

Solutions to Attract and Apply Talent to the Public Sector in the Current Context of Digital Transformation in Vietnam

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DOI: [10.36348/sjef.2024.v08i05.001](https://doi.org/10.36348/sjef.2024.v08i05.001)

| Received: 12.04.2024 | Accepted: 24.05.2024 | Published: 29.05.2024

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Abstract

Talents in the public sector are considered an elite force of the Vietnamese Party cadres; the contingent of civil servants, state employees and the intellectuals of our country. Consequently, attracting and appreciating talented people in the public sector is a strategic matter for national construction and development, especially in the context of the Fourth Industrial Revolution (Industry 4.0), trends in globalization and transition to a knowledge economy. In this article, by clarifying the connotation of attracting and appreciating talents, especially attracting and appreciating talents in the public sector, the author analyzes the necessity of attracting and appreciating talents in Vietnam public sector in the context of digital transformation in Vietnam; raise some concerns about this issue and thereby making proposals to improve the efficiency of attracting and appreciating talents in Vietnam public sector to meet the requirements of the new context.

Keywords: Talents, attracting talents, appreciating talents; talents in public sector, the context of digital transformation in Vietnam.

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1. INTRODUCTION

From past to present, talent has always been promoted, considered a “national resource”, “taking care of building talent”, “recommending talented people”, respecting and appreciating talent has always been one of the good traditions of our people. President Ho Chi Minh once affirmed: “Construction requires talent. Even though our country doesn’t have much talent, if we choose it well, distribute it well, and use it well, the talent will grow more and more”. Therefore, talent becomes a decisive factor in the development of each country, determining the success of each organization. Deeply aware of the position and role of attracting and appreciating talented people, the Party and State of Vietnam have regularly paid attention and issued guidelines, resolutions, policies and strategies to attract, respect the country’s talents. It can be seen that attracting and using talented people has been strongly implemented in the private sector and achieved many remarkable results, but on the contrary, finding and attracting talented people to work There are still many limitations in the public sector and retaining talented people in the public sector is even more difficult. The reason why the

public sector always suffers from a lack of talents is because the policy of attracting and using them is still not flexible; Inadequate remuneration; There are also negative situations in running for office and power, making the selection of officials unfair; The use of officials is not the right person for the right job... Currently, it is not uncommon for talented and talented people to leave the public sector to move to businesses, start their own businesses or go abroad to work because they believe that the environment, working conditions, remuneration policies or development opportunities are all better. Thus, the issue of attracting and appreciating talented people in the public sector is a topical issue, both theoretically and practically; is a difficult problem that needs to be answered in order to find and build a strong human resources team in both quality and quantity to serve in the public sector, effectively contributing to socio-economic development in the context of digital transformation in Vietnam.

2. Theoretical basis for attracting and appreciating talents

2.1. Talents

The concept of talent has a class and historical nature. In each different social regime and in each different era associated with the level of social development, the concept and standards of talent also have some differences.

According to the modern Vietnamese dictionary: *“A talented person is a person with talent and morality; have a certain knack”*.

According to Associate Professor, Dr. Mai Thanh Lan, *“Talents are people who have outstanding talent and ability in certain fields: economics, politics, society, science... and have contributed to society”*.

From the above analysis, we know: *“Talented people are people who have exceptionally outstanding abilities and excel in one or several fields of social activity, making great contributions to the progress and development of society; At the same time, they are also people whose political qualities, ethics and lifestyle meet standards; They are honored and respected by society”*.

A talented person must be a person who has both abilities and qualities, both virtue and talent. So to identify talented people - truly talented people in terms of both “talent” and “virtue”, the following factors need to be considered:

- Intellectual capacity (determined through IQ).
- Practical capacity (determined through emotional intelligence index EQ and achievements and work results recognized by society).
- Moral qualities of talented people.

Thus, people who are considered talented are not only evaluated based on their intellectual or practical abilities but must also be associated with certain elements of moral qualities and character. Besides, talent is not formed naturally but requires a combination of innate qualities and qualities formed through the process of training, cultivating, studying, and continuing from society and community. In particular, the qualities formed through the process of education, training, and cultivation play a decisive role because human potential cannot be promoted if it is not fostered and trained in the environment of learning, fostering and education.

