



Human Resource Development in Dak Lak Province, Vietnam: Challenges and Opportunities in the Industrial Revolution 4.0 Era

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Abstract

Dak Lak, situated in the Central Highlands, is a diverse province characterized by its multi-religious, multi-ethnic composition, comprising 47 distinct ethnic groups coexisting harmoniously. This province boasts significant untapped potential in terms of human resources, particularly among its ethnic minority populations. In the era of global integration, and more prominently, amidst the backdrop of the Fourth Industrial Revolution, the human resources within the ethnic minority communities of Dak Lak have made notable strides. However, it is imperative to acknowledge that they also face certain limitations. Through a pragmatic assessment, these limitations can be identified and lessons can be drawn from them. This process of reflection can subsequently lead to the formulation of effective solutions that will further nurture and harness the potential of ethnic minority resources within Dak Lak province. This proactive approach is essential to align the province with the demands and opportunities presented by the Fourth Industrial Revolution.

Keywords: Human Resources, Ethnic Minorities, Industrial Revolution 4.0, Dak Lak Province.

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INTRODUCTION

The 17th Dak Lak Provincial Party Congress, held for the term 2020 - 2025, was a resounding success, driven by its ambitious mission for 2025: "to make Dak Lak province rich, beautiful, civilized, unique, worthy of the central position of the Central Highlands" (Dak Lak Provincial Party Committee, 2020, p. 16). This landmark event held great significance in the political landscape, not only for the Party Committee but also for the armed forces and the diverse ethnic communities residing in Dak Lak province. In conjunction with the rest of the nation, Dak Lak's Party Committee, government, armed forces, and people of all ethnic backgrounds have collectively achieved remarkable milestones, bearing profound historical importance across various domains. These accomplishments have contributed significantly to enhancing the material and spiritual well-being of the province's populace. The 11th National Congress of Deputies provided clear guidance for our Party's vision: "Rapidly develop human resources, particularly emphasizing high-quality human resources, with a fundamental

and comprehensive focus on national education. This development should be closely intertwined with advances in science and technology" (Communist Party of Vietnam, 2011, p. 32). Concurrently, the Government's Resolution on advancing human resource development for ethnic minorities within the 2016-2020 timeframe, with a forward-looking perspective until 2030, recognized that "the development of human resources, encompassing both the general populace and ethnic minority groups, represents one of the nation's three strategic breakthroughs." The 17th Dak Lak Provincial Party Congress, covering the period from 2020 to 2025, offered a comprehensive review of achievements and shortcomings, delving into both subjective and objective factors while drawing vital lessons from the experiences of the 2015-2020 term. It concurrently outlined objectives and tasks for the 17th National Congress, centering on the development of human resources, inclusive of ethnic minority human resources, as an integral component of the broader Vietnamese workforce. These efforts were geared towards fulfilling the demands of the Fourth Industrial Revolution, international integration, and

local political mandates. This article is grounded in the analysis and elucidation of accomplishments, limitations, and lessons accrued during the past years in the realm of human resource development for ethnic minorities. Consequently, it presents a set of proposed solutions aimed at further nurturing and enhancing human resources among ethnic minorities in the context of the Fourth Industrial Revolution.

RESEARCH METHODS

Purpose: Analyze achievements and limitations in the development of human resources for ethnic minorities in the past time as well as lessons learned and propose some solutions to develop human resources for ethnic minorities in Dak Lak province to meet the requirements of industrial revolution 4.0.

Main Findings: The study points out the achievements and limitations in the development of human resources for ethnic minorities over the past time as well as lessons learned, thereby providing solutions to develop human resources for ethnic minorities in Dak Lak province to meet the requirements of industrial revolution 4.0.

Applications: Research results on the issue of developing human resources for ethnic minorities in Dak Lak province to meet the requirements of the industrial revolution 4.0 from a practical perspective help us understand the achievements and limitations in developing human resources for the people ethnic minorities in the past time as well as lessons learned from that, there are strategic breakthrough solutions in the development of human resources for ethnic minorities in the coming time.

