

SOLUTIONS TO IMPLEMENT TRAINING AND RETRAINING POLICY FOR YOUTH IN TAN PHU DISTRICT, HO CHI MINH CITY

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Tan Phu district is a suburban district of Ho Chi Minh City, but it also left behind many historical, cultural, architectural and artistic relics as well as revolutionary “red addresses” marking the heroic feats of the army and people of Tan Phu in the two resistance wars against French colonialism and American imperialism. During the development process, Tan Phu district, Ho Chi Minh city always pays attention to implementing the policy of training and retraining the youth in the area, considering youth training and retraining to play a very important role in equipping knowledge and skills for the youth, contributing to the socio-economic development of the district in the current period.

Keywords: *Training and retraining policy; Youth; Tan Phu district; Ho Chi Minh City.*

1. Introduction

During his lifetime, President Ho Chi Minh always paid special attention to the young generation. He affirmed: position, role and potential of youth in the revolutionary cause, trusting and viewing youth with a development perspective. Even when the country was still immersed in the darkness of slavery, He emphasized the idea of “awakening the youth to awaken the nation”. During the years when our country first gained independence, President Ho Chi Minh affirmed: “Youth is the future master of the country... the prosperity or decline, weakness or strength of the country depends largely on the youth” (Ho Chi Minh: Complete Works, volume 15, 2021, p.612), the future of the country and the glorious future of the nation lie in the hands of the youth. In his Testament, He advised: “Our union members and youth in general are good, they are enthusiastic in everything they do, not afraid of difficulties and have a spirit of progress. The Party needs to take care of educating them in revolutionary ethics, training them to become successors in building socialism who are both “red” and “expert”. “Training the next generation of revolutionaries is a very important and necessary task” (Ho Chi Minh: Complete Works, volume 5, 2021, p.216). Today, our Party and State have always imbibed and creatively applied his ideology to build and organize the youth into a revolutionary force, promoting the great potential of the youth for the future of the country, for the goal of “rich people, strong country, democracy, fairness, civilization”.

Tan Phu District has a natural area of 1,597.15 hectares (accounting for 0.76% of the City’s land area); the population as of December 31st, 2022 is 470,850 people with a density of 29,573 people/km². Although it is a suburban district of Ho Chi

Minh City, but this place also leaves behind many historical, cultural, architectural and artistic relics as well as revolutionary “red addresses” marking the heroic achievements of the army and people of Tan Phu district in the two resistance wars against French colonialism and American imperialism. In the development process, youth is the core force contributing to the development of the country, including the development of Tan Phu district, Ho Chi Minh city. Therefore, in order to serve the needs of society well, the knowledge and skills of youth must be trained, retrained and constantly improved. In addition to scientific and professional knowledge, the youth must also have social knowledge to meet the requirements of the current integration process.

2. Research overview

Related to the research content on implementing youth training and retraining policies in Tan Phu district, Ho Chi Minh City, there have been a number of researchs such as: *Solutions to improve the quality of political and ideological education for teachers at primary schools in Tan Phu district, Ho Chi Minh City* (Kiem, 2020); *Training, retraining and promoting the role of youth according to Ho Chi Minh’s thought* (Trong, 2024); *Turning challenges into opportunities, determined to create breakthroughs to bring the country to rapid and sustainable development* (Trong, 2024); *Tan Phu: Strengthening the implementation of solutions, effectively implementing the 2024 theme on digital transformation* (Cuong, 2024),... In general, the above researchs are valuable documents, helping the author to inherit, supplement, perfect and clarify this research issue.

3. Research methods

The article uses some main methods such as:

Secondary document collection method; synthesis, analysis, evaluation method, thereby clarifying the issue of implementing youth training and development policies in Tan Phu district, Ho Chi Minh City in the coming time.

4. Research results

4.1. Youth situation in Tan Phu district and concerned issues

In terms of socio-economic characteristics, as a newly established district, Tan Phu still has many difficulties in terms of traffic infrastructure; the organizational apparatus is not yet complete with a team of cadres, civil servants who are quite young and do not have much experience in administrative management; however, Tan Phu also has a large young labor force, which is an important human resource in the construction and development of the socio-economy. As of December 31st, 2022, Tan Phu district had a population of 470,850, of which 113,679 were youth, accounting for 24.13% of the total population of the district.

