

## Review Article

# Improving Students' Employability in Ho Chi Minh City Today

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## Abstract

Our country's economy is on the rise, besides the advantages, there are also many difficulties and negatives that arise, such as unemployment among students after graduating. Increasing in the current market mechanism. The more the country develops, in addition to modern technology serving production and business, one of the factors determining the country's development is the labor force, in today's market economy the workforce Workers are students trained in universities, colleges..., the country's young force is very dynamic and capable at work. Therefore, students are a very important human resource that we need to know how to use in the most reasonable and effective way. But the current unemployment situation of students after graduating has greatly affected the economic and social development of the country. So the question for managers and the country is what causes that situation? Is it because the training process at universities still lacks many aspects? or because the State's policies are not reasonable in using labor. Employment after graduation is always a pressing issue not only for students themselves but also for families, schools and society. Having a job that matches the field of training is always the dream of not only students graduating from school but even for those still sitting in university lecture halls. Starting from the importance of employment for students after graduation, the topic "Improving the ability of students to find jobs in Ho Chi Minh City today" researches, surveys and evaluates. Reality, employability of students after graduation and research on factors affecting students' job search results. With that goal, the author uses scientific research methods, typically data investigation methods, to propose solutions to practical problems related to student employment. After graduation and advise on some solutions. With the hope that those solutions will be applied in practice to improve the employability of Ho Chi Minh City students after graduation in the current period.

## Keywords

Employment, Employment of Students, Unemployed Students, Labor Demand, Labor Requirements of Enterprises

## 1. Introduction

Today, the issue of employment is an urgent need of many countries, especially developing countries, where human resources are abundant while the economy is not highly developed, so there will be no proportionality in the supply-demand relationship in the labor market within a country. Employment issues are always a concern for all human re-

sources, especially human resources with university-college degrees [1]. In the education system, higher education has a strong impact on the socioeconomic development of a country. At the present stage, when science and technology are advancing dramatically, the knowledge economy is forming and developing, the mission of training human resources of uni-

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versities, and the exploitation and use of educational products in Vietnam is a topic attracting the special attention of the whole society.

The Government's Education Development Strategy for 2011 - 2020 has defined the training objectives of higher education as "Training people with creative capacity, independent thinking, civic responsibility, ethics and professional skills, foreign language ability, labor discipline, etc industrial manners, self-employment capacity and adaptability to labour market fluctuations..." [2] Deeply aware of the training of human resources to meet the requirements of the country's industrialization and modernization, over the years, with possible efforts, universities, academies, and colleges in Ho Chi Minh City have implