

Vietnam's Human Construction and Development to Meet the Requirements and the Policy of Industrialization and Modernization of the Country to 2030, Vision 2045

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Abstracts: *Industrialization and modernization have been the cross-cutting goals of the Party and the State of Vietnam from the 3rd Congress to the present. To strive to be a developing country with modern industry and medium-high income by 2030, and by 2045 to become a developed country with high income, the promotion of industrialization and modernization, as well as the innovation of the growth model, and the restructuring of the economy, will be a crucial and transversal task in the coming years to build an economy which is modern, high-quality and sustainable development. The process of industrialization and modernization in Vietnam has gone through many stages of development with different traits. To achieve the goal of the formation of industrialization and modernization to 2030, vision 2045, besides the solutions related to the economic transformation; improving mobilization efficiency, developing human resources, promoting the improvement of institutions, creating a financial mechanism for localities to attract resources for development; forming appropriate policies to promote development ..., Vietnam human construction and development to meet the requirements and the policy of industrialization and modernization of the country to 2030, vision 2045 is an urgent task both in theory and practice currently. The article is to analyze and clarify many fundamental issues related to Vietnam's human construction and development to meet the requirements and the policy of industrialization and modernization of the country to 2030, vision 2045 in Vietnam. As the result showed, The Party and Government of Vietnam have developed their thinking and awareness about industrialization and modernization, the fundamental challenges to Vietnam's human development in the process of industrialization and modernization of the country. The article also points out and analyzes the viewpoints and fundamental solutions to develop Vietnamese people to meet the requirements and the policy of industrialization and modernization of the country to 2030, vision 2045. The limitation of this article is that it still does not point out and analyze the factors affecting human construction and development to meet the requirements and the policy of industrialization and modernization of the country to 2030, vision 2045 in Vietnam.*

Keywords: Industrialization, Modernization; Human, Development, Vietnam.

1. INTRODUCTION

People are the most precious capital, and human development is the decisive factor for social development, which is an important argument affirmed by the Resolutions of the congresses of the Communist Party of Vietnam. Once again, this content has been specifically expressed from the viewpoint of the Communist Party of Vietnam at the 13th Congress. This is also a profound testament to the strategic viewpoint: All by people, all for people, people are both the goal and the driving force of development. The 13th Congress affirmed: "Promoting the maximum of the human factor, considering people as the center, the most important subject, resource, and goal of development; taking the cultural values and Vietnamese people as the foundation and important endogenous strength to ensure sustainable development; there must be mechanisms and policies to bring into play the spirit of dedication to the country; All policies of the Party and State must aim at improving the material and spiritual life, the happiness of the people"[6,215-216]. To implement the above policy, the 13th Party Congress clearly stated that it is necessary to: "Build the Vietnamese people to develop comprehensively, and have health, capacity, qualifications, awareness and high responsibility for themselves, family, society and the Fatherland" [6,213]; implementing the motto: "Training people towards morality, discipline, awareness of individual and social responsibility; having living skills, working skills, foreign languages, information technology, digital technology, creative thinking and international integration (global citizens)" [6,232-233]. Emphasizing more on people as the driving force of development, the Party affirms that Vietnamese people and culture become the endogenous force, the driving force for the country's development and defense. Building and creating the most favorable environment and social conditions to arouse patriotism, national pride, beliefs, development aspirations, talents and qualities of Vietnamese people is the center, the most important goals and development motivations of the country.

2. METHODOLOGIES AND DATA

The article uses logical and historical methods, analysis, and synthesis. The article also uses materials from previous researchers and documents related to Vietnamese human development to meet the requirements and policies of industrialization and modernization of the country to 2030, vision 2045.

2.1. Research questions:

Question 1: Which contents do the viewpoint of human development to meet the requirements and policies of industrialization and modernization of the country to 2030, vision 2045 include?

Question 2: What are the fundamental solutions of human development to meet the requirements and policies of industrialization and modernization of the country to 2030, vision 2045?

2.2. Objectives:

This study is conducted to go into the analysis to clarify the fundamental contents of Vietnam's human construction and development to meet the requirements and the policy of industrialization and modernization to 2030, vision 2045.