2.2. Talent in the public sector

When mentioning the public sector, we often refer to two areas: the administrative sector, state management and the public service sector. Thus, human resources in the public sector can also be divided into two parts: “Administrative and state management human resources, called cadres and civil servants, and human resources in the public service and public service sectors, called an officer. In addition, in the specific conditions

of Vietnam, public human resources also include human resources working regularly and specialized in Party agencies and socio-political organizations. This part of human resources is also called cadres and civil servants and is also regulated by the Law on Cadres and Civil Servants”.

Starting from the concept of talent in general and on the basis of analyzing the nature and characteristics of people working in the public sector, it is possible to put forward the concept: *“Talent in the public sector is people (officers, civil servants and public employees) have outstanding qualifications and abilities, and have good moral qualities; always excellently complete assigned tasks; Operational results and achievements have a positive impact and influence on socio-economic development in general and the civil service in particular; dedicated, conscientious, and creative in public service activities”*.

Talent in the public sector will include the general characteristics of talent as analyzed above but will have some unique characteristics, specifically:

Regarding intellectual capacity, talents in the public sector will have to be professionally trained in a specific industry or profession at quality training facilities at home and abroad, with good academic achievements (degree criteria); Mastering expertise and operations; have the ability to do good, good, and creative work in a certain job position; Have enough physical and mental health and psychological and spiritual stability.

Regarding practical capacity, talents in the public sector need to have the ability to work proficiently and be creative in public service activities; Maximize practical abilities and skills to achieve excellent results and achievements in a specific field of the public sector. For talented people holding leadership and management positions, in addition to the above factors, it is necessary to have a long-term strategic vision; know how to gather and unite, promote the abilities and strengths of subordinates; have the ability to lead, orient, organize, be decisive, and dare to take responsibility; have the ability to regulate relationships, especially relationships regarding the interests of subjects under management and other related subjects.

Regarding moral qualities, talented people in the public sector need to comply with public service ethics, have patriotism and national pride; loyal to the Fatherland, the Party, the State and the People; diligence, frugality, integrity, righteousness, public-mindedness and impartiality; honest, not self-seeking, not corrupt; dedicated to serving the citizen.

2.3. Attract and utilize talent in the public sector in the context of digital transformation

Attracting talent is a concept with quite a wide scope, it does not just stop at the aspect of propaganda,

advocacy, and attracting talented people to serve the country in many different fields but must also originate from discover, plan, train, foster and compensate talents in the context of digital transformation in the public sector.

Utilizing talent in the public sector in the context of digital transformation in the public sector is essentially a simultaneous combination of using and rewarding talent. If we only use and do not treat talented people, we cannot promote the talent's intelligence, roles and responsibilities. Using talent must be based on expertise, capacity, and strengths; Remuneration of talented people must be commensurate with their abilities, dedication and contributions to the organization and the country. Respecting talents not only demonstrates preferential policies in terms of material and money, but also demonstrates society's honor and respect for talents. Compared to attracting talent, the concept of meritocracy has a narrower connotation; It is like a step, a step in the process of attracting talent, but it is a key link, the main driving force to help attract and retain talent.

Attracting and appreciating talent in the public sector in the context of digital transformation in the public sector will include talent discovery; talent sourcing and planning; mobilize and attract talents from many places (both domestic and foreign); training and fostering talents; Use and treat talented people. Attracting and appreciating talented people needs to be done simultaneously, regularly, and absolutely nothing should be taken lightly.

For the public sector, attracting talent is demonstrated by creating attractiveness and charisma through a comprehensive set of mechanisms and policies on recruitment, management, and human resource development to create favorable conditions in all aspects (both material and spiritual conditions) for people with outstanding talents, abilities, high qualifications and good moral qualities to work in the fields of state management and supply public service response; Respect for talent is demonstrated through the application of policies and mechanisms that prioritize the use, training, remuneration and honor of talents, creating the most favorable conditions to promote high levels of talent's abilities and strengths to successfully complete their assigned tasks and receive compensation worthy of their merits, contributions and dedication to the public service; for the State and the people.

Attracting talent is the first step, which is important in the process of using and managing talent of state management agencies and public service units. If you cannot attract or attract the wrong talent, it will be impossible to apply effective measures to utilize talent. On the contrary, if there are no effective measures to utilize and only attract talented people, it is impossible to retain talented people who can work and contribute in the

public sector. Therefore, attracting and appreciating talented people in the public sector must be closely linked, have direct influence over each other and be an organic unity.