Novelty/Originality: The study points out the achievements and limitations in the development of human resources for ethnic minorities over the past time as well as lessons learned, thereby providing solutions to develop human resources for ethnic minorities in the past time. In the coming time, it will contribute to providing a theoretical and practical basis for leaders of the Party, government, and socio-political organizations to better implement the issue of developing human resources for ethnic minorities in Dak Lak province in particular and Vietnam in general.

LITERATURE REVIEW

Regarding the topic of ethnic minorities, ethnic minority human resources and ethnic minority human resource development, there are many works and articles by research authors from different angles. Specifically, the following projects can be mentioned:

First, tis he work of author Dang Canh Khanh. (2005). Young human resources of ethnic minorities sociological analysis. Hanoi: Youth. The author has focused on assessing the current situation of young human resources of ethnic minorities in terms of physical strength, labor, learning, lifestyle and personality, and cultural and spiritual life, and proposes some solutions to improve the quality of young human resources of

ethnic minorities to in the process of industrialization and modernization of the country. The work makes an important contribution in making guidelines and policies to develop young human resources of ethnic minorities to serve industrialization and modernization for the Party and State.Second, with the work of the author Vu Dinh Hoe and Doan Minh Huan (co-editor). (2009). Improving the quality of human resources for ethnic minorities in the northern mountainous provinces and the Central Highlands today. Hanoi: National politics. Based on the actual survey of human resource issues in the Northern and Central Highlands ethnic minority areas, the author has only clarified the current situation and recommended basic solutions to improve the quality of human resources in Vietnam. These areas have not yet analyzed the current situation and development solutions in terms of the number and structure of ethnic minority human resources.

In addition, the work of author Nguyen Dang Thanh (2012). Developing human resources in Vietnam's ethnic minority areas to meet the requirements of accelerating industrialization and modernization of the country. Hanoi: National politics. The author of the above work gives us a fuller and more comprehensive awareness of the issue of human resource development in ethnic minority areas along with theoretical and practical arguments. Thereby offering some solutions in making policies to develop human resources of ethnic minorities in the process of industrialization and modernization in Vietnam today. However, the author has not analyzed specific breakthrough solutions for developing human resources of ethnic minorities to promote industrialization and modernization in Vietnam.

Works by author Le Huu Nghia, Some issues on building a team of key leaders at the district level of ethnic minorities in the Central Highlands. Hanoi: National Politics analyzed the current situation of key leaders at the district level, and ethnic minorities in the Central Highlands; clarify the importance of this team to the renovation work in the Central Highlands; draw some lessons from experience, and propose solutions on planning, training, arranging, using... ethnic minority cadres. The new work shows the current situation as well as lessons learned, and solutions to build a team of key leaders at the district level of ethnic minorities in the Central Highlands, which have not yet assessed the current situation of ethnic minority human resource development number in the Central Highlands.

Particularly for the topic related to the development of human resources for ethnic minorities in Dak Lak province, it is necessary to mention the work "Socio-economic development of ethnic minorities in Dak Lak" of the Social Science Committee. Vietnam, Provincial Party Committee, People's Committee of Dak Lak. (1990). Hanoi: Social Science. The book focuses on clarifying the reality of ethnic groups in Dak Lak province from the day of liberation until now; analyzes the development of nations in the initial steps of the transition to socialism; proposes key and urgent stages of work that are solved to build a contingent of ethnic minority cadres, meet the

requirements of the new period, suggest solutions that the thesis has mentioned in the process development of human resources for ethnic minorities.

