



Innovation in Training High-Quality Human Resources in the Transportation Sector in Vietnam Following the Educational Philosophy of Former President HO CHI MINH

Dr. Vu Thi Kieu Ly

Faculty of Political Theory
University of Transport Technology, Hanoi, Vietnam
E-mail: vukieuly.cdgt@gmail.com

Abstract

Penetrating President Ho Chi Minh's ideology and philosophy, The Transportation sector has always paid great attention to its education and training, especially high-quality human resources, and considering this as the motivation for developing and carrying out training according to social demands during its construction and development. However, from practice, the sector's high-quality human resources training still has some limitations. Therefore, facing the request for renewal, its educating high-quality human resources work needs to conduct contemporary missions and solutions suitable to the developing request and the context of the eras.

Keywords: Ho Chi Minh, education, training, high-quality human resources.



1. Introduction

In Vietnam, President Ho Chi Minh is the beloved leader of the nation. He has left a cultural and ideological legacy in all areas of life, including the thought of educational philosophy laid the foundation for the birth of new education in Vietnam, simultaneously, he was also an exemplary model of education consciousness, self-study, lifelong self-training, upholding good examples of good people and good deeds to attract the cause of education to become a movement of the whole people to build a new life and society. Imbued with his thought and flexibly applied in practice, the Communist Party of Vietnam has affirmed: Education and training, science, and technology are the national priorities and the driving force for socio-economic development. In the context of the country's development and integration, education and training of high-quality human resources plays a key role among tasks of the Party and State today. Following that policy, all sectors and fields have paid attention to train high-quality human resources to meet the requirements of the management industry and the needs of society, and the transportation sector is not an exception.

The Ministry of Transport has developed and approved a plan on human resource development for the period 2011-2020 and orientation to 2030, which proposes 12 comprehensive and comprehensive solutions for human resource development of the sector, at the same time, to establish steering committees on human resource training according to social needs. The content and training program must be consistent with the provisions of the law and the development practice of the transport industry. After more than ten years of implementation, summarizing training projects and plans, the Ministry of Transport and agencies and research units continue to develop projects and strategies for training and developing human resources from 2021 to 2030. Therefore, it is essential to review and renovate training contents and programs following the developing accessibility, creative thinking, and adaptability to the continually changing technological environment and develop to ensure a close link between training and recruiting, responding to social requirements. Therefore, the Ministry of Transportation considers training high-quality staff as the main task in which it needs to clearly define objectives, scales, roadmap, and overall mechanisms and policies. Meanwhile, it is also important to define the size, number, and structure of each staff to meet the growing requirements of the industry in the new era.

2. Methodology

Research on the innovation of training high-quality staff in the transport sector following Ho Chi Minh's educational philosophy should use basic methods such as logic, history, system comparison; analysis; synthesis, etc.. These methods are flexibly applied by the author to clarify the theoretical and practical bases of the training of high-quality staff in the transport sector, achievements, limitations, and outstanding issues that need to be thoroughly resolved in the upcoming time. In addition, the article also uses methods such as generalization and predictive analysis, etc., to enhance innovation and improve the effectiveness of training high-quality human resources in the industry and in line with the needs of the industry requirements of society and international integration.



3. Results

3.1. Educational philosophy of President Ho Chi Minh - orientation for the career of building and developing human resources in the transportation industry

The educational philosophy of President Ho Chi Minh is the continuation of the source of Vietnamese educational philosophy from tradition to modernity, contributing to the creation of the Vietnamese nation's educational philosophy.

Objectives of education: In various fields, President Ho Chi Minh often speaks and writes very briefly and simply but contains profound and practical philosophies. When it comes to education, one of the prominent and pervasive thoughts, as well as his desire, is "to make the people educated," "everyone can be access to education," "An ignorant nation is a weak nation." The shortest way out of the situation of weakness and underdevelopment can only be through education. He affirmed: "Whether Vietnam will become a beautiful nation or not, whether the Vietnamese people step towards the glory; whether or not they can compete with the great powers of the five continents is largely due to their learning efforts" [2, p.35]. Thereby, he requested education to be the aim towards building a new human being - a socialist human with comprehensive development. That is the highest goal, the brightest ideas, and the best educational philosophy of Ho Chi Minh, the human philosophy with the core thought: the cause of education must serve the people, for the progress and development of the nation, by the people.