Over the years, along with the City and the whole country, the majority of Tan Phu youth have always believed in the leadership of the Party; have the aspiration to rise up, have the spirit of solidarity for the community and national interests and proactively complete all tasks assigned by the Party and State. The deeds and activities of the youth are expressed in typical revolutionary movements such as: “*Vietnamese youth study and follow Uncle Ho’s teachings*”, the Campaign “*Border and island affection*”, “*Youth journey for the homeland’s sea and islands*”, the movement “*Contributing stones to build Truong Sa*”... have left deep impressions in the hearts of the young generation and people of Ho Chi Minh City. In addition to the achievements; the socio-economic situation of the district has certain difficulties, which have more or less affected the youth and youth affairs; a part of the youth has not yet determined its ideal, to be less interested in the situation of the country, follows a pragmatic lifestyle, lives irresponsibly towards itself, family and community; the phenomenon of moral degradation, the tendency of violence and abuse in relationships has increased, especially some have fallen into social evils and violated the law. Many youth have educational and professional qualifications that do not meet the development needs of the district; others are lured and incited by hostile forces to sabotage our Party and State. Meanwhile, regulations on implementing training and retraining policies for youth are not specific and clear; lack of synchronization and lack of coordination mechanism between party agencies, government and organizations in caring for training and retraining youth in the district.

Resolution No. 25-NQ/TW dated July 25th, 2008 of the 7th Conference of the Party Central Committee (10th tenure) “On strengthening the Party’s leadership over youth affairs in the period

of industrialization and modernization” clearly stated: (1) Youth are the backbone of the country, the future owners of the country, the vanguard force in developing and defending the Fatherland, one of the factors that decide the success or failure of the country’s industrialization and modernization. (2) Caring for, retraining and educating youth to become “both red and expert” according to Ho Chi Minh’s ideology is the responsibility of the entire political system under the leadership of the Party, the important role of the Ho Chi Minh Communist Youth Union, family, school and society. (3) The Party leads youth affairs and directly leads the Ho Chi Minh Communist Youth Union. Developing a strong Youth Union is an important content in Party developing affairs, which is developing the Party one step ahead. The Party sets out guidelines and policies to guide youth actions, determine standards for youth to strive for; build typical examples for youth to learn from and follow. (4) The State manages youth and youth affairs; institutionalizing the Party’s guidelines and policies on youth and youth affairs into policy laws, strategies, action programs and concretizing them in annual socio-economic development programs and plans, ensuring national defense and security at all levels and in all sectors. (5) The efforts of youth to study, practice and constantly strive following Ho Chi Minh’s moral example are important factors in developing a new generation of youth. Expanding the solidarity front, gathering youth is an important content of the Youth Union’s affairs to educate, retrain, motivate and promote the role of youth in the cause of developing and defending the Fatherland (Resolution No. 25-NQ/TW, p.2). Therefore, in the development process, having a training and retraining policy for youth is an objective requirement of Tan Phu district.

As we know, youth training and retraining policy is a set of related decisions of public power entities to select solutions and tools to train and retrain youth with sufficient qualifications, professional capacity and moral qualities to effectively implement socio-economic goals and tasks.

4.2. Proposing some solutions to contribute to the implementation of training and retraining policies for youth in Tan Phu district

In the coming time, together with the whole country, Tan Phu district will continue to firmly pursue the goal of the path to socialism; gradually overcome difficulties, promote dynamism and creativity and strive to basically complete the goals and tasks set out in the Resolution of the District Party Congress. Therefore, it is necessary to consider the development of training and retraining policies for youth as an important responsibility of the entire district party committee. In which, affirming the role of the Youth Union as a companion, connecting, supporting and promoting the development of youth with the motto of caring for and creating a favorable environment for union

members and youth to practice, contribute and mature, contributing to improving the cultural and spiritual life of youth in Tan Phu district.

Implementing youth training and retraining policies is the process of putting training and retraining into practice through the issuance of documents, plans and programs, along with mobilizing all resources such as human resources, finance, facilities,... to effectively organize and implement economic, social, cultural, educational, scientific and technical activities.

Faced with the above situation, to effectively implement the policy of training and retraining youth in Ho Chi Minh City in general and Tan Phu district, Ho Chi Minh City in particular, we continue to pay attention to and research the following specific solutions:

Firstly, consider the issue of solving employment for youth as the key issue. In order to do so, the Youth Union needs to coordinate with learning promotion and vocational training centers to propagate and introduce jobs to youth. Promote the development of the column “Accompanying youth to establish their careers” on the Tan Phu youth website.

Strengthen coordination with the City Employment Service Center, district departments and unions and non-public units to grasp information on recruitment needs, review suitable jobs for youth to share widely throughout the district. Focus on articles introducing good models of startups, make video clips introducing models of youth startups; combine with the job exchange floor, the district social affair team to organize a job connection festival for youth.

On the other hand, proactively review the management and use of loan capital sources of savings groups managed by the Youth Union, promptly support youth who want to establish and start a business; promote activities to donate means of livelihood to youth in difficult circumstances.

Secondly, coordinate with businesses and recruitment agencies to participate in education and vocational training for youth. Apply existing policies to support and encourage businesses to boldly invest in establishing vocational training facilities or participating in vocational training, especially vocational training for youth to work in their own businesses.