Thus, the great value of the works is to focus on explaining theoretical contents such as the concept of human resources, ethnic minorities, and human resource development for ethnic minorities. Assessing the current situation of human resources, ethnic minority human resources, thereby setting out lessons learned, proposing directions and solutions to develop ethnic minority human resources in the process of industrialization and modernization in Vietnam. Vietnam in general and localities in particular, including Dak Lak province. Theoretical issues have been deeply and deeply dissected and analyzed from various angles such as politics, economy, society, culture, ethnicity... about ethnic minority human resources. These are great scientific content and are valuable sources for the author of the article to continue to research and interpret the problems posed by the development of human resources of ethnic minorities in the process of induction, modernization in Dak Lak province today in two aspects of theory and practice.

RESULTS AND DISCUSSION

Achievements and limitations in the process of developing human resources for ethnic minorities over the past time

Achievements

The 17th Dak Lak Provincial Party Congress, term 2020 - 2025 takes place in the context of the world and regional situation with many complicated and rapid developments of climate change and epidemics, especially COVID-19 pandemic. Significant influence on the economy - politics - culture and society. Along with the high determination of the entire Party Committee, army and people of all ethnic groups throughout the province have made great efforts to overcome all difficulties, promote results and achieve certain achievements in implementing the objectives and tasks. The task was proposed in the Resolution of the 17th Dak Lak Provincial Party Congress, term 2015-2020. The XVII Congress re-evaluated the 2015-2020 term with remarkable results: "The value of the total product in the area is estimated at 9,290 billion VND, equaling 16.7% of the plan in 2019, up 6.3% compared to the plan in 2019 with 2018. From 2015 to now, the total social product (at 2010 constant prices) has increased compared to the same period last year (Dak Lak Provincial People's Committee, 2020, p.1-2).

The economic growth rate has been maintained stably: "In 2015 (up 9%), in 2016 (7.02%), in 2017 (7.5%), in 2018 (7.52%). Economic sectors with stable growth and good development: agriculture, forestry and fishery increased by 4.1% (in 2015), 4.25% (in 2016), 4.25% (in 2017), 4.33% (in 2018); industry - construction increased by 10% (in 2015), 10.95% (in 2016), 10.06% (in 2017), 12.72% (in 2018), service industry increased by 13.6% (in 2015), 9% (in 2016), 9.97% (in 2017), 9.3% (in

2018) (Dak Lak Provincial People's Committee, 2020, p.1-2). The economic structure has shifted in the right direction, gradually reducing the proportion of the agricultural, forestry and fishery sector (from 39.9% in 2018 to 34.44% in the first 9 months of 2019); gradually increase the proportion of the service sector (from 42.2% in 2018 to 45.04% in the first 9 months of 2019).

State budget revenue in the area increased by 14.28% over the same period in 2018, exceeding the plan and higher than the national average. The achievements in the economic field in the period 2015-2020 have created favorable conditions for the effective implementation of the policy of focusing on developing high-quality human resources and ethnic human resources minorities according to 6 key tasks, solutions and 3 strategic breakthroughs set out from the 12th Party Congress. Dak Lak province has set a goal to strive to 2025: "The proportion of agricultural workers in the total number of workers engaged in economic activities accounts for 56%; the rate of workers with vocational training reached 65%, of which the rate with degrees and certificates reached 22.93%; creating jobs for about 150,000 workers, exporting more than 7,000 people" (Dak Lak Department of Finance, 2020). Dak Lak is the province with the largest number of ethnic minorities in the country, with over 35.7% of the population being ethnic minorities. The ethnic minorities are scatteredly distributed in 184 communes, wards and townships, residing mainly in rural, mountainous, remote and border areas.

According to statistics from the Statistics Office of Dak Lak province as of April 1, 2009, the population of ethnic minorities in Dak Lak province is: "572,092 people, after 10 years to April 1, 2019 the province's ethnic minorities are 667,322 people, urban areas 642,031 people account for 12.2%, rural areas are 1,407,309 people, accounting for 43.4%, of which male is 333,600 people, accounting for 49.9%, female is 333,722 people, accounting for 50.1% (General Department statistics, 2019, p.55).

