

Building a Cadre of Officials Actively Participating in the Fourth Industrial Revolution

Assoc. Prof. Dr. Ngoc Giang DINH

Abstract: *To participate in and enhance the role of the Fourth Industrial Revolution in propelling the country's comprehensive development, one of the tasks emphasized by the Party is to improve the quality of human resources, focusing on building a cadre of officials, especially those in leadership and management at all levels and sectors, to proactively engage in the Fourth Industrial Revolution. This article analyzes the impact of the Fourth Industrial Revolution and the requirements for building a cadre of officials to meet new demands, based on which it proposes key solutions to build a proactive cadre of officials for the Fourth Industrial Revolution.*

Keywords: *Fourth Industrial Revolution; officials; cadre building.*

1. The impact of the Fourth Industrial Revolution and the requirements for building a cadre of officials to meet new demands

To date, humanity has experienced three Industrial Revolutions. Each revolution has profoundly affected economic and social development and many other fields, requiring high levels of leadership from ruling political parties, state management capabilities, and the quality of human resources to actively participate in these industrial revolutions with successful outcomes. This is an inevitable and regular issue for the development and strength of each nation, ethnicity, and the entire history of human development.

The First Industrial Revolution, beginning in 1760 and lasting until around 1840, utilized water and steam power to mechanize production, opening a new era in human history - the era of mechanical production. The Second Industrial Revolution occurred at the end of the 19th century and the beginning of the 20th century, thanks to the application of electrical energy for mass production, creating a large quantity of high-quality products. The Third Industrial Revolution took place in the remaining decades of the 20th century, leveraging electronics and information technology to automate production, creating an unprecedented leap in productivity, quality, and efficiency in production and many other activities.

Currently, the world is in the early stages of the Fourth Industrial Revolution.

The characteristic of this revolution is the integration of technologies, blurring the boundaries between physics, technology, and biology. Particularly, this revolution builds upon and develops the achievements of previous industrial revolutions, thus having many outstanding advantages. This is most clearly shown in: even though it is only in its early stages, the revolution has been developing vigorously at a new level; it is a new revolution in production methods based on digital technology achievements in artificial intelligence and the Internet of Things, 3D printing; strongly impacts all fields of social life. According to predictions by many renowned agencies and scientists, the Fourth Industrial Revolution brings significant, breakthrough changes in scale; it impacts not only industries, the system of enterprises, and individuals but also all sectors and fields of social life. This requires a very high level of quality human resources to actively and effectively participate in the Fourth Industrial Revolution.

Currently, the Fourth Industrial Revolution is progressing quite strongly in developed G7 countries such as the US, EU, Japan, and some East Asian countries like China, South Korea... Other countries, including ours, are also participating to varying degrees in this revolution, creating both great opportunities and challenges for the country's development. This has been affirmed by the 13th Party Congress Resolution: "The Fourth Industrial Revolution, especially digital technology, is developing strongly, creating breakthroughs in many fields, bringing both opportunities and challenges for all countries and nations"⁽¹⁾.

In Vietnam, the Fourth Industrial Revolution is impacting and influencing the development of the country in two main aspects: creating new opportunities and advantages in leveraging the achievements of this revolution for comprehensive and sustainable national development; posing many new and significant challenges, the largest of which is the need for a high-quality human resource capable of actively and effectively participating in this revolution, bringing the country to strong and sustainable development in all aspects, improving people's lives, and firmly protecting the nation in the coming decades.

Within the high-quality human resource, the cadre of officials is a particularly important component, decisive in seizing opportunities and leveraging all advantages brought by the Fourth Industrial Revolution; overcoming challenges, difficulties, and promptly addressing arising issues to bring the country to strong and sustainable development. The cadre of

officials, especially key leaders and managers at all levels, sectors, agencies, and units, must be built with new qualities in terms of character, competence, comprehensive knowledge, work skills, working style, organizational discipline, and reputation... This means a strong renewal of all aspects of the work with officials, from determining standards, basic training, and retraining with new content and programs; rotation, planning, recruitment, talent attraction, arrangement, utilization, evaluation, policies for officials, civil servants, public employees... Through that, creating a cadre of officials, especially key leaders and managers at all levels and sectors, with new qualities, proactively participating and achieving results in the Fourth Industrial Revolution. At the same time, well-performing all aspects of the work with officials, civil servants, and public employees will contribute to continuing to standardize the cadre of officials, better meeting the requirements of successfully achieving the goals and tasks of the new development period of the country, starting from 2021 as identified by the 13th Party Congress.

Building a cadre of officials to actively and successfully participate in the Fourth Industrial Revolution involves all activities of party committees, party organizations, officials, and party members, primarily the party committees, directly and regularly the standing committees of party committees for officials under the management of the standing committee; with the participation of organizations in the political system, relevant organizations, and the people; the self-study and self-training of each official, civil servant, and public employee to create a cadre of officials, especially key leaders and managers at all levels and sectors with adequate quantity, reasonable structure, political qualities, ethics, lifestyle, comprehensive knowledge, work skills, working style, organizational discipline, and reputation, actively participating and achieving results in the Fourth Industrial Revolution, contributing to standardizing and enhancing the capacity of the cadre of officials to ensure the successful achievement of the goals and tasks of the new development period of the country.