3. Result and discussion

3.1. The development of thinking and awareness of the Party on industrialization and modernization in Vietnam

Industrialization and modernization were originally two processes that continued, intertwined, and interacted with each other. But we can understand industrialization and modernization as a unified process in the current period. Industrialization must go along with modernization. For Vietnam currently, industrialization and modernization are not only an objectively inevitable process but also an urgent requirement. Since the 60s of the twentieth century, when realizing the role of industrialization and modernization in the development process of the country, **the 3rd Congress** of the Party stated clearly: "To improve our country's current backward agricultural situation and move our country from the mode of small production mainly to socialism with the one of large production, we have no other way but the path of socialist industrialization" [4,545]. This viewpoint was continuously raised at the following Congress. At **the 4th Congress** of the Communist Party of Vietnam (December 1976), it was clearly stated: "The decisive thing is to implement socialist industrialization, which is the central task of the whole period of transition to socialism, and create a modern economic structure of agriculture and industry... prioritizing the development of heavy industry reasonably based on agriculture and light industry development" [5,514]. Since **the 6th Congress** (1986), along with the process of implementing the renovation policy, new awareness, and new ways for the cause of industrialization and modernization, the first time the Communist Party of Vietnam had affirmed that, in essence, industrialization and modernization are: "the process of a fundamental and comprehensive transformation of production, business, service, and socio-economic management from using manual labor mainly to popularly using labor power with advanced and modern technologies, tools and methods, based on the development of industry and scientific and technological progress, creating high social labor productivity" [1,42]. **The 7th Congress** of the Party: Continuing the successes in previous years, the 7th Congress approved the Strategy for Socio-Economic Stabilization and Development to 2000. The 7th Plenum of the 7th Central Committee (July 1994) issued the Resolution "On the development of industry and technology up to the year 2000 in the direction of industrialization and modernization of the country and building the working class in the new period". The Resolution has created favorable conditions for specific schemes and policies to promote industrial development and strengthen science and technology for production. Based on an objective assessment of science, and great achievements being achieved in the years of innovation, **The 8th Congress** (June 1996) was the one that was opening the period of accelerating industrialization and modernization, affirming that our country had come out of the socio-economic crisis and entered the stage of accelerating industrialization and modernization: "The objective of industrialization and modernization is to build our country into an industrialized country with modern material and technical

foundations, a reasonable economic structure, progressive production relations that is consistent with the development level of the productive forces, high material, and spiritual life, solid defense and security, rich people, strong country, fair and civilized society, successfully building socialism. From now to 2020, striving to turn our country basically into an industrialized country in the direction of modernity" [2,80].

The 21st century is one of international economic exchange, integration, competition, and linkage. The modern scientific and technological revolution is developing like a "storm" that has attracted countries into the race for knowledge, intelligence, and their qualification of integration as well as development. It is this race for intelligence and integration that has changed the way of thinking, working, training, and management methods. Well aware of that, **the 9th Congress** of the Communist Party of Vietnam once again affirmed that: "Industrialization and modernization of the country must ensure the construction of an independent and self-reliant economy... Building an independent and self-reliant economy goes along with international economic integration" [3,91-92].

The 10th Congress of the Party: reviewed the implementation of the Resolution of the 9th Congress of the Party on the direction of the tasks of the five-year socio-economic development plan from 2001-2005, and at the same time set the direction, the tasks of the five-year economic development from 2006-2010 with the overall objectives that are: "Accelerating economic growth, achieving important changes in improving the efficiency and sustainability of development, and soon turning our country out of underdevelopment. Significantly improving the material, cultural and spiritual life of the people. Creating a foundation to accelerate industrialization, modernization and develop the knowledge economy, turning our country basically into a modern industrialized country by 2020...". **The 11th Congress** of the Party: implementing the strategy of the socio-economic development at the stage of 2001-2010, our country has obtained many great and crucial achievements, bringing the country out of underdevelopment; The country's position has been raised to a new height in the international arena, thus creating new and important prerequisites for accelerating the process of industrialization and modernization of our country. Industrialization and modernization going along with economic knowledge development was one of the central tasks during the term of **the 12th Congress** of the Party to strive to soon turn our country into an industrialized country in the direction of modernity. To promote sustainable industrialization and modernization and deep international integration, there is no other way than strongly developing the knowledge economy, taking care of the development of culture and people, renovating the growth model, and restructuring the economy to create power and force to actively integrate into the world economy. The document of the 12th Congress especially paid attention to the role of science and technology, considering them as the top national policy and the most important driving force in the process of industrialization and modernization associated with the development of the knowledge economy: "Strongly developing science and technology, making science and technology truly the leading national policy, the most important driving force for the development of modern productive forces, knowledge economy, and improving productivity, quality, efficiency and competitiveness of the economy" [6,120].