Along with an abundant population and labor force in the whole province, the number of ethnic minorities has also increased. The increase in quantity and quality of human resources of ethnic minorities provides the province with a young workforce, contributing to improving the quality of human resources of the province in general, of ethnic minorities in particular, respond to the process of industrialization and modernization. In recent years, along with the development of physical strength, the intellectual and professional qualifications of the human resources of ethnic minorities in Dak Lak province have received more and more attention and great investment. As of 2019, the province has 15 district-level boarding general schools for ethnic minorities with 2,344 students and one provincial boarding general school for ethnic minorities with 557 students, 04 semi-boarding schools for ethnic minorities with 1568 students. In addition, the province has: "37,524 people, 28,654 teachers, 2,463 administrators, 6,407 employees and 100% of middle and high school teachers are qualified, 99.75% of preschool teachers and primary

schools meet standards, the whole industry has 64.1% of teachers who meet the standards” (Dak Lak Provincial Department of Education and Training, 2019, p.5).

The training of human resources for ethnic minorities has made great progress, initially playing an important role in training highly qualified human resources for the province and other provinces in the region and has solved the training of ethnic minorities. local numbers for localities in the region, through the higher education system and education at vocational training institutions and professional high schools: “2 universities, 37 institutions (05 colleges, 24 vocational education centers, 8 vocational secondary schools and 02 establishments participating in vocational education activities” (Dak Lak Provincial Department of Labor, War Invalids and Social Affairs, 2019, page 8). The arrangement, the planning on training cadres being ethnic minority people and other ethnic groups has been strictly implemented, in accordance with the structure and proportions. The XIV Congress and the Provincial People's Council include: "05 ethnic minority delegates elected to the 14th National Assembly, accounting for 55.56%; 22 members of the Provincial People's Council, accounting for 29.4%; 125 delegates of the District People's Council, accounting for 27.77 %; 608 delegates Commune People's Council, accounting for 24.50%” (Dak Lak Provincial People's Committee, 2019, p.3).

Thus, the above achievements are achieved thanks to the fact that the Provincial Party Committee has always received the attention and support of the Central Committee of the Party, the Government, departments, ministries, and central branches, especially the Politburo issued conclusions on the development orientation for Buon Ma Thuot city. In particular, major orientations and solutions have been stated in the Documents of the 13th Party Congress, resolutions, plans, directives, and conclusions of the Party Central Committee, resolutions of the National Assembly and the Government; The guidance of the Central Committees, Ministries and branches... is an important orientation basis to create favorable conditions for the leadership and direction of the Party Committee in successfully implementing the objectives and tasks set by the Congress of delegates. The 16th Provincial Party Committee, term 2015-2020 has set out. Secondly, the implementation of Party building and rectification in the spirit of the Resolution of the 4th Party Central Committee, term XI, and term XII associated with studying and following Ho Chi Minh's ideology, morality, and style have been achieved positive results. The work of preserving and promoting the tradition of solidarity within the Party, the political system, and the whole society has been paid attention to and focused on; The leadership capacity and combat strength of the entire Party Committee were raised. Party committees and authorities at all levels have promoted their leadership role and collective wisdom, being proactive, flexible, and thorough in leading and directing all aspects of work. The team of leaders and managers, especially the heads of some localities and units, basically raised the sense of responsibility, boldly renewed thinking and leadership style, dare to think, dare to do. The Fatherland Front and mass

organizations have actively participated in building the Party, the government, and the great unity bloc of the people; The efforts and efforts of the business community and the entire people in the province are important factors creating the above results.

Limitations

Vocational training for rural workers, especially among ethnic minorities, is not very effective. Although vocational training and job creation are interested in the Party and State by promulgating many policies to support ethnic minority workers, creating favorable conditions for ethnic minority workers to seek employment job creation, self-employment to earn income, stabilize life and develop, and the province promulgated the Vocational Training Program for rural workers in the period 2012-2020, in 2020 but it has not yet met the requirements innovation demand. The majority of ethnic minority workers work in agriculture, forestry, and fishery; mainly unskilled workers, with low per capita income, and lack of scientific and technical knowledge to apply in agricultural production.