Resolution No. 52-NQ/TW of the Politburo states: "In recent times, our Party and State have led and directed levels and sectors to promote the application, development of science, technology, and innovation, research to grasp, enhance the capacity to approach and actively participate in the Fourth Industrial Revolution. Telecommunications infrastructure has been built fairly synchronously. The digital economy has been formed, developing rapidly, increasingly becoming an important part of the economy; digital

technology is applied in industries, agriculture, and services; new forms of business and services, cross-border, based on digital technology and the Internet are increasingly creating job opportunities, income, and convenience, improving the quality of life for the people. The construction of e-government, towards digital government, has been implemented drastically, initially achieving many positive results”⁽²⁾.

The resolution also points out the limitations and weaknesses: Vietnam’s level of proactive participation in the Fourth Industrial Revolution is still low. The institutional framework and policies have many limitations and inadequacies. The structure and quality of human resources do not meet the requirements. Science, technology, and innovation are not truly driving forces for economic and social development; the national innovation system has just been formed, not yet synchronized and effective. The national digital transformation process is still slow, lacking proactivity due to many limitations in digital transformation infrastructure; many enterprises are still passive, and the capacity to access, apply, and develop modern technology is still limited. The scale of the digital economy is still small. The fight against crime and ensuring cybersecurity still face many challenges.

These limitations and weaknesses are mainly due to the quality of the cadre of officials, especially the quality of key leaders and managers at all levels and sectors, still having many limitations and inadequacies, not proactively participating and achieving results in the Fourth Industrial Revolution.

2. Major solutions for building a proactive workforce to participate in the Fourth Industrial Revolution

The consistent perspective of the Party directing proactive participation in the Fourth Industrial Revolution, as pointed out by the Politburo in Resolution No. 52-NQ/TW, states: “Proactive and active participation in the Fourth Industrial Revolution is an inevitable objective requirement; it is a strategically significant task of utmost importance, both urgent and long-term, for the entire political system and society, closely linked with the process of deep international integration; simultaneously, it is necessary to fully and correctly understand the contents and nature of the Fourth Industrial Revolution to resolutely innovate thinking and actions, considering it a breakthrough solution with appropriate steps and pathways, thereby providing Vietnam an opportunity to breakthrough in socio-economic development”⁽³⁾.

At the same time, the Resolution identifies several policies for proactive

participation in the Fourth Industrial Revolution, emphasizing policies, tasks, and major solutions for human resource development, focusing on building a cadre of civil servants, especially key leaders and managers at all levels and sectors, to proactively achieve results in this revolution for the sustainable development of the country, improving people's lives, and firmly protecting the nation in the new development period of the country. To achieve this, specific, synchronized, and feasible solutions must be concretized to build a proactive workforce to effectively participate in the Fourth Industrial Revolution. The following key solutions should be focused on:

First, raise awareness and responsibility among party committees, organizations, officials, and party members, especially the party committees, standing committees of party committees, and authorities at all levels, regarding building a workforce that meets the requirements of proactive participation in achieving results in the Fourth Industrial Revolution, contributing to standardize and enhance the capacity of the workforce at all levels.

Second, strongly implement the construction and gradual completion of the job position system for civil servants within the political system as a basis for building and completing standards for civil servants, with emphasis on determining the standards for leadership and management positions at all levels and sectors.

Build and gradually complete the job position system for civil servants within the political system according to the spirit of the 7th Central Committee Resolution, 12th Party Congress, on "focusing on building a cadre of officials at all levels, especially at the strategic level, with sufficient qualities, capabilities, and prestige, meeting the task requirements."

Job positions include two main contents: the tasks of the job position and the competency requirements (knowledge, skills, attitudes, and necessary qualities for the person taking on the job position) to ensure the completion of the tasks of that job position and meet the requirements of the Fourth Industrial Revolution; placing importance on foreign language proficiency, informatics, and the ability to apply the achievements of the Fourth Industrial Revolution in performing assigned responsibilities and completing the tasks of the job position taken on by civil servants.

Based on job positions and official standards, strongly implement the construction of job title standards. In addition to the standards of overall qualities and capabilities, emphasize standards related to sciences directly

connected to the Fourth Industrial Revolution; foreign language proficiency, informatics, and the ability to apply the achievements of the Fourth Industrial Revolution to the activities of officials. Officials in leadership and management positions, besides meeting the job position requirements they hold, must also meet the standards of their official titles.

Third, continue to determine and effectively implement the content of building the workforce in terms of quantity and structure to proactively participate in achieving results in the Fourth Industrial Revolution.

Building the workforce in terms of quantity and structure to proactively participate in achieving results in the Fourth Industrial Revolution includes: a sufficient number of officials, civil servants, and employees as required by the contents of the Fourth Industrial Revolution; a reasonable structure, particularly the structure of qualifications and specialized training to proactively participate in achieving results in this revolution and effectively applying its achievements in public service. At the same time, party committees and competent organizations need to concretize the content of building the workforce regarding political qualities, capabilities, skills, and reputation suitable for each level and field.