In the Document of **the 13th Congress** of the Party, the economic sector was presented mainly in three reports: the political report; the Socio-economic development strategy for 10 years from 2021 - 2030; The report to evaluate the results of the implementation of the tasks on socio-economic development in the five years from 2016 - 2020 and the directions and tasks for socio-economic development in the five years from 2021 - 2025. All three reports have many new traits, outstanding in both content and presentation, which are summarized in the sections on the innovation of growth model and restructuring of the economy; on industrialization and modernization; on perfecting the institution of market economy oriented a socialist and on international economic integration. The new point in the Document of the 13th National Congress of Deputies clearly shows that industrialization and modernization must be based on science-technology and creative innovation, making good use of the opportunity of the Fourth Industrial Revolution to have a breakthrough in several sectors and fields.

In summary, adapting to the process of mobilization and development, the development of the Party's thinking and awareness of industrialization and modernization has changed in the direction of:

- ✓ Awareness of the context, requirements, and goals of promoting industrialization and modernization of the country; on terms and conditions of implementation.

✓ Awareness of the socio-economic nature; of the characteristics and contents of industrialization and modernization of the country.

✓ Structuring the economy of sectors and regions having a positive shift towards industrialization and modernization.

✓ In the process of implementation, there are problems posed in the theoretical perception of accelerating industrialization and modernization of the country, requiring time to continue researching and clarifying. (The growth of the economy is mainly based on development factors broadly and investment capital. Thinking about infrastructure development is slow to innovate, which is not suitable for the market mechanism; Investment still mainly relies on the state's budget, having not mobilized many resources outside the state, and having not created strong support and shared responsibility of the whole people. The Party and State's policy on science and technology development have lacked full grasping and are slowly being implemented in practice.

3.2. Some fundamental challenges to Vietnam's human development in the process of implementing industrialization and modernization of the country.

People in the process of renovation and integration for industrialization and modernization concentrated on becoming the most important issue in the social and economic infrastructure, which is one of the basic premises for social development turning into industrialization and modernization. Globalization and the knowledge economy create capacity and enormous opportunities for development for peoples and nations in general, human development in particular. In that context, human development in the process of implementing industrialization and modernization of the country is facing some fundamental challenges, including:

Firstly, human development is going along with the moral decline of people.

When the advances of science and technology have brought people to a new step in the creation of material goods, the progress of culture and morality is not commensurate.

Secondly, human development is associated with adaptation to the space and time of the network.

With the development of science and technology, although there are many consequences, people have to quickly adapt in the space of competition for survival. The concept of time-space has practically been transformed. Those are miraculous steps that force people to adjust and change both the way of communication, behavior, and the standards of morality, personality, lifestyle, and working capacity.

Thirdly, human development is associated with nature.

COVID-19 is one of the most devastating pandemics in human history, causing a major crisis in the world. If people do not respect nature, there will be many more such great crises. Accounting for the carbon dioxide emissions and material consumption of countries in the development process is also one of the contents that need attention in the current context.

Fourthly, human development is associated with comprehensive growth.

In the context of globalization, extensive international integration, and the impact and influence of the Fourth Industrial Revolution currently, the people growing comprehensively must be cultured persons, bearing the national cultural identity and the ability to absorb the cultural quintessence of humanity, reflected in the qualities of global citizenship.

