, education, healthcare, science and technology, digital transformation, national defense and security, as well as strategic industries of the economy. Salary structures, housing support, research conditions, career advancement opportunities, and professional development environments must be designed in a substantive manner so as to create strong incentives for long-term dedication and commitment.

Beyond material compensation, particular emphasis must be placed on cultivating a democratic, transparent, professional, and innovation-conducive working environment. Talented individuals can only fully actualize their potential when operating within a fair institutional setting where professional expertise is respected and opportunities for self-affirmation are based on tangible performance outcomes. Therefore, it is necessary to reform mechanisms for evaluation, appointment, and utilization of personnel in the direction of meritocracy, emphasizing substantive competence, work efficiency, and actual contributions to collective outcomes, rather than formalistic criteria, seniority, or administrative relationships.

CONCLUSION

Ho Chi Minh's thought on human beings constitutes a core ideological foundation of profound theoretical and practical significance. This perspective has been consistently inherited, applied, and further developed by the Communist Party of Vietnam across successive National Congresses, particularly underscored at the 13th and 14th National Congresses in the strategy for developing high-quality human resources to meet the requirements of the digital era.

In the context of the Fourth Industrial Revolution, digital transformation, and the rapid advancement of artificial intelligence, the promotion of Vietnamese people's mastery capacity, creative thinking, and global integration competence has become an inevitable imperative. Comprehensive human development is not only a fundamental objective of sustainable development but also a decisive precondition for enhancing national competitiveness and realizing the aspiration for a prosperous, strong, and happy Vietnam.

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