The number of doctors and medical staff with high and deep professional qualifications is still lacking and unbalanced at all levels, with an average of 6.8 doctors per ten thousand people. There has been a shift of doctors from the public sector to the private sector. In particular, there is still a shortage of highly qualified and specialized doctors in ethnic minority areas.

One of the reasons leading to this limitation is the lack of initiative in the leadership, direction, and administration at some levels, branches, and localities; has not focused strongly on the crucial and decisive stages. Resolutions, guidelines, and policies have not been concretized promptly, a lack of resources for implementation. The quality of human resources has not yet met the development requirements, and the solutions to improve the quality of human resources have not been implemented synchronously and are still confusing. The province's human resource level cannot keep up with the rapid changes in information technology, digital economy...

Lessons Learned

Firstly, it is necessary to take advantage of the attention, leadership, direction, and assistance of the Central Government, and the coordination and support of the provinces. The promulgation of guidelines and policies should closely follow the planning orientation, set goals, targets, tasks, and the actual situation of the locality; resources must be maximized for implementation. At the same time, there is a strategy to analyze and forecast the right situation, to promptly direct and lead. Regularly review and summarize to supplement, adjust and build mechanisms and policies to be appropriate and close to reality to create motivation for development.

Secondly, in leading, directing, operating, and organizing the implementation of political tasks, there must be

high determination and great efforts; act positively, decisively, with focus, focus, dynamism, creativity, perseverance, taking appropriate steps, promote and mobilize all resources, creating motivation for development. Must identify and focus on removing the bottlenecks hindering development. Upholding the role and responsibility of the leader, maintaining discipline and discipline; taking the output results to evaluate the level of work completion; taking the work completion results to reward, promote, appoint and arrange cadres.

Thirdly, building a team of virtuous and talented cadres is an extremely important driving force for development. Must see: "cadres are the root of all work", "all success or failure is due to good or bad cadres". The lessons on cadre work that have been learned by the 13th National Congress in the process of leading and directing the Party building work in ethics are reflected in the need to be deeply imbued with the view that cadre work is a duty pivotal of Party building work, related to the Party's survival and the regime's destiny; Cadres are the root of all work, the decisive factor to the success or failure of the revolution. Therefore, it is necessary to attach importance to building a contingent of cadres at all levels, especially at the strategic level, with leaders who are truly virtuous, talented, and prestigious in the Party and people. In particular, special attention must be paid to the unity and unity of will and action within the Party, first of all in the Central Committee, the Politburo, the Secretariat, key leaders, and committees at all levels. Heads of all levels must be exemplary, go hand in hand with actions, uphold a sense of responsibility, and put the interests of the nation - nation and people first, first and foremost. Regularly strengthen the close relationship between the Party and the people, promote the role of the people, and truly rely on the people to build the Party. In the reality, Dak Lak province needs to focus on building a contingent of cadres with heart, vision, strong political will, pure morality, qualifications, capacity, sense of responsibility, dedication, and integrity dare to think, dare to do, dare to take responsibility, wholeheartedly and wholeheartedly serve the Fatherland, serve the People. Actively creating resources, planning, training, fostering, and building a contingent of cadres at all levels, especially leaders, managers, young cadres, female cadres, and ethnic minority cadres inheritance and continuous transition between generations, avoiding passivity and shortfall.