3. The need to attract and utilize talent in the public sector in the context of digital transformation in Vietnam

3.1. Viewpoints of the Party and State of Vietnam on respecting and attracting talents in the public sector

Recognizing the importance of attracting and appreciating talented people, this has always been one of the major and consistent policies of our Party and State over the past many years. At each historical period, the Party and State have always paid attention to attracting and appreciating talented people in accordance with the actual situation and new context.

Since the early years of innovation, in the Documents of the 6th and 7th Congresses, the Party clearly stated that the mission of education is to raise people's intellectual level, train human resources, and foster talents". In 1997, the VIII Central Executive Committee issued Resolution No. 03-NQ/TW on the Personnel Strategy for the period of promoting industrialization and modernization of the country. The resolution sets out the task: "Focus on discovering, training and fostering talents, creating a source of leadership and management officials at all levels from central to grassroots level; Leading scientific staff; business managers of large enterprises".

Continuing this orientation, the Document of the 10th National Congress of the Party stated: "Develop and implement policies to develop and utilize talents, attract talents to important fields, not distinguish between people in the Vietnamese Party or outside the Party. Increase investment from the State and the entire society in discovering, training, fostering and using talents, first of all in three areas: leadership - management, production - business and science - technology ". It can be seen in this document that Vietnamese Party has shown fairness in its policy of attracting talented people in important fields of the country by blurring the boundaries between party members and the elite masses, between Vietnamese talents. Men at home and abroad. We also give special incentives and attention to talented young Vietnamese and overseas Vietnamese who have been studying and practicing in developed countries.

The 9th Conference of the Central Executive Committee (term X) reviewed 10 years of implementing Central Resolution (term VIII) and also clearly identified one of the very important tasks: Develop a National Talent Strategy project, this is one of the strategic guidelines and policies. To continue implementing the policy of attracting and appreciating talents, the 11th Congress has stated the guiding views: "To create a strong collective, we must build each person, pay attention to discovering and fostering talents; "There is a

policy of respecting intellectuals, especially the country's talents"; "Formulate synchronous mechanisms and policies to encourage creativity, utilize talents and promote the application of science and technology"; "Focus on discovering, fostering and promoting talents; human resource training for knowledge-based economic development". Through these contents, the word "talent" is paid attention to and repeated many times, demonstrating the determination to build the country's elite team in the new era.

The Resolution of the 12th Congress represents a breakthrough in determining the task of building a team of cadres as "having mechanisms and policies to create fair, healthy competition and attract and utilize talented people". Our Vietnamese Party is clearly aware of creating a fair and equal environment so that talented people everywhere have equal opportunities in accessing recruitment information, projects, development cooperation... at grassroots and national scales. This is extremely important because when the Vietnamese Party and State give talented people a firm belief in their guidelines and policies, they will feel secure in devoting all their abilities to their compatriots and the nation. Inheriting and promoting that viewpoint, the Resolution of the 13th National Congress on the country's development orientation for the period 2021-2030 emphasizes "Creating a breakthrough in fundamental and comprehensive innovation in education and training and human resource development, high quality, attracting and appreciating talented people". Documents of the 13th Congress also emphasized: "Innovate the regime of recruitment, use and appreciation of talents in management, state administration, science, technology and innovation. In particular, pay attention to discovering, fostering, rewarding, and attracting talented people for socio-economic development. At the same time, innovating and improving the quality of human resources, contributing to improving national competitiveness".

The Vietnamese State has also institutionalized the Party's policies on attracting and appreciating talented people in the public sector through the provisions of the Constitution and law. The 2008 Law on Cadres and Civil Servants stipulates: "The State has policies to discover, attract, foster, employ and adequately compensate talents", "Prioritize the selection of talents". The Law amending and supplementing a number of articles of the Law on Cadres, Civil Servants and the Law on Public Employees in 2019 also affirms: "The State has a policy of discovering, attracting, appreciating and giving worthy treatment to talents. The Government stipulates a policy framework to favor and reward talented people in public service activities".