Regarding political qualities: build a team with firm political courage; clean and revolutionary ethics and lifestyle, not degrading in political thought, daring to think, speak, act, take responsibility, innovate, face difficulties and challenges, and resolutely implement the Party and State's policies for the common good in the process of participating in the Fourth Industrial Revolution and applying its achievements in public service for national development, national defense, and improving people's lives.

Regarding capabilities: build a team of leaders and managers at all levels, especially at the strategic level, meeting the tasks identified by the 7th Central Committee Resolution, 12th Party Congress, for strategic-level officials: truly exemplary in politics, ideology, qualities, capabilities, and prestige; over 15% under 45 years old; 40-50% capable of working in an international environment. For leaders and managers at the general department, department, bureau, office levels, and equivalents at the central level: 20-25% under 40 years old; 50-60% capable of working in an international environment. For local leaders and managers: 15-20% provincial-level leaders and managers under 40 years old; 25-35% capable of working in an international environment; 20-25% key leaders and members of the standing committee at the district level under 40 years old. For commune-level officials: 100% have college, university

qualifications and are standardized in political theory, professional skills, and working skills.

Fourth, innovating methods for building a workforce that meets the requirements of proactive participation in achieving results in the Fourth Industrial Revolution.

Building a workforce that meets the requirements of proactive participation in achieving results in the Fourth Industrial Revolution, contributing to standardize and enhance the capacity of the workforce at all levels through the Party and State's policies, resolutions, and decisions regarding officials, civil servants, employees, as well as the personnel works.

The 12th Party Congress Resolution, especially the 7th Central Committee Resolution on "focusing on building a cadre of officials at all levels, especially at the strategic level, with sufficient qualities, capabilities, and prestige, meeting the task requirements" has identified viewpoints, tasks, and solutions. The 13th Party Congress Resolution continues to emphasize and supplement tasks and solutions on this issue. Particularly, the Politburo issued Resolution No. 52-NQ/TW on September 27, 2019, identifying viewpoints, objectives, and several policies for proactive participation in the Fourth Industrial Revolution. The Government issued Resolution No. 50/NQ-CP on April 17, 2020, on the Action Program to implement Resolution No. 52 of the Politburo, identifying specific policies and solutions, emphasizing the tasks and solutions to improve the quality of human resources and train a workforce to meet the requirements of the Fourth Industrial Revolution. Building a workforce that meets the requirements of proactive participation in achieving results in the Fourth Industrial Revolution requires thoroughly understanding and well-implementing the Party and State's policies, viewpoints, and solutions outlined in the above documents.

Effectively implementing all aspects of personnel work for officials, civil servants, employees such as sourcing, planning, training, fostering, rotating officials; managing, inspecting, supervising, evaluating, appointing, reappointing, dismissing, rewarding, and disciplining officials; implementing policies for officials, civil servants, employees to meet the requirements of proactive participation in achieving results in the Fourth Industrial Revolution.

Create a strong shift in sourcing officials, civil servants to include them in leadership and management planning, focusing on sourcing to meet the proactive requirements in achieving results in the Fourth Industrial

Revolution; strongly innovate leadership and management planning work; emphasize including in the planning those officials with development potential and meeting the above requirements.

Strongly innovate training and fostering work for officials, civil servants, employees, emphasizing content and program innovation to meet the proactive requirements in achieving results in the Fourth Industrial Revolution; diversify forms and methods of training and fostering for officials, civil servants, employees; enhance exchanges, discussions, debates, and practical training and fostering.

Improve the quality of managing, evaluating, arranging, and using officials, civil servants, employees according to the job position requirements they undertake; the competency framework of that job position; the results of officials, civil servants, employees' work performance and the results of their responsibilities and tasks (for civil servants who are leaders and managers).

Facilitate the condition for officials, civil servants, employees to self-study, self-train to improve their overall capabilities, foreign language proficiency, informatics, working skills, working styles, and organizational discipline to meet the proactive requirements in achieving results in the Fourth Industrial Revolution; strengthen inspections, supervisions, audits; rewarding, disciplining, and emphasizing the implementation of policies for officials, civil servants, employees; emphasizing salary and bonus payments based on the work performance of the job position and responsibilities undertaken by officials.

Promote and facilitate the role of organizations within the political system, other related organizations, and the public in building a workforce that meets the proactive requirements in achieving results in the Fourth Industrial Revolution./.

(1) Communist Party of Vietnam (2021), *Documents of the 13th National Congress*, National Political Publishing House, Hanoi, Vol.1, p.106.

(2) Politburo, Resolution No. 52-NQ/TW dated September 27, 2019, *on several guidelines and policies to proactively participate in the Fourth Industrial Revolution*.

(3) Politburo, Resolution No. 52-NQ/TW dated September 27, 2019, *on several guidelines and policies to proactively participate in the Fourth Industrial Revolution*.