Key tasks and solutions to develop human resources of ethnic minorities in Dak Lak province in the coming time

With the forecast that the world situation will continue to evolve very quickly, complicated, and unpredictably. The world economy is at risk of crisis and recession due to the impact of the COVID-19 pandemic. Economic competition, trade war, competition for resources, markets, technology, and high-quality human resources among countries is increasingly fierce. The Fourth Industrial Revolution developed strongly, creating breakthroughs in many fields, creating both opportunities and challenges. In that context, Dak Lak province

also has many advantages and challenges intertwined. To achieve the goal of building Dak Lak province rich, beautiful, civilized, unique, worthy of the central position of the Central Highlands... to improve the quality of human resources; strengthen the management of natural resources and protect the environment; applying science - technology, achievements of the fourth industrial revolution, improving the people's material and spiritual life, by 2025 reaching the national average.

In the main goals, tasks, and solutions for the 2020-2025 term, with orientation to 2030 and a vision to 2045, Dak Lak province set out 5 tasks and solutions, in which the Provincial Party Committee determines "change" fundamental and comprehensive new education and training, development of science and technology" (Dak Lak Provincial Party Committee, 2020, page 102) is one of the 5 tasks and solutions in which the important task of education contribute to improving the quality of human resources in general and ethnic minority human resources in particular, that is: "Organize the effective implementation of resolutions and documents of the Central and provincial governments on fundamental innovation, comprehensive education, and training. Promote socialization of education; continue to implement the model of high school with financial autonomy in places with high socialization capacity; building a learning society. Improve the quality of teachers and educational administrators; ensure the basic conditions for good implementation of the General Education Program in 2018; have suitable solutions to improve the quality of comprehensive education; take care of education in remote and isolated areas of ethnic minorities. Well, implement the policy of vocational education and stream students after lower secondary school. Increase the use of modern means and methods. Actively propose and create conditions to upgrade and develop Tay Nguyen University to meet regional standards. Research, propose, and implement the establishment of specialized and multidisciplinary universities and colleges..., focusing on training human resources to serve the process of local socio-economic development and orientation export.

To step up research, transfer, application, and mastery of scientific and technical technology. Improve the potential of science and technology, and the quality of human resources, especially high-quality human resources, creating a basis for accelerating industrialization and modernization. There are mechanisms and policies to promote the role of centers, research institutes, universities, and colleges in the province to participate in the socio-economic development of the locality.

Along with 5 tasks and solutions, the Provincial Party Committee identified one of the three strategic breakthroughs as "focusing on developing human resources, especially high-quality human resources to meet the requirements of the Public Revolution. The fourth industrial revolution, international integration, and local political task requirements. The focus is on continuing to fundamentally and comprehensively innovate education and training; focus on vocational education, labor export; fostering and developing human resources in all fields of social life; interested in medical development through the

application and deployment of new techniques, application of advanced and high-tech technologies. To effectively implement the Central Government's resolutions on organization and personnel work; build a contingent of cadres, civil servants, and public employees who are both pink and professional; strongly renovate cadre work from planning, training, fostering, employing, evaluating, managing, arranging, employing to implementing cadre policies towards democracy, publicity, and transparency, equality, and competition; interested in creating a source of young cadres, female cadres, cadres of ethnic minorities, ensuring their qualifications, structure, and stable transition between generations of cadres, avoiding shortfalls, doing well in the protection work internal politics" (Dak Lak Provincial Party Committee, 2020, p.102)

The results achieved after 35 years of renovation and in the 2015-2020 term are very important, changing the face of Dak Lak province, and bringing a lot of new resources and this is also a favorable condition in the future. the next development journey of the province. In the coming time, it will be a time to test the leadership capacity and combat strength of the Party Committee; the spirit and will of the entire people in the province, and the great challenges, and new opportunities posed to require the Party Committee, administration and people of all ethnic groups to proactively and promptly grasp with the spirit of solidarity. consensus, solidarity, resilience to overcome all difficulties and challenges towards building Dak Lak prosperous, beautiful, civilized, identity, the center of the Central Highlands in all fields" (Provincial Party Committee Dak Lak, 2020, p.162) to develop comprehensively, contribute to the successful implementation of the Resolution of the 13th National Congress of the Party and the people, and be worthy of the revolutionary cause of the Party and the people. tribes in the new era.