In a letter written to students on the occasion of the first school day of the Democratic Republic of Vietnam, President Ho Chi Minh pointed out the purpose and mission of the new education are to train them to be good citizens. The education that fully develops people's existing abilities will produce good citizens and officials who own the bright future of the country. The new education system must implement teaching and learning in the direction: "Learning to work, being a human, and being an officer. Learning to serve the Union, the class and the people, the Fatherland and humanity" [3, p.632]. Ho Chi Minh's thought was made in 1949, however, it is very close to the proposal of UNESCO on the four pillars that are considered the truth and philosophy of education worldwide in the 21st century, which is "learning to gain knowledge, learning to work, learning to live together, and learning to be human".

Content of education: In Ho Chi Minh's educational philosophy, the educational content must ensure the principle of comprehensive education in both "- Exercise: To have a healthy body, it is necessary to maintain personal hygiene and general hygiene.

- Education: Review what you have learned, learn new knowledge.
- Beauty: To distinguish what is beautiful and what is not.
- Virtue: Love the Fatherland, love the people, love labor, love science, love public works"

[4, p.175], and respond to people's lifelong learning needs. People often remind that knowledge education is vital but morality plays an equally important role, so "teaching as well as learning must know how to focus on both talent and virtue. Germany is a revolutionary ethic. That's the root, very important. Without revolutionary morality, talent is useless" [6, p.400].

Accordingly, the content of education should be suitable for each age group, each level of education, and each level of education. Ho Chi Minh advised: "- University needs to combine scientific theory with practice, try our best to study advanced theory and science of other countries, combined with our country's current situation to practical help for the construction of the country.

- In high school, it is necessary to ensure students with solid, practical general knowledge, suitable to the needs and future of building the country, leaving out unnecessary parts for real life.



- In elementary school, children need to be educated: love the Fatherland, love the people, love labor, love science, respect public works" [5, p.186]. It is said that the content of Ho Chi Minh's education is considered as the mandatory requirement of new education to train new people.

Methods of education: From a very early age, Ho Chi Minh gave the following new and modern conceptions of educational methods: Firstly, "Theory must be associated with practical work" to achieve the goal of improving education. create ideas and aim to meet the needs of society. Education - training must make learners have knowledge and capacity to serve production and work, so the main thing is to make learners understand the problem. Must originate from the specific situation of the country, of the locality; must be based on each object of cadres working in agencies and departments at provincial and district levels, etc., to see the needs of the work they undertake, their weak capacity and lack of something to equip them with knowledge, methods and skills necessary for learners to work immediately. Must teach learners both approach skills and practical methods to apply theory to their life and work practice. He thinks that theory is like a name (or bullet), practice is like a target to shoot. There are arrows that do not shoot, or shoot indiscriminately, just as there are no arrows; *Secondly*, intellectual development, promoting independence, creativity, and positivity of learners. Ho Chi Minh warned: Must avoid indoctrination, should not memorize every sentence, every word. As a result, teachers need to provide learners with scientific methodologies, thinking and perceiving all things, phenomena must promote the active, active and independent role of learners; attention must be paid to equipping learners with the ability to critique existing knowledge and the ability to create new knowledge. He advised that learners should not learn rice or rote, but deepen their thoughts, always compare and relate to reality, "absolutely not to close their eyes and positively follow broken books" [6, p.99]; *Thirdly*, lifelong learning. The slogan "Lifelong learning" represents the educational philosophy introduced by UNESCO for the 21st century in 1996. However, the philosophy of lifelong learning was introduced by Ho Chi Minh very early on. Teacher: The way of life is a ladder with no end, learning is a book with no final page. Learning is a continuous flow, and learners must not let it be interrupted, no matter how messy life's work is. He warned us in all revolutionary activities that we can and must study, "we still have to learn while we're alive" [8, p.113]. Therefore, to realize lifelong learning, according to him, it is necessary to: "take self-study as the core" self-study with a good attitude, be very humble, honest, not knowing where to say it, consider themselves to have known enough, know all; learn anytime, anywhere like studying at school, learning from books, learning from each other, and learning from people.