Fifthly, human development is associated with specific qualities

No matter how the world changes and develops, human development needs to be associated with specific qualities, which are: patriotism, national pride; Kindness that is expressed through loving and valuing people not only within the family, school, and nation but also internationally. It is also a person with a life ideal, an awareness of responsibility, a will to strive constantly as well as a lifelong self-learning ability.

In the last period, we have seen the motivating role of people in socio-economic development, by having many specific policies to exploit this resource more effectively. Our Party and State have also repeatedly emphasized the crucial role of human resources. However, in the new context of current Vietnamese practice, human development is posing the following basic problems:

Firstly, *there is still weakness both in exploitation and use and in human development.* Specific manifestations: Education, training, and the whole society have not done well in sustainable human development in terms of intelligence and physical improvement for the young generation as the two most important aspects of sustainable human development.

Secondly, *creating jobs for workers, improving living standards, and ensuring the security and safety of citizens in a stable and healthy environment with standards of discipline, order, and law are still inadequate.* According to Marx, this is the premise for the actual existence of humans.

Thirdly, *family life and family culture education are the foundation that has not been given proper attention.* This is one of the major obstacles to the process of human personality formation and social development.

3.3. The viewpoints of human development to meet the requirements and the policy of industrialization and modernization of the country to 2030, vision 2045

Characterized by a combination of technologies that blur the boundaries between the fields of physics, digitalization, and biology, the fourth industrial revolution (Industry 4.0) has been affecting aspects of social life on different scales and levels, creating both opportunities and challenges for Vietnam in the current integration context. With the guideline and policy of industrialization and modernization of the country to 2030, vision 2045, the coming period should be based on human development viewpoints, specifically as follows:

Firstly, human development must be considered as a special priority to create high-quality human resources to serve guidelines and policies of industrialization and modernization of the country to 2030, vision 2045. In Vietnam, to ensure successful industrialization and modernization, it is necessary to take the promotion of human resources as the basic factor for rapid and sustainable development [12,654], and people are the goal and the driving force of socio-economic development. Vietnam has abundant but not strong human resources, so for socio-economic development to accelerate industrialization and modernization, Vietnam needs to develop strongly and effectively its available human resources, including Intelligence, creativity, the technical level of labor... High-quality human resources are one of the factors of economic growth, improving the competitiveness of the economy, and ensuring that the gap in development levels between regions is shortened. Therefore, focusing on developing high-quality human resources is the optimal choice and a breakthrough to promote industrialization and modernization in Vietnam. In the next stage, Vietnam needs to concentrate all resources to develop human resources, first of all to promote training, rapidly increasing the number of workers with high professional and technical qualifications to meet the requirements of developing key economic sectors and industrial parks, and being capable of competing with other countries in the region and the world. Especially, it is necessary to have managers, economists, technical experts, and highly qualified workers to step by step join in the knowledge economy, at the same time, develop mass vocational training for the majority of unskilled workers, especially in rural areas so that young people can meet the labor demand, create jobs for themselves, increase their ability and opportunities to choose jobs.

Secondly, human resource development is associated with the demand for socio-economic development.

At present, the country has four key economic regions, including the Northern key economic region, the Central key economic region, the Southern key economic region, and the Mekong Delta key economic region with a total of

