



## HO CHI MINH'S THOUGHT ON EDUCATION AND ITS MEANING FOR HUMAN RESOURCES TRAINING TO MEET THE REQUIREMENTS OF THE FORTH INDUSTRIAL REVOLUTION

**Do Thi Hien<sup>1</sup>,**

**Luu Mai Hoa<sup>2i</sup>**

<sup>1</sup>Dr., Industrial University of Ho Chi Minh City,  
Vietnam

<sup>2</sup>Dr., Nha Trang University,  
Vietnam

### **Abstract:**

Choosing the path of proletarian revolution to liberate the nation, emancipate classes, and liberate people, Ho Chi Minh has placed top attention on changing and developing the country's education, considering it the basic foundation to change ideologies, awaken the national consciousness among the people, and make the revolution a complete success. Ho Chi Minh emphasized the role of education, considering it as one of the factors determining the success of realizing the goal of building a new Vietnam. Inheriting and applying Ho Chi Minh's thought in the cause of renewal, the Communist Party of Vietnam has always paid attention to building and developing education to meet the requirements of industrialization and modernization of the country. In the period of international economic integration, meeting the requirements of the fourth industrial revolution, the training of high-quality human resources has become even more urgent. Ho Chi Minh's thought on education has become more and more practical in training, developing and using quality human resources to serve the country's socio-economic goals, and realize the goal of "*rich people, a strong country, equal, democratic and civilized society*".

**Keywords:** President Ho Chi Minh, education, human resources, the fourth industrial revolution

### **1. Introduction**

Choosing the path of proletarian revolution to liberate the nation, emancipate classes, and liberate people, Ho Chi Minh has placed top attention on changing and developing the country's education, considering it the basic foundation to change ideologies, awaken the national consciousness among the people, and make the revolution a complete

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<sup>i</sup> Correspondence: email [dothihien@iuh.edu.vn](mailto:dothihien@iuh.edu.vn), [hoalm@ntu.edu.vn](mailto:hoalm@ntu.edu.vn)

success. In Ho Chi Minh's ideological legacy, the thought of education always has profound theoretical and practical significance. His educational thought is not limited to the framework of intellectual education, equipping the people with education, but shows its inclusiveness and comprehensiveness, with the very clear goal of training young people: making perfect person, both "moral" and "specialist", both virtuous and talented, meeting all the elements of knowledge, ideals, ethics, health, and aesthetics.

## 2. Some basic contents of Ho Chi Minh's thought on education

### 2.1 Teaching and learning to serve the Fatherland and the people

Deeply aware of the domination nature of colonial education, Ho Chi Minh frankly criticized that education aimed at training henchmen and servants for the French colonialists. It is a corrupt and deceitful education, because it makes Vietnamese people weak, cowardly, and out of place. Therefore, Ho Chi Minh advocates that it is necessary to clean up the slavish educational influence of the colonial and feudal regimes: the attitude of indifference, separation from the working life, the people's struggle, learning to be an official, to make money, teaching in an indoctrinated, mechanical way. From there, he determined that it was necessary to develop the ideology of teaching and learning to serve the country and the people<sup>ii</sup>. Accordingly, teaching must not follow the style of chapters and books, learning must go hand in hand with practice, theory must be associated with practice, serving the real life and production of the masses. He gave very profound and new views on the role, purpose, content and methods of education.

Ho Chi Minh always cared about the material and spiritual life of the people. He always focused on educating and raising the people's cultural level, guiding people on how to "*do business in a good manner*". People mastering knowledge will be "*less superstitious*"; know how to exercise the body will "*reduce sickness*"; identifying the right ideology will "*raise patriotism*" and "*become a decent citizen*", he pointed out, raising the people's cultural level will help accelerate the economic recovery and development. Improving the cultural level of the people is also a necessary job to build Vietnam into a peaceful, unified, independent, democratic, and prosperous country.