Thus, Ho Chi Minh's educational philosophy in the past has been the ideological foundation and orientation for Vietnam's education to fundamentally and comprehensively innovate at all levels of education, especially in building and developing education. University education. In recent years, education and training in Vietnam has made positive changes, the quality has been gradually recognized by the world through international university accreditation and ranking. Currently, there are 11 higher education institutions ranked out of a total of 634 higher education institutions rated by QS (Quacquarelli Symonds) as the best in the whole of Asia; Many disciplines and fields of training are ranked in the top 500 in the world. Therefore, for the transport industry in particular, this is also considered an important orientation to constantly innovate, build and develop training institutions of the industry, and train enough in quantity and improve quality. to supply the labor market with human resources to meet the needs of society and the new requirements of the 4th industrial revolution.



3.2. The training of high-quality human resources in the transport sector in Vietnam - A view from practice

The educational philosophy of President Ho Chi Minh became the ideological foundation and was flexibly applied in Vietnamese practice. That philosophy is consistently expressed in the educational development policy of the Communist Party of Vietnam and is concretized and implemented in practice. The transportation sector applies and thoroughly understands the education and training of high-quality staff of the industry to meet the social requirements.

3.2.1. Training high-quality human resources according to the needs of society

In recent years, the transport industry has always been deeply aware of the position and role of human resources in the development of the industry, especially paying attention to training high-quality human resources. Implementing Resolution NO.29-NQ/TW dated November 4, 2013 of the 11th Party Central Committee on a fundamental and comprehensive renovation of education and training [10], the Ministry of Transport has established a Steering Committee on training according to social needs, approved the Master plan on human resource development in the transport sector for the period 2011-2020 and orientation to 2030, and issued an action plan with strategic goals [11].

From the industry's strategy of developing high-quality human resources, the industry's training institutions have trained a large force, basically meeting the demand for quantity and quality, making a significant contribution to the development of the industry fulfill the political tasks of the Department. The structure of training industries and occupations has been improved to meet the industry's development. According to statistics, the current system of training institutions of the transport sector (including 19 universities, institutes, colleges, and professional intermediate schools) has gradually diversified training types, gradually becoming multidisciplinary training institutions. The schools have opened and organized over 100 training occupations according to systems and levels (postgraduate training system: 18 majors; university: 44 disciplines; college: 46 disciplines; intermediate level: 64 majors; vocational training system: over 70 occupations). To improve the quality of training, the schools have organized the development of training programs based on ensuring the content of the general regulations, actively selecting teaching curricula, focusing on developing and publishing first-class standards out. The teaching staff and teachers are getting more and more qualified. The system of facilities and equipment for teaching has been strongly invested and upgraded [11, p.20].

However, at present the vocational training institutions of the transport sector tend to reduce the size of the number of training targets but focus on improving the quality of training, research, forecasting the development trend of the industry in the future future to open more majors suitable to the labor market and international integration.

3.2.2. Training human resources in the direction of research cooperation and technology transfer with education in the world

Currently, the training institutions of the industry have actively built cooperation in training and scientific research. Typical postgraduate joint training programs such as Joint training in specialized doctorate, master of science and information exchange in maritime research, shipbuilding, marine engineering with Tokyo Maritime University (Japan), Korea Ocean University, Mokpo Maritime University (Korea), Dalian Maritime University (China), Delft Technical University (Netherlands), University of Liege (Belgium), Ghent University (Belgium), California Maritime Institute (USA), etc.; successfully organize many scientific and technological seminars and conferences of regional and international stature; participate in many scientific