24 provinces, and central cities. The Party and State have identified these as the driving force behind the development of other regions across the country. After the Covid-19 pandemic, many key economic regions defined the overall goals as: “Continuing to implement the “dual goal” of both drastically preventing the Covid-19 epidemic with the spirit of “fighting the epidemic like fighting the enemy”, and determining to maintain, restore and develop socio-economic activities and ensuring the lives of the people. Striving for stable economic growth; accelerating the renewal of economic growth model in association with the implementation of strategic breakthroughs; ensuring social security and welfare, constantly improving the people's material and spiritual life; improving the efficiency of environmental protection; stabilizing political security, social order and safety; strengthening external activities, striving to build and develop sustainably in the direction of a smart, civilized and modern city, creating a foundation towards the goal of industrialization and modernization of the country to 2030, vision 2045. To meet those goals, the process of building human resources in Vietnam should focus on human resource development by exploiting and using labor effectively. Human resource development associated with the widening of the labor market creates the link between training and use. If only focusing on developing human resources without paying attention to the labor market, it will lead to a situation of trained workers, or redundant, or unsuitable for labor requirements, causing waste and not promoting human resources efficiently. In training human resources of the region, it is necessary to follow the training principle in the direction of demand, and training associated with the needs of social production, at the same time, training human resources must comply with the objective rule of the labor market. Training objectives, contents, and methods determined based on the requirements of socio-economic development need to pay attention to all three aspects that are: expanding the scale, improving the quality of training, and increasing efficiency. The improvement of labor productivity and efficiency needs to be associated with the attention to perfecting and developing personality and ethics, improving skills, and linking income improvement with health care, cultural life, respecting human rights, social equality, eliminating social evils, and protecting and building a healthy living environment.

Thirdly, it is necessary to build and perfect a system of new values for Vietnamese people in the period of industrialization, modernization, and international economic integration. It can be said that this is a very high and new requirement for culture. In the past years, the movement to build a new human being is even broad, but not deep, sustainable, ineffective, and not formed public opinion to orient new value standards. This is a general requirement; at the same time, it is the basis and orientation to solve the immediate tasks, creating the fundamental conditions and premise to meet the requirements of guidelines and policies for industrialization and modernization of the country to 2030, vision 2045.

3.4. The fundamental solutions to Vietnam's human development to meet the requirements and the policy of industrialization and modernization to 2030, vision 2045.

Firstly, Education - training plays a vital role in Vietnam's human development strategy.

The 13th Congress determined that the solution to reform education and training is: “Creating a fundamental and powerful change in the quality and effectiveness of education and training. Researching to perfect and stabilize the textbook system and exam regime at all levels. Focusing on training and retraining teachers to meet the requirements of fundamental and comprehensive innovation in education and training. Strongly shifting the educational process from mainly equipping knowledge to comprehensively developing learner's capabilities and qualities; from studying mainly in the classroom to organizing a variety of learning forms, paying attention to teaching and learning online via the internet, television, social activities, extracurricular activities, scientific research; combining school education with family education and social education. Training people in the direction of morality, discipline, awareness of civic and social responsibility; having life skills, work skills, foreign languages, information technology, digital technology, creative thinking and international integration (global citizens)”[7, 232-233]. Deeply aware of the role of education in the development of the country, our Party has affirmed, along with science and technology, education - training is considered the leading national policy to improve people's intellectual level, train human resources, and foster talents. Education and training together with science and technology are decisive factors for economic growth and social development. Therefore, in the coming period, Vietnam should give priority to the development of high-quality educational institutions, creating conditions for other institutions to continuously

improve the educational environment and training capacity to meet the needs of highly qualified human resources of the economy and the learning needs of the people. Education - training must choose its development strategy and method, bringing its own identity following national traditions and socio-economic development level of the region. Education and training not only need to ensure a harmonious and balanced ratio of human resource structure according to each stage of socio-economic development and the needs of the labor market but also must meet the requirements of quality. The overall goal that Vietnam's education and training set is not only to improve people's knowledge, not only to provide vocational training but also to create a necessary cultural foundation for all people, to develop the intelligence of human resources to meet the requirements of socio-economic development; simultaneously to discover and foster talents, to build a team of good experts in science - engineering, technology, management, and business. The ultimate and highest goal of education and training is to create new workers. Therefore, when considering education and training as the basic way to develop human resources, it is necessary to associate literacy and vocational training with teaching people. That must become the transversal thought, directing all activities and all fields related to education and training. Specifically, the renovation and improvement of education and training to develop Vietnamese people today should focus on:

The first is that the training program should be comprehensive in both literacy, vocational training, and human education, including not only knowledge of science, engineering, technology, expertise, and profession but also the knowledge of human cultural and humanism values. In education and training, attention should be paid to the education of industrial labor culture, awareness of thrift, working spirit, civic responsibility and professional conscience, and national consciousness. Innovating educational methods in the direction of turning the training process into a self-training process aims to stimulate and promote initiative and positivity, promote intellectual development, and exploit the creativity of learners, helping them to form scientific thinking capacities and methods.