Currently, the Ministry of Home Affairs is also developing and submitting to the Prime Minister a draft "National strategy to attract and utilize talented people" to be implemented from 2021 - 2030, with a vision to

2045 to be able to detect and to attract and utilize talented people to participate in agencies, organizations and units in the political system from the Central to the grassroots. Strategy to implement the motto "Connecting with tomorrow's talents from today's talented prospects" and the motto "Four Goods" (Good remuneration - Good promotion opportunities - Working environment good - To create well). The strategy also affirms the priority of attracting and utilizing talents for the team of officials, civil servants and public employees working in agencies and organizations of the political system; with leaders, managers and professional staff; Focus on strategic supply officers; experts, good managers; leading, outstanding, and typical scientists; talented young scientists, young talents from students, young people and a number of individuals with outstanding and outstanding achievements. This is one of the important and decisive strategies for economic and social development and is currently receiving close attention and direction to complete and put into practice. Through the viewpoints of the Party and State of Vietnam on attracting and appreciating talents in general and talents in the public sector in particular, it can be seen that the Party and State have long promoted talent and valued it. Talent is the national pillar; issued many guidelines and policies to attract and utilize talented people to contribute to building and developing the country in many historical periods. In particular, viewpoints, guidelines and policies are always updated and innovated to suit the context of the digital transformation.

3.2. The requirements of the digital transformation context are associated with the trend of globalization, so it is necessary to attract and utilize talent in Vietnam

The trend of globalization, the 4.0 Industrial Revolution and digital transformation are having profound impacts on the Vietnamese economy, bringing opportunities and challenges at all levels. Digital transformation has led to the birth of many new industries, affecting labor supply and demand and shifting the structure of labor resources in Vietnam. While some industries are negatively impacted such as energy, manufacturing, textiles, electronics, etc., Many other industries have positive impacts, with more opportunities for development such as tourism, healthcare, education, construction. Besides, the process of globalization and the development of information technology has made countries closer together but also made competition increasingly fierce and advantageous always belongs to countries with higher quality human resources. Faced with new changes and requirements, the global economy is also shifting to a knowledge economy and the advantages of natural resources, capital capital, labor force, consumer markets... are not also plays a decisive role in which knowledge plays the leading role. Therefore, the requirements for human resources in the digital transformation period are becoming more and more stringent as they need high flexibility, creativity, problem solving ability and the ability to work with

many people,... Thus, factors that are considered advantages of Vietnam such as young human resources and cheap labor costs may no longer exist because this labor force cannot meet the innovation requirements of the economy. So finding and creating a generation of human resources with sufficient quality and quantity is one of the urgent requirements, and to do this, we need effective ways to attract and utilize talent to serve service for national construction and development.

In particular, attracting and employing talented people in public sector jobs is an urgent issue because the public sector is identified as a pioneer area for innovation. The staff in the public sector, led by leaders and managers, play a pivotal role in building and developing the country to meet the requirements of international integration. In the context of the 4th Industrial Revolution and digital transformation in Vietnam, to keep up with the pace of world development, if we do not meet the urgent requirement to attract talent to the public sector, it will lead to consequences. The result is lagging behind and failing to improve the leadership and management capacity of the Party and State of Vietnam. In Vietnam, attracting and utilizing talented people in the public sector is truly an important and urgent task because if the Party and State do not have this strategy, “sooner or later it will lead to consequences that will harm the country”. The country cannot keep up with the world’s development speed; “It is impossible to improve the ruling capacity of the Vietnamese Party and State”.

However, reality shows that the phenomenon of “brain drain” and shortage of talented people working in the public sector in Vietnam has lasted for many years and has not been completely overcome. There are even many good and talented people who have worked in the public sector but choose to leave to work in the private sector, start their own businesses or work abroad because they think that the environment, working conditions, remuneration policies or opportunities for personal development are better than working in the public sector. It can be seen that competition from policies to attract and utilize talent from businesses and multinational companies makes talent in the public sector even more rare. Therefore, attracting and appreciating talented people in the public sector in the context of digital transformation in Vietnam is still a vital human resources strategy for the country that needs to be seriously implemented to ensure the next generation of qualified professionals, civil servants, and public employees have enough talent and virtue to contribute to the development of the country and society in the face of the strict requirements of the digital transformation context in Vietnam.

4. Orientations và solutions for attracting and appreciating talents in the public sector in the context of shifting arguments in Vietnam today

4.1. Orientations for attracting and appreciating talents in the public sector in the context of shifting arguments in Vietnam today

Thoroughly grasping the guiding viewpoints, guidelines, policies, and laws of the Party and State, in recent years, localities have issued and organized the implementation of many policies to attract, utilize, and Reward talented people. These policies focus mainly on implementing preferential regimes in recruitment and remuneration, encouragement, and preferential treatment for cadres, civil servants, and public employees with high professional qualifications and capabilities; Have outstanding achievements contributing to agencies and units. Talents attracted to work in ministries, branches and localities have basically been considered and arranged to work in accordance with their trained expertise; Favorable conditions are created for studying and fostering to improve professional qualifications and skills; At the same time, they enjoy certain material benefits so that cadres, civil servants and public employees can feel secure and stick to their jobs.