research collaboration programs with high practicality in the country and internationally. In particular, Vietnam Maritime University has boldly applied and successfully implemented several training models based on cooperation and association with employers through the establishment of companies, joint venture centers, such as Thang Long Shipping Company, Shipping, and Labor Export Company (ISALCO), Ship Design Professional Training Center (VMSK); the Ho Chi Minh City University of Transport has developed a training registration scheme and has been authorized by the Ministry of Education and Training to train three high-quality disciplines, including Logistics and multimodal transport management, industry Electronics and Communication Engineering and Construction Economics. Some vocational colleges have started to receive foreign training programs from the General Department of Vocational Training; the University of Transport Technology, in addition to cooperating in training, organizing students to study at university and master's degree in France, also cooperates in technology transfer with many universities, research institutes, and other universities. global corporations such as the US National Asphalt Research Center (NCAT), French Institute of Transport Science and Technology (IFSTTAR), Japan Institute of Materials and Public Works, Korea Institute of Science and Technology (KICT), Hiroshima University (Japan), Zydex Industries (India), US Paving Technology Company (QUASCO), etc.. In recent years, the University has also cooperated with many units to organize conferences The international conference at the University aims at academic exchange and dissemination of international advanced and modern technologies in the transportation industry.

To improve the quality of human resource training, meet the human resource development needs of different economic sectors, the training institutions of the industry continue to organize training according to the competency approach from developing programs, organizing training, and evaluating student results according to performance standards. In parallel with the formal training system, the schools carry out the training of the extension system, joint training, training according to social needs. Types of off-budget training, especially short-term training and retraining programs, have been developed by schools; periodically organize training courses to improve pedagogical skills for lecturers and teachers. Most of the lecturers and teachers of the institutions in the industry are qualified according to regulations. They annually are sent to train Master and Doctorate under the Government's scholarship program such as Project 322, 911, 559, etc. 165; participate in domestic and international seminars, short courses to update new scientific and technological advances [11, p.21].

However, in training high-quality human resources in the direction of cooperation and technology transfer, there are still many limitations in terms of: *Firstly*, the tasks and solutions to innovative training are still not systematic. The curriculum content, textbooks, and teaching methods at many training institutions of the industry have not been modernized, and are still heavy on theory and light on practice. Training is still lacking in connection with scientific research, production, business and labor market needs. Soft skills, ethics and lifestyle for students have not been given due attention; *secondly*, the mechanism of management, direction, and administration on human resource training is still not effective; the performance of the state management function for college and intermediate training has not been clearly defined, causing difficulties for the formulation of mechanisms and policies; enrollment in some training levels is still difficult; the quality of training is still low, not keeping up with the requirements of development and countries with advanced education in the region and the world; the relationship between quantity development and quality improvement requirements and human resource requirements for enterprises has not been well resolved; the quality of human resources, although there have been



many advances, is still lacking in the field of science - high technology. There is a shortage of skilled workers to develop key economic sectors of the transport sector; there has been no participation in human resource development from human resource users; Human resource training is not based on the needs of society.

Therefore, before the needs of society and the trend of training associations in the past, there has been a requirement to continue comprehensively renovating the training work to achieve the set strategic goals.

3.3. Strengthening innovation in training high-quality human resources of the transport sector in the current renovation period

Promoting fundamental innovation in training and developing high-quality human resources is one of the key tasks in the industry's development strategy. The Ministry of Transport has always paid attention to and directed the training institutions of the industry to innovate training in a modern direction, following the development requirements of the industry and the circumstances of the country of Vietnam. In particular, before the innovation requirements of the times, based on applying the educational philosophy of President Ho Chi Minh to improve the quality of human resource training of the transport sector, there must be a transformation and innovation creative, focusing on some of the following solutions:

Firstly, training high-quality human resources must be associated with the general planning of the transport sector

For the training of high-quality human resources to be truly effective, it is necessary to put this issue in the general planning of human resource development to meet the requirements of the modern development strategy of the transport industry in the current period paragraph. From there, determine the right purposes, training subjects, and the necessary number of high-quality human resources for each block of agencies, units, and enterprises under the ministries and localities. At the same time, the criteria for quality in all aspects of this team were determined in terms of professional expertise, working skills, political theory, state management, foreign languages, and informatics.