In the situation that the country was divided, there was both war and peace, and had to perform two strategic tasks at the same time, Ho Chi Minh attaches more importance to the role of education. He affirmed: "*without education, without cadres, there is nothing to say about economy and culture*".<sup>iii</sup> With that role, education makes an effective contribution to the defense and construction of the country. If a country wants to assert its position, free from dependence and oppression of other countries, it must first make its people have a certain level of knowledge. Therefore, Ho Chi Minh always reminded the entire Vietnamese nation that in order to maintain its independence, to make the people strong, the country rich, to have new knowledge, to be able to participate in the construction of the country, then first of all, one must know how to read and write the

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<sup>ii</sup> Ho Chi Minh (2012), *Complete Work*, episode 10, National Politics Publishing House, Hanoi, p.344.

<sup>iii</sup> Ho Chi Minh (2012), *Complete Work*, episode 10, National Politics Publishing House, Hanoi, p.344.

national language<sup>iv</sup>, which is the basic thing to establish the spirit of nationalism for the people. Talking about the role of education, in 1994, the United Nations Educational, Scientific and Cultural Organization (UNESCO) once affirmed that no progress and achievement of a country can be separated from the progress and achievement in the educational field of that country. And, countries taking education lightly, or don't have the knowledge and abilities necessary to do it effectively, that nation's fate is already arranged and that's even worse than bankruptcy as well.

The main purpose of Ho Chi Minh's educational thought is for people, towards building a new person. Each different revolutionary period places different requirements on education. Therefore, Ho Chi Minh set out different educational tasks accordingly. During the uprising period, he focused on raising the awareness level of cadres about the Vietnamese revolutionary path and the world revolution, thereby propagating and educating the people, helping them to awaken their national spirit, bringing into play the entire people's strength to fight for power. Entering the period of national resistance, defending the government and building democracy, Ho Chi Minh called for the modification of education to be suitable for training human resources and attracting talents for the resistance war to build the nation. All educational activities are focused on serving the cause of both resistance war and national construction. At the stage of the socialist revolution in the North, the period when it was necessary for people to master the society, master the production process, know how to manage, the educational purpose was associated with the new situation. The goal is to train people with solid professional skills, creativity and enthusiasm, serving the process of industrialization and building socialism in the North and concentrating resources for the southern battlefield. Education according to Ho Chi Minh's thought has comprehensive contents, including: political theory education; cultural and professional education; style education, revolutionary morality. In which, education in revolutionary style and morality is the first requirement that must be obtained by a beneficiary of an education who is trained to serve the Fatherland and the people. According to Ho Chi Minh, a revolutionary must have revolutionary morality in order to persevere, to sacrifice, to be loyal and devoted, to fulfill the glorious revolutionary task entrusted by the Party and people.

According to Ho Chi Minh, the task of the revolution is to make the people enjoy freedom, prosperity and happiness. He emphasized, if the country is independent but the people do not enjoy freedom, then independence has no meaning. Therefore, it is necessary to build a new society, a socialist society, in which all power and rights belong to the people. To do so, first of all, there must be socialist people, people who are both "*moral*" and "*specialized*". That responsibility rests with education. Training socialist people must combine education with scientific knowledge and socialist ideals and ethics. It is necessary to equip learners with cultural, political and technical knowledge; at the same time, guide them to learn Marxist-Leninist theory in combination with daily struggle and work.

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<sup>iv</sup> Ho Chi Minh (2012), *Complete Work*, episode 4, National Politics Publishing House, Hanoi, p.344.

Regarding educational methods, Ho Chi Minh always attaches great importance to the principle of unity between theory and practice, taking that as the basic principle for the construction of educational methods. According to Ho Chi Minh, it is necessary to have a method suitable to educational conditions and objects of education. In each different educational environment, conditions, circumstances, and objects, it is necessary to have an appropriate educational method to achieve educational effectiveness. Educational activities need to have coordination between schools, families and society, because education in schools is good, but without education in the family and in society, the results are not quite as expected. Besides, the method that Ho Chi Minh is most interested in using is the example method, which is the most effective expression of the unity between words and deeds. He reminded educators and revolutionaries to set an example and try to set an example in their work and relations with the people. Setting an example must be done in all three aspects: spiritual, material and cultural.

The educational contents and educational methods outlined by Ho Chi Minh are aimed at promoting the people's independent thinking style and freedom of thought, raising people's awareness in all fields, ensuring quality and effectiveness of education. Thus, teaching and learning really become activities serving the country and the people.