The second is that training human resources is to meet diverse and multi-layered requirements of technology and development level of fields and professions. It must concentrate on implementing programs and projects on training high-quality human resources, focusing on four key economic regions, including the Northern key economic region, the central key economic region, the southern key economic region, and the Mekong Delta key economic region (Mekong Delta) with a total of 24 provinces, and the central cities, for key and spearhead fields of Vietnam such as Industrial production; Supporting industry; Consumer goods, food processing and agricultural and forestry products with export value; Services of Logistics.

The third is to implement close links between enterprises, employers, training institutions, and the State to develop human resources according to the needs of society. In addition, Vietnam needs to focus on developing master plans and development plans by field and level of training in association with the socio-economic development strategies of each region and locality throughout the country.

Secondly, that is digital human resource development.

The socio-economic development strategy for the 10 years from 2021 - 2030 of the 13th Congress clearly states that: "Drastically implement digital transformation, build a digital economy and a digital society, stimulate investment demand for large-scale infrastructure development, promote domestic consumption, and create jobs"[7,213]. Accordingly, in the era of information explosion, there are many modern features and effects of different equipment and machines, if each person, especially the head of an enterprise, agency, unit, or locality does not actively change old habits and put digital technology into practice, then there will be no steps to take breakthroughs in socio-economic development, improving the competitiveness of products, improving the people's lives; quickly access the digital technology, step by step implement to the organization, in the immediate future in fields and industries such as digital management, building data systems, processing and accessing information to the people as quickly as possible and the most effective. To do that, the core in our opinion is still related to digital human resources.

Digital human resources can be understood as the total quantity and quality of human beings with a combination of intellectual and physical criteria and moral-spiritual qualities that create the capacity that people and the digital economy are and will be needed to mobilize in the process of labor and creativity. If the essence of the digital

economy is the one based on the application of digital technologies, developing on a knowledge base, where the role of knowledge is considered as a resource for the development of the economy, it is required that digital human resources must be well-trained, professional, ethical, capable of mastering technology, creative and able to quickly adapt with the change of technology in the economy. It can be seen that the characteristics of digital human resources are expressed in such aspects as the Ability to master digital technology devices during the interaction of economic activities; the Ability to adapt in the fastest time to the working environment and new scientific and technological advances; Disciplined and ethical manner at work; Ability to think breakthrough at work, also known as creativity. This is considered a sufficient condition and a characteristic criterion of digital human resources. There is a similarity between digital human resources and high-quality human resources in many aspects: qualifications, skills, qualities, and ethics. However, in terms of appearance or majority, high-quality human resources are the elite group in the pyramid of human resources, they are the elite group in the total workforce accounting for a small number while digital human resources are the one in the digital economy, the main force for implementing and realizing the digital economy, leading the existence of the digital economy, therefore they are the total labor force in society, and this force is capable of mastering digital technology devices, operating it in the process of production, business and other activities of the economy. Each economic organization needs specific human resources to operate it, the productive force is always the core of an economy and determines whether that economy exists or not. Between the productive forces and the economy, between human resources and the economy, there is a dialectical relationship that regulates each other, in which the emergence of the economy is the cause that determines the appearance of human resources and the level of production forces, while the quality of human resources and the development level of the productive forces determine the success of that economic organization. Under the influence of Industry 4.0 in the current trend of the transformation of the economic model of the world economy from a resource-based economy to a knowledge-based economy, Vietnam's economy is also gradually transitioning to a knowledge-based economy with the pillar being the achievements of Industry 4.0 that are constantly applied - the digital economy was born, gradually replacing the traditional economy. Therefore, to successfully transform Vietnam's economy into a digital economy, it is necessary to have digital human resources. The development of digital human resources is indispensable in the process of labor restructuring in Vietnam currently.