Linking the training of quality human resources to the general plan on human resource development of the transport sector will bring the training into order and in line with the general development strategy of the industry. At the same time, focus on training the most necessary high-quality human resources, avoiding rampant training, causing unnecessary redundancy and waste. In addition, when associated with the planning, the improvement of the quality of the training of quality human resources of the industry will be more assured, because, from the very beginning, the training plan, the content of the training program have been identified and selected, advanced training programs and methods.

However, to achieve that goal, it is necessary to accurately assess the training and retraining needs of high-quality human resources of the whole industry as well as each block of agencies, units, enterprises, and localities. This systematic assessment will help the training to achieve the desired effect.

Second, it is vital to renovate the content of the training program and focus on several priorities in developing plans and training programs for high-quality staff.

Regarding innovation of training program content: The Ministry of Education and Training, the Ministry of Transport and Universities, Apprenticeships, and Colleges in the field of transportation need to focus on doing well on innovating training content and programs for students



in accordance with the requirements of the actual situation of construction and development of transport in the direction of modernity and international integration.

The building of training content and programs for high-quality human resources for the transport sector needs to be suitable for each specific object and field. It is necessary to base on the specific criteria of the industry and the subject's job position to build the most appropriate program.

The content and training programs of high-quality staff today need to meet requirements such as standardization, modernization while keeping up with the regional and world level. It is necessary to approach and select advanced international training programs, inheriting the experience of other countries in training high-quality human resources in the same field to improve quality and efficiency.

In developing the content of the high-quality staff training program in the industry, it is necessary to balance theoretical and practical skills to encourage inventions, independent creation in accordance with the circumstances, conditions, and actual production and business in the field of transportation.

Third, renovate the organization of activities and improve the qualifications of lecturers in training institutions under the Ministry of Transportation.

Renovating the organization of activities and improving the qualifications of the teaching staff of transport training institutions is now a key solution, deciding the success of the renovation of quality human resource training industry high. Therefore, the transport sector needs to:

1) Consolidate the organization, operation and staff of training management agencies from the Ministry of Transport to Management Departments and grassroots units of the sector. At the same time, raising awareness of the leadership team and experts in training management about the importance of innovating and training high-quality human resources on the basis of the President's educational philosophy Ho Chi Minh. Moreover, the transport sector must continue to promote the development and completion of a strategy to develop highly qualified human resources, improve efficiency and labor productivity. In particular, the human resource level of the industry is on par with that of advanced countries in the region and the world, meeting the new requirements of the 4th industrial revolution.

2) It is necessary to rearrange and re-plan the system of facilities with the function of training leaders, managers, scientific and technical staff, and skilled workers for the transport sector. It can be affirmed that academies, universities and colleges are the "master machines" that mainly produce high-quality human resources for the transport industry. Facing the current trend of fundamental and comprehensive renovation of Vietnamese education and training, these schools need to promptly innovate strongly to improve training quality in order to catch up with the region and the world in terms of education and training. To achieve that goal, it is necessary to review, adjust and develop a master plan on the network of training institutions under the Ministry of Transport, specifically:

- It is necessary to rationally arrange training institutions by territory in order to meet the demand for high-quality human resource training on the spot, reduce the pressure on training scale for schools in big cities;

- It is necessary to make the most of the existing training institutions, upgrade a number of key colleges of the industry to universities in accordance with the objectives and strategy of development of transport in particular and the strategy of development of training and education training in general, and strategies for training high-quality human resources in particular;



- It is necessary to focus on building a number of leading transport schools to reach the advanced level of the region and the world in order to train high-quality and qualified human resources.