The results of attracting and appreciating talents in recent times have been quite positive when a number of ministries, branches and localities have recruited valedictorian graduates from universities and attracted people with master’s degrees, PhD, associate professor, professor to work for their agency or unit; Many talented people have developed their abilities and strengths and initially had very positive contributions to the overall development of the organization, the industry and the locality. With the achieved results, attracting and utilizing Vietnamese talent in the context of digital transformation in Vietnam needs to be oriented:

Firstly, recruitment and selection of talent is one of the important contents of attracting talent, however recruitment and selection of talent in the public sector currently still focuses heavily on qualifications; Recruitment methods are not flexible. Reality shows that while most employers in the private sector do not consider a degree as a prerequisite, in the public sector, people with advanced degrees are enjoying preferential and special policies in employment recruitment and appointment process. This is a situation that has existed for a long time, in which to evaluate candidates, the main criteria are qualifications such as: graduating from university with good or excellent grades; have a master’s degree; Priority is given to those with a doctorate degree; holds the academic title of professor and associate professor. Therefore, selecting and recruiting talented people through qualifications is mandatory, but needs to be done carefully and thoroughly; At the same time, we should not be too rigid in considering this as the most important and only criterion. Along with that, recruitment methods are still mainly traditional methods such as exams, screening, and interviews. This method is

quite heavy on administrative procedures and mainly helps to verify professional qualifications, general operations and ethical standards, but does not really test the talents, innate qualities or tendencies of the talents.

Secondly, the arrangement and use of talented people still has many problems and confusion. Currently, there is still a reality that many talented people are recruited but the process of arranging, arranging, and using talent has not really been given proper attention. The arrangement, arrangement, appointment, mobilization, and rotation of talents still have certain limitations, in which many good people are recruited but are not allowed to do jobs and tasks appropriate to their professional qualifications, with their abilities and strengths. From there, talent is stunted and inhibited; reduce the efficiency of using talent.

Thirdly, policies and programs for training and fostering talents in the public sector are not yet systematic and consistent. Although in recent years, training and talent training programs have received more attention, but the training content is not really high quality. For example, most talent training and fostering programs are only general in nature, sometimes overlapping, without specific programs to train talents according to specialties or orders; Therefore, it has not brought effective training and fostering of talents. Some people even have to participate in training and retraining many times, through many levels of education, when they would only need to be trained once if there were a clear and standard training and retraining program framework from the beginning.

Fourthly, the talent remuneration regime in the public sector is not really satisfactory and attractive. The physical, technical, financial resources have limited the ability to ensure good remuneration for talents. The basic conditions to attract talented people are remuneration through salaries, working conditions and working environment, but currently in many industries and levels, these conditions are lacking of truly promote and develop real talents.

Fifthly, the form of attracting and appreciating talents in the public sector is still monotonous, not yet diverse and attractive. Currently, the form of propaganda about policies to attract and utilize talented people is still mainly comprehensive and one-way dissemination such as through the mass media or through the activities of organizations and members... Therefore, almost only agencies, units, and individuals directly related to the development and implementation of policies to attract and utilize talented people are interested in researching and collecting information to carry out implementation tasks; Other organizations and individuals are not really interested in policies to attract and utilize talented people. Regarding the form of talent discovery, it has not been done scientifically but is currently mainly based on statistical reports of a number of agencies and units.

Sixthly, the new context and the market economy have a significant impact on talent and the development and implementation of policies to attract and utilize talent. In the current market economic conditions, the context of international integration, the 4.0 Industrial Revolution and digital transformation, besides the positive aspects, there are many negative aspects that have been affecting the process of attraction and using talent. A “talented” part develops a pragmatic mindset, pursuing material benefits, group benefits, embezzlement, corruption, running for office, running for power...; make demands at work; Compare the pros and cons and be ready to jump ship if your own interests and requirements are not met. This significantly affects the planning, training, fostering and utilization of talents in general and the utilization of talents in the public sector in particular.