To continue developing human resources for ethnic minorities in Dak Lak province in the context of the 4.0 revolution, in addition to the strategic solutions proposed by the Central Committee and the Provincial Party Committee, it is necessary to synchronously implement the following solutions:

Firstly, all levels and sectors need to further raise awareness of the role of ethnic minority human resource development in association with renovating the general human resource policy management mechanism to meet the requirements of industrialization and modernization. modernization shortly in Dak Lak province. Continue to raise awareness and responsibility of the political system, all levels, branches, and the whole society about the position, role, and tasks of ethnic affairs in the new situation. Continue to consolidate and improve the quality of ethnic minority human resources in association with the planning and training of ethnic minority cadres. Strengthening and renewing the leadership of Party committees at all levels from district to grassroots in the work of developing education and training human resources for ethnic minorities. Formulate and promulgate mechanisms and policies to support the development of ethnic minority human resources to meet the requirements of the industrial revolution

4.0. Currently, the group of highly qualified intellectuals of Dak Lak province has nearly 15,000 people (124 doctors, 1,607 masters; 3 professors, 34 associate professors), of which the main focus is in the field of Science. social and humanities with about 11,000 people, accounting for 74%. Which, the intellectual level of ethnic minority people is 5,272 people (professional qualifications: Associate professor, doctor: 01; Doctorate: 5 people; Master's degree 67 people; University 1895 people; Cao Cao 703 people). ; Intermediate level 2792 people) (People's Committee of Dak Lak province, 2019, page 18). However, compared with the requirements of building the intellectual team of the province in the 4.0 revolution and international economic integration, high-quality human resources in general and high-quality ethnic minority human resources in particular in the province. Dak Lak is not commensurate with the potential as well as meeting the development needs of the province. Therefore, the province needs to effectively implement the policy of remuneration and attract talents. Agencies and units in the province need to create conditions for intellectuals to promote their talents and intelligence in each working position. To adopt attractive policies to promote the trend of transferring intellectuals to rural areas, so that intellectuals can transfer scientific and technological advances to rural areas and ethnic minority areas. bringing information technology, creating conditions for ethnic minorities to access services, expanding exchanges and cooperation between local intellectuals and scientists and researchers, etc., contributing to raising the population. knowledge and improve the lives of ethnic minorities, gradually blurring the gap between rich and poor between regions, creating quality human resources for local socio-economic development. As for the recruitment policy, it is necessary to concretize and strictly implement the regimes, policies, and standards of the election, attaching the responsibilities and interests of learners to improve the quality of recruitment training. The network of universities and colleges, intermediate schools, and vocational education centers in the province needs to be adjusted and reorganized to suit local realities, especially universities. Central Highlands and the Youth Vocational College for Ethnic Minorities aim to expand and diversify industries and occupations, train and develop spearhead industries to raise the people's intellectual level for ethnic minority human resources.

It is necessary to focus on regularly renewing methods, and improving the capacity and effectiveness of the management apparatus in terms of human resource development. Consolidate the organization and restructure human resource development management at district and commune levels, and clearly define the functions and tasks of People's Committees at all levels, departments, and branches in monitoring, forecasting, and planning. develop human resources, and strengthen coordination among all levels, sectors, and actors involved in human resource development in the provinces.

At all levels, localities need to develop human resource development programs and plans for their agencies, units, and localities based on the human resource development planning

of sectors. Create smooth and unified coordination in the process of organizing and implementing to ensure the synchronous development, efficiency, and quality of human resources of each sector and each locality in the overall human resource development. In particular, the grassroots employers need to link and unite more closely in the development and use of human resources, giving priority to ethnic minority human resources if they have sufficient qualifications and capacity. request. In addition, sectors, units, and localities shall make specific plans on the needs of using, training, re-training, and fostering human resources and sending them to training institutions; At the same time, strengthen the initiative and creativity, encourage agencies, units, and enterprises to contract to order training units to make full and effective use of human resources.