3) Focus on developing a contingent of lecturers from training institutions with sufficient numbers, deep professional qualifications, pedagogical capacity and good practice ability. This is a decisive factor to the quality of high-quality human resource training. Therefore, in the coming time, the transport sector needs to promote the selection and training to improve all aspects of this team, such as: Strengthening retraining. Because, in the training of high-quality human resources of the industry today, retraining is a very important thing to transform and upgrade professional knowledge, skills, foreign languages, informatics, practices, international law, etc., which this team was previously equipped with. However, with the strong development of the industry and the process of deeper international integration, regular training and retraining to update new knowledge and skills for high-quality human resources of the industry is absolutely necessary. It is necessary to develop and implement a specific plan for training and fostering in political theory, professional expertise, legal knowledge, knowledge and skills of state management as well as specialized and technical management. soft power, etc.. accordingly. At the same time, develop and implement a training and retraining plan abroad for this team on knowledge and experience of international integration. Moreover, it is necessary to accurately determine the training needs of each audience, the urgency of the needs and build a training program with appropriate content and time, avoiding the wrong training subjects or inappropriate content practical, overlapping, long training time causing unnecessary waste [9, p.252].

In addition, it is necessary to issue regulations on responsibilities for leaders and managers at all levels participating in teaching, updating knowledge, equipping skills, methods and exchanging management experiences, organizing and performing tasks and public duties following the characteristics of the transport sector, strengthening self-improvement and skill training, exchanging practical experiences for permanent lecturers at training institutions, creating conditions for lecturers to go on long-term field trips at agencies and units. Encourage teachers to self-study to improve their teaching qualifications and capacity to meet the requirements of the integration period. The teaching staff must impart and provide learners with a passion for scientific research, scientific thinking, and creative capacity. Enhance equipment and facilities for training activities. It is necessary to build and upgrade facilities in the direction of colleges into universities of technology. The university has become a high-quality training school, spearheading professions.

Fourth, strengthen international cooperation in training high-quality human resources for the transport industry

Strengthening international cooperation in human resource training is a key feature that training institutions of the sector have been implementing. It is an opportunity for schools to expand and improve their prestige and position in the world. In the coming time, educational institutions need to have a mechanism to mobilize foreign, capable, and prestigious organizations and individuals to participate in training courses, especially those for foreign students, to update knowledge, skills, and experiences to improve integration capacity.

Promote and diversify forms of cooperation in the field of training, combine domestic training with study and research abroad, and send learners to participate in training courses abroad. Focus on training human resources, especially civil servants who lead, manage and advise on policy development and lecturers at training institutions; create conditions for these subjects to participate in courses abroad in accordance with their titles, positions, employment positions, and requirements of assigned tasks,



Coordinating with training institutions in developed countries in implementing such contents as training programs, lecturers, documents, academic activities, etc... to exchange, cooperate, and cooperation, teaching and exchanging of lecturers; exchange training materials. In addition, it is necessary to have the policy to attract foreign lecturers to teach at training institutions in Vietnam, applying advanced foreign teaching methods in training and scientific research.

Diversify forms of international cooperation in organizing training courses, such as organizing combined training courses at home and abroad; organize domestic training courses with the participation of foreign experts. These are the forms of suitable training for Vietnam today in order to strengthen the capacity of international integration in training high-quality human resources.

4. Conclusion

Thus, training high-quality staff in the transport sector is important to the sustainable development of the industry. Based on the Party's orientation and the educational philosophy of Ho Chi Minh, in recent years, the training of high-quality human resources of the transport industry has made changes in quality and efficiency. However, in order to further promote and improve the quality of training, it is necessary to continue to propose solutions in the direction of "training attaches importance to developing learners' quality and capacity," and "associating closely link education and training with research, implementation, and application of new scientific and technological achievements," training institutions of the industry need to equip learners with skills suitable for the job, new technology. Therefore, in the face of the needs of society and the development of high-quality human resources of the industry, the above solutions contribute positively to the continuing innovation of the training of high-quality human resources in the industry. It is a requirement that is both urgent and long-term, requiring investment in doing research and coordination among agencies and units in the industry to review, plan, use and evaluate human resources, training system, and appropriate development mechanisms and policies to forecast human resource needs for the industry in terms of quantity, the structure of industries, occupations, the structure of professional qualifications, and human resources according to development subjects, industry to meet the requirements of development and international integration.

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