There is a close dialectical relationship between the development of digital human resources and the development of the digital economy of Vietnam. In the process of developing the digital economy, we realize that there will be problems with the development of digital human resources. Specifically, the points are grouped as follows:

Firstly, the percentage of trained workers is small, professional qualifications are low, there is no balance between qualifications and occupations..., first and foremost, due to the inadequacies of education and training. The demand of the labor market and the school's training program also have certain distortions. At the same time, the shift in economic model and structure causes the supply and demand in labor to change, while the training majors in schools have not caught up with the trend of using labor in enterprises and society.

Secondly, that is the ability to unleash the creative potential of human resources. This is considered the most important endogenous factor of social development, of the development of the digital economy, especially in the context of the scientific and technological revolution and the trend towards the knowledge economy of the world today.

Thirdly, it should focus on the preparation and training of digital human resources so that a large number of workers can use digital technology in their profession and an elite part can create digital technology for those occupations, especially the one in the development direction of the country that has not been implemented synchronously, drastically and systematically.

Fourthly, the policy of training technology researchers in the future has not created the necessary incentives and encouragements in matters related to support policies such as scholarships, research environment, income...

Fifthly, the application of digital transformation technology, and new technological processes into implementation, but the current human resources cannot keep up with the new culture, processes, and technologies, and lack of high-quality human resources for specialized technologies, which is also a common situation in businesses during the process of the implementation.

Sixthly, the quality of digital human resources is still uneven, not proficient in skills of using software. Maintaining and updating the database system is not regular and continuous. Units will face challenges to ensure the ability to adapt and respond quickly for human resources; Scale and cost in recruiting and training a large number of human resources.

CONCLUSIONS

One of the most prominent marks of Vietnam in 2020 is the successful implementation of the “dual goal” of focusing on preventing and controlling the Covid-19 epidemic while creating favorable conditions for recovering and developing the society and economy. Over 35 years of implementing the process of renovation and integration, Vietnam has achieved great achievements of historical significance in all fields. We can briefly summarize some highlights, including: Creating and promoting sustainable economic development; Achieving many crucial achievements in education - training, science, and technology; Valuing building and developing culture and people; Maintaining defense and security; Consolidating the strength of the great national unity bloc; Building and rectifying the Party that meets the people’s expectations. Although the world situation has had many fluctuations, complications, and difficulties in the period under the impact and influence of the Covid-19 pandemic, the economy of the whole country still shows positive signs of improvement as the troubles of enterprises are gradually removed, and social security is ensured. The process of industrialization and modernization in Vietnam has gone through many stages of development with different traits. To achieve the goal of the formation of industrialization and modernization to 2030, vision 2045, besides the solutions related to the economic transformation; improving mobilization efficiency, developing human resources, promoting the improvement of a financial institutions, attracting resources in society for development; focusing on the process of restructuring the economy, promoting competitive advantages at the levels of nation, locality, industry and product; enhancing the efficiency of resource allocation and use, in which, enhancing the role of state in directing financial resources in investment to develop society and economy associated with attracting investment from the private sector, creating a financial mechanism for localities to attract resources for development; forming appropriate policies to promote development ... Vietnam human construction and development to meet the requirements and the policy of industrialization and modernization of the country to 2030, vision 2045 is an urgent task both in theory and practice currently.

The article is to analyze and clarify many fundamental issues related to Vietnam's human construction and development to meet the requirements and the policy of industrialization and modernization of the country to 2030, vision 2045 in Vietnam. As the result showed, The Party and Government of Vietnam have developed their thinking and awareness about industrialization and modernization, the fundamental challenges to Vietnam's human development in the process of industrialization and modernization of the country. The article also points out and analyzes the viewpoints and the fundamental solutions of human development to meet the requirements and policy of industrialization and modernization to 2030, vision 2045 in Vietnam. Accordingly, in the upcoming time, Vietnam needs to focus on education - training playing a vital role in Vietnam's human development strategy; digital human resource development. The limitation of this article is that it still does not point out and analyze the factors affecting human construction and development to meet the requirements and the policy of industrialization and modernization of the country to 2030, vision 2045 in Vietnam.

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