## **2.2 Education - an indispensable content in the strategy of building and developing people**

In Ho Chi Minh's thought on the basic issues of the Vietnamese revolution, building and developing people is a fundamental and long-term strategy, and a top national policy of the Party and State. Right from the early days of the revolution, Ho Chi Minh identified people as both the goal and the driving force of the revolution. Therefore, people must be placed at the center of development, must be constantly educated, and trained. In the strategy of building and developing people, education plays a decisive role. Through education, the good part in each person will grow more and more like a spring flower, and the bad part will fade away. According to Ho Chi Minh, education plays a huge role in renovating the old man and building a new man. He affirmed, in every human being there are two sides, good and evil, but good and evil are not innate, but largely influenced by education. Ho Chi Minh has repeatedly affirmed the role of education in the formation of each person's personality. On the one hand, impact education is purposeful, systematic, well organized, according to the outlined personality model to be achieved. Education, on the other hand, transmits the achievements of human civilization in the shortest, most effective way. Human personality is formed and perfected by a comprehensive social education and self-education efforts will become people who are both "moral", "specialized", both qualified and capable. Those will be good citizens, good cadres that the country needs. The fastest and most sustainable way to bring the country out of poverty and backwardness is the path of education development. He pointed out that "*an ignorant nation is a weak nation*",<sup>v</sup> and called on all people to emulate and study to make Vietnam a civilized and progressive nation. The task of revolutionary education is

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<sup>v</sup> Ho Chi Minh (2012), *Complete Work*, episode 4, National Politics Publishing House, Hanoi, p.7.

to serve the Fatherland, the people, the political Party and the Government, and are associated with the people's production and life. Education must create new workers. They are people with passionate patriotism, loyalty to the country, filial piety to the people, pure morality, ardent spirit to rise up, unafraid of hardships and sacrifice, but be courage, modest, honest, industrious, thrifty, clean, simple, with knowledge and health to become the future owners of the country, the successors to building socialism that is both "moral" and "specialized".

In order to have people who are both "moral" and "specialized", Ho Chi Minh is always interested in building a comprehensive education. That education must combine skillfully between morality, intelligence, physical training, and aesthetics, in order to train people with knowledge, ideals, ethics, health, and aesthetics. He emphasized that *"In education and learning, attention must be paid to all aspects: revolutionary morality, socialist enlightenment, culture, science - technology, labor and production"*<sup>vi</sup>. In the context that the North was liberated and the South was still in the midst of war, the entire Party and people joined forces to simultaneously implement two strategies of revolution, culture and education, becoming an important front in the construction of socialism in the North and the struggle for national reunification. According to Ho Chi Minh, building socialism, developing production, developing science and technology and education - training always have a close relationship with each other to build socialism, it is necessary to develop production and create a material foundation for the new society. To develop production, it is necessary to have advanced science and technology. If you want to apply scientific and technical achievements well, you must have a high level of culture and knowledge. To do so, education and training must be developed. He emphasized that the country is in the stage of economic recovery and cultural development, in order to restore the economy and develop culture, it is necessary to train cadres, because cadres who want to make a revolution must have a working culture. Therefore, education - training plays a particularly important role. People with a comprehensive education will become new socialists - the future owners of the country, contributing to the successful realization of the goal of a rich people and a strong country. Ho Chi Minh affirmed, whether the nation is prosperous or weak, the country is strong or weak, an important part of the decision is directly due to the development or backwardness of education. Education development, people's intellectual enhancement will appear many talents to participate in the construction of the country. In that educational career, Ho Chi Minh considered teachers to be a special force, soldiers on the education front. Without teachers, educational activities cannot take place. Teachers have a heavy but very glorious task, which is to train cadres for the country, for all branches of activity, more broadly, to eradicate the enemy, raise the people's intellectual level, and foster the people's spirit. In order to do so, teachers must, first of all, cultivate revolutionary morality, constantly improve their professional skills, and be a shining example for generations of students to follow the task in the career of growing people.

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<sup>vi</sup> Ho Chi Minh (2012), *Complete Work*, episode 12, National Politics Publishing House, Hanoi, p.647

### **3. The significance of Ho Chi Minh's thought on education for human resource training to meet the requirements of the fourth industrial revolution**

#### **3.1 Policy on education and training of Vietnamese human resources in the light of Ho Chi Minh's thought**

Today, the world is moving in an intellectual civilization, a knowledge economy has been formed and developed. In that knowledge economy, competitive advantage does not completely depend on traditional factors such as resources, land, labor, etc., but on the decisive factor that is human intelligence is a high-quality human resource, the gray matter of experts. If Vietnam wants to stand shoulder to shoulder with international friends, it must first implement its education development strategy well. Only the path of educational development and intellectual capacity development inherent in every human being can Vietnam take a shortcut and take the lead for development. Ho Chi Minh's thought on education is the guideline for the Party and State of Vietnam to make policies on education and training of human resources to serve the process of industrialization and modernization of the country.

The 7th National Congress of the Party (1991) identified, together with science - technology, education - training as the "*top national policy*", playing an important role in the cause of national construction socialism and is an important driving force for Vietnam to get out of poverty and backwardness and rise to the advanced level of the world.

On June 13, 2012, the Prime Minister signed and promulgated Decision No. 711/QĐ-TTg approving the "*Education development strategy 2011 - 2020*" with the overall goal to 2020, the education of our country has been fundamentally and comprehensively renewed in the direction of standardization, modernization, socialization, democratization and international integration. The quality of education must be improved comprehensively, including: moral education, life skills, creative capacity, practical ability, foreign language and computer skills; meet the demand for human resources, especially high-quality human resources to serve the cause of industrialization and modernization of the country and building a knowledge-based economy; ensuring social justice in education and lifelong learning opportunities for each citizen, gradually forming a learning society.

On January 14, 2019, the Minister of Education and Training chaired a meeting with the Council to select a research topic to build a strategic framework for development of Vietnam's Education and Training in the 2021 - 2030 period. To that, the strategy must meet the principles, reflect the orientation, goals and educational activities of the national education system up to 2030 and a vision to 2045; In accordance with international trends, at the same time building the Vietnam Human Development Index must have commonalities with the world's Human Development Index and fully bear the characteristics and national identity of Vietnam. Thus, the trained human resources will bring all the qualities of competence, morality, style, physical strength, and aesthetics, not only meeting the requirements of the cause of promoting industrialization, but also

present to modernize the country, but also to approach the level of human resources in the region and the world to meet the requirements of the fourth industrial revolution.

One of the strategic breakthroughs identified at the 13th National Congress is:

*"Developing human resources, especially high-quality human resources; prioritize the development of human resources for leadership, management and key fields on the basis of improving and creating a strong, comprehensive and fundamental change in the quality of education and training associated with the institution. mechanism of recruitment, use and treatment of talents, promotion of research, transfer, application and strong development of science - technology and innovation; arouse the aspiration to develop a prosperous and happy country, promote the cultural values, the human strength of Vietnam, the spirit of solidarity and national pride in the cause of national construction and defense".<sup>vii</sup>*

### **3.2 Some proposed solutions to improve the quality of human resource training to meet the requirements of the fourth industrial revolution**

The fourth industrial revolution is taking place strongly on a worldwide scale, affecting all aspects of the social life of countries and territories, rapidly changing the structure of labor and labor markets. The decisive factor in the application and development of science and technology lies not in financial resources, machinery and equipment systems, nor in natural conditions, cultural history, but in human resources and institution. Resolution of the 5th Plenum of the Communist Party of Vietnam Central Committee (Term XII) emphasized that it is necessary to "*develop human resources, especially high-quality human resources, and take advantage of opportunities and achievements of the industrial revolution 4.0*".<sup>viii</sup> This is the right policy and is in line with the general development trend of the country and the world. And, in order to well implement the above policy and enhance the quality of human resource training in the era of industrial revolution 4.0, it is necessary to have a comprehensive and long-term strategy, with a system of synchronous solutions, equipment and real and feasible solutions. Here, we suggest some basic solutions as follows:

Firstly, develop and perfect the overall strategy on human resource development in the new period in accordance with the criteria and requirements of the fourth industrial revolution. Good implementation of this solution will contribute to overcoming the shortage of quantity, limitation of quality, as well as the irrationality of human resource structure, especially high-quality human resources in Vietnam now. This is one of the important and complex tasks. Therefore, it requires careful study with breakthrough thinking and long-term vision, in line with the reality of the country. Accordingly, the strategy must clearly define the specific objectives, scale, and roadmap, along with the overall mechanisms and policies for implementation. Mechanisms and

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<sup>vii</sup> Communist Party of Vietnam (2021), Document of the 7th National Congress of Deputies, National Politics Publishing House, Hanoi. p6.

<sup>viii</sup> Central Committee for Propaganda (2017), Research Papers on Documents of the Fifth Conference of the 12th Party Central Committee, National Politics Publishing House - The Truth, Hanoi, p112.

policies to create motivation for the development of quality human resources must be implemented synchronously in many aspects, such as education - training, science - technology, working environment, income, social security, health care, labor market development policy, housing, living and settlement conditions, etc., in that policy system, first of all, it is necessary to attach importance to the creation of a base regulations and policies to attract, use and treat talents. All policies on recruitment, placement and use of high-quality human resources need to be implemented openly, objectively and accurately, based on the qualities and practical capabilities of the recruited people.

Second, promote fundamental, comprehensive and synchronous innovation of education - training. This is a key task and a key solution to build and develop high-quality human resources to meet the country's development requirements in the era of the fourth industrial revolution. Accordingly, it is necessary to quickly improve the current education system in the direction of openness and integration, promoting stratification, streamlining, organization and rearrangement of the education system, especially higher education and vocational training; promote the socialization of education so that all classes of people can participate.

In higher and postgraduate education, it is necessary to promote the innovation of training programs and contents in the direction of streamlining, modernity, practicality and suitability according to the criteria that education and training development must be associated with the needs of Socio-economic development, with the progress of science - technology, with the requirements of developing human resources and the labor market. Strengthening and promoting international cooperation in education - training, creating a favorable environment and conditions to attract teachers and scientists with talent and experience in the world, especially calling on Vietnamese Overseas Vietnamese participate in scientific and technological training and research at higher education institutions in Vietnam, and at the same time call for foreign investment to build universities of international standards in Vietnam. Vietnam, attracting world-class universities and vocational schools to Vietnam to operate, both to improve the quality of higher education in Vietnam, and to put pressure on Vietnamese universities to make efforts to change and develop.

Thirdly, in order to fundamentally, comprehensively and synchronously renovate education and training effectively, special attention must be paid to improving the capacity and quality of teachers and educational administrators, because this is the force that holds a particularly important role in carrying out the mission of "growing people". To meet the requirements of human resource training in the era of the fourth industrial revolution, it is the human resources of the education sector that must have new capabilities, demonstrate creativity, and new qualities through training activities, self-training and fostering to improve professional qualifications, and other necessary skills, so that teachers themselves can achieve professional qualifications approaching regional and national levels of economy. That requires special attention from policies for teachers - a special force honored by President Ho Chi Minh as a hero on the education front.



Education managers also need to be standardized on the basis of clearly defining professional titles associated with the job position. This team must have enough capacity and enthusiasm to be able to work well in a highly creative environment, and at the same time have the capacity to take responsibility for their work. Therefore, it is necessary to have a strict screening and selection mechanism to improve the quality of the team and work efficiency.

#### **4. Conclusion**

Ho Chi Minh's thought on education is the result of inheriting the precious tradition of the nation, absorbing the quintessence of humanity and creatively applying and developing Marxist-Leninist views on education. His thought has become a guideline for the formulation of guidelines and policies on education and training development of the Party and State. With Ho Chi Minh's basic views on education, the Party and State of Vietnam have set forth appropriate and appropriate policies to gradually develop the country's education and train quality human resources to serve the requirements of industrialization and modernization of the country. In the era of the fourth industrial revolution, the requirement for high-quality human resources becomes even more urgent. Applying Ho Chi Minh's thought on education effectively will make an important contribution to the training of human resources who have both solid professional capacity and high moral qualities, not only meeting the requirements of the fourth industrial revolution, but also brought Vietnam faster and faster into the integration process, affirming the country's position in the international arena.

#### **Conflict of Interest Statement**

The authors declare no conflicts of interests.

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