Pay attention to investing in the system of job introduction service centers, career guidance and vocational training centers to improve capacity in job consultation, introduction and provision of labor market information; training skills for workers; implementing employment programs, projects and organizing, implementing good policies for youth.

Thirdly, build programs to attract youth to work and invest in technology with high intellectual content. Direct the Vietnam Youth Union of the district to organize economic exchange programs

and forums; thereby, creating an environment for union members and youth to have the opportunity to exchange, learn experiences, replicate good economic models and solutions; select and apply high technologies. At the same time, organize ceremonies to honor good economic models and advanced applications to promptly motivate, encourage youth to enthusiastically engage in scientific and technical research activities.

On the other hand, improve professional qualifications and vocational training for youth to invest in technical professions with high intellectual content such as computers, automation, semiconductor technology,...; combine calling for and attracting outstanding youth or excellent graduates to live and work in Tan Phu district.

Fourthly, discover factors to retrain as successors for the Youth Union organization in the future.

Through competitions for youth working in the district political system such as: excellent Youth Union Secretary, grassroots Youth Union Secretary, youth leader or coordinating with the district Fatherland Front to organize a competition for good cadres and skillful mass mobilization.

Coordinate with the District Party Committee’s Organizing Committee, the Department of Internal Affairs and the Economic Department to advise the District Party Committee and the District People’s Committee to organize a dialogue conference between District leaders and youth on the topic of entrepreneurship; combine reviewing, capturing and discovering typical individuals to retrain as a source of successor cadres for the locality.

5. Discussion

After nearly 40 years of implementing the national renovation policy (from 1986 to present) initiated and led by our Party, our country has achieved many particularly important and historical achievements; especially, we have built a new generation of youth who have both personality and morality, knowledge, health, dynamic thinking and creative actions; continuing the heroic tradition of the nation and the Party, promoting patriotism, awareness of building and defending the Fatherland; ready to sacrifice for the revolutionary cause, volunteering for the community; living responsibly towards family and society; having the will to excel in studying, working, establishing oneself, establishing a career and legitimately enriching oneself; wishing to contribute to the country, having a job, stable income, a rich cultural and spiritual life and a safe and healthy living environment.

Besides the achieved results, however, the quality of training and retraining of youth in Ho Chi Minh City in general and Tan Phu district, Ho Chi Minh City in particular is still limited and difficult. From the above reality, it requires that the training and retraining of youth in the area needs to be given more attention and improved. This is a requirement

and also a necessity for effective youth training and retraining in Ho Chi Minh City, including Tan Phu district, Ho Chi Minh City in particular.

With the attention of the Party, State and Government, family, school and society towards the young generation, it is the foundation, resource and important condition for Vietnamese youth in general and youth of Tan Phu district, Ho Chi Minh city in particular to continue to develop and promote further.

6. Conclusion

Youth is a special social force, playing an important role in revolutionary historical stages, to be decisive in the fate of the nation and people. Therefore, implementing the policy of retraining

and educating youth has special significance in the revolutionary cause of our Party and people. To do so, we need to have a plan to train and retrain them to become successors of the revolutionary cause who are both red and professional. Training and retraining the youth is an important and necessary task in the current context.

Therefore, Tan Phu today is in the process of renewal, like the body of a young man, strong and full of vitality. The above proposals aim to provide solutions to create all conditions for youth to participate in the process of democratization of social life, join hands and contribute to successfully realizing the goal of a rich people, strong country, fair society and civilized democracy.

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GIẢI PHÁP THỰC HIỆN CHÍNH SÁCH ĐÀO TẠO, BỒI DƯỠNG THANH NIÊN TRÊN ĐỊA BÀN QUẬN TÂN PHÚ, THÀNH PHỐ HỒ CHÍ MINH

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Quận Tân Phú là một quận vùng ven của thành phố Hồ Chí Minh nhưng nơi đây cũng để lại không ít di tích lịch sử văn hóa, kiến trúc nghệ thuật cũng như các “địa chỉ đỏ” cách mạng ghi dấu chiến tích anh hùng của quân và dân Tân Phú trong hai cuộc kháng chiến chống thực dân Pháp và đế quốc Mỹ xâm lược. Trong quá trình phát triển, quận Tân Phú, thành phố Hồ Chí Minh luôn quan tâm thực hiện chính sách đào tạo, bồi dưỡng đội ngũ thanh niên trên địa bàn, coi công tác đào tạo, bồi dưỡng thanh niên giữ vai trò rất quan trọng nhằm trang bị kiến thức và kỹ năng cho đội ngũ thanh niên, góp phần vào sự phát triển kinh tế - xã hội của quận trong giai đoạn hiện nay.

Từ khóa: Chính sách đào tạo, bồi dưỡng; Thanh niên; Quận Tân Phú; Thành phố Hồ Chí Minh.