4.2. Some solutions to improve the effectiveness of attracting and utilizing talent in the public sector in the digital transformation context in Vietnam

Faced with the issues raised above, we clearly see the need for drastic solutions to overcome shortcomings and limitations in order to improve the effectiveness of attracting and appreciating talents in the public sector to meet the requirements of the new context.

The first solution, innovate regulations on recruitment and selection of talent in the public sector, focusing on a number of key issues such as: standardizing conditions and standards for recruitment and selection of talent (conditions and standards for talent selection sources); standardize talent standards, not just restrict standards through qualifications; clearly define the functions, tasks and powers of units, agencies and organizations at all levels and sectors in recruiting and selecting talent; Clearly promulgate regulations and regulations to ensure funding, means, and facilities to serve the recruitment and selection of talent. In addition, in recruiting and selecting talent, it is necessary to evaluate correct general knowledge, superior knowledge, aptitude, and temperament of the talent recruitment source.

The second solution, it is necessary to diversify the forms and methods of arranging and using talents. Arranging and using talent properly will promote the talent's abilities, strengths, intelligence and strengths; create opportunities for talented people to develop and contribute; does not waste human resources, the State budget and does not create negativity in staff work. Therefore, using talent should be in accordance with the training major, field of work with a lot of experience or the talent's forte; Using in depth to form good experts in each field; Avoid mobilization and rotation through many positions, industries, and fields of work that reduce the working capacity of talented people; Proactively assign tasks so that talented people can be challenged and strive. In arranging and using talented people, it is also

necessary to pay attention to their thoughts, aspirations, and family life circumstances to arrange jobs and tasks to ensure harmony with life, thereby creating favorable conditions. Benefits talented people who contribute and develop of the talents.

The third solution, it is necessary to evaluate and review capacity improvement needs to develop appropriate training and fostering programs for talented people; Ensuring favorable conditions to participate in training and fostering knowledge and skills appropriate to capacity and work strengths. Policies and plans for training and fostering cadres, civil servants and public employees every year and for the entire term must be associated with creating a source of talent. Set up separate programs to train and foster talents without organizing training according to a common program, for example, do not let talented people participate in university training with subjects who are not qualified. It belongs to the category of talents. Review and propose targets for the proportion of talented people participating in training courses on management level, political theory, knowledge of international integration, foreign languages, skills training and knowledge updates suitable for each position. Forms of fostering talent need to be diversified such as: organizing tours and research abroad; Participate in national and international scientific conferences; Participate in the processes of receiving and transferring science and technology, researching and implementing science and technology projects, schemes, topics...

The fourth solution, perfect the talent remuneration policy. Remuneration must be commensurate with the talents and contributions of talented people. Salary, allowances, subsidies, bonuses, guaranteed housing, transportation, and working conditions for good experts, especially talented people and people with great contributions need to be given proper attention. At the same time, it is necessary to consider policies for families and relatives of talented people to create conditions for them to stabilize family life and concentrate on work. In addition to the traditional forms and methods of treating talented people with material salary, bonuses, responsibility allowances,...it is necessary to research and diversify spiritual forms of treating talented people such as: State titles and specific professional titles aim to honor and recognize the contributions of talented people to the country and the nation's revolutionary cause. To innovate policies to create favorable conditions for facilities and worthy remuneration for talented people. From the above issues, we see that to build a worthy remuneration regime, attractive enough to attract talented people, the State must devote a strong enough financial resource to invest in implementing its policies to attract and utilize talented people.

The fifth solution, innovate content and methods to attract and utilize talents. To do this, first of all, it is necessary to innovate the work of propaganda about talent and attracting and appreciating talent. Propaganda work needs to be carried out extensively not only on the mass media but also from educational work at high schools and universities; in vocational education programs for pupils and students; in the educational work of socio-political organizations and associations in localities and agencies.

5. CONCLUSION

Researching combines the attraction and harmonious use of talent sources both at home and abroad. Resolution No. 26-NQ/TW of the 7th Central Conference, term at home or abroad". This is also an important highlight mentioned in the draft National Strategy to attract and utilize talents. Implementing this policy has great significance in promoting the intellectual strength of the entire nation, adding new knowledge, sharing experiences, supporting the development of science and technology in particular, and economic development - society in general meets the requirements of the new context of the 4th industrial revolution associated with digital transformation and international economic integration in Vietnam, contributing to promoting rapid and strong socio-economic development, effective in the spirit of the Resolution of the 13th Congress of the Communist Party of Vietnam proposed.

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