Second, all levels, branches, and authorities at all levels need to focus on investing in several key industries and fields, linking the human resource development strategy with the socio-economic development orientation in Dak Lak province. contribute to improving the material life of ethnic minorities. Human resource development is, in principle, a part of socio-economic development. The orientations of human resource development, including human resources of ethnic minorities, cannot be separated from the socio-economic development orientations in general and the socio-economic development of ethnic minorities in particular. There is a dialectical organic relationship between human resource development and socio-economic development. This relationship reflects the objective unity between socio-economic development and human development in practice. It manifests in two dimensions of mutual impact. Humans as the subject of creative and labor activities, together with the adaptive development of human resources, will create new and powerful creative driving forces for socio-economic development. . To improve the quality of human resources, it is necessary to choose a key industry to prioritize and invest in based on characteristics of Dak Lak province. The awareness and correct identification of key human resources will create favorable conditions for the development of human resources in general and ethnic minority human resources in particular in the process of industrialization and modernization.

Third, focus on health care and physical improvement for ethnic minority human resources. Raising awareness of people's health care and identifying health care and physical fitness for ethnic minorities is a common responsibility, first of all, the responsibility of families, schools, communities, and socio-political organizations. Therefore, it is necessary to socialize health work; consolidate the health network, promote preventive health activities, supporting ethnic minorities to access close medical and health care services by consolidating and strengthening the primary health care system. in terms of facilities and professional staff, mobilized many levels and branches to participate in the care and protection of the people's health. Governments at all levels need to further improve the management of marriage and family, train and foster knowledge for the contingent of propagandists, especially the

local source of local propagandists to improve their knowledge. providing and supporting people to treat and care for malnourished children and take measures to handle and educate cases of a law violation. It is necessary to change the approach to child care, education, and protection by the target group to a more systematic, synchronous, and comprehensive approach from prevention, early detection, early intervention, and rehabilitation assistance. integrate with the community.

Fourth, promote education - training to increase the initiative and creativity of ethnic minorities, associate training with effective use of ethnic minority human resources in Dak Lak province today. First of all, Party committees, authorities at all levels, and the people need to be aware of the position and role of education and training to improve the quality of ethnic minority human resources; To ensure the development of comprehensive, mass, and spearhead education quality development and to create qualified ethnic minority human resources suitable to the needs of the labor market. It is necessary to improve the quality of vocational colleges and vocational schools in the province to meet regional and national standards. To meet the needs of local technical human resources and in-depth investment in vocational colleges and vocational schools. Ensure the learning needs of society and human resources of the labor market of the province and region through the development of higher education systems, colleges, and professional secondary schools. Establish a continuing and lifelong education system that creates favorable conditions and equal learning opportunities for all ethnic groups and regions in the province. By 2025, Dak Lak strives to become a prestigious education and training center in the Central Highlands region, with a high quality education that is competitive in the country and the region in the following fields: Pedagogy, Economics, Agriculture - Fishery, Engineering - Technology with the following aspects: Scale, education and training network.

CONCLUSION

In the current cause of industrialization, modernization, and knowledge economy, developing quality human resources is an urgent requirement and is one of the reasons for the success of the country's renovation. However, with the requirements of the industrial revolution 4.0, in essence, linking human resource development with the application of science and technology, the ethnic minority resources of Dak Lak province have not yet met that requirement, there are still many difficulties and challenges. The promotion of the role of ethnic minority human resources in the province has posed to the Party Committees, authorities at all levels, and departments of the province interesting issues that need policies suitable to local realities in the region. in the coming time and this is not only a temporary and unsustainable problem but also a long-term process that requires the cooperation of different sectors and fields and is continued by the efforts of solidarity, the strength, intelligence and spirit of the people of the ethnic groups in Dak Lak province to overcome all difficulties and challenges to successfully implement the socio-economic development goals and tasks of Dak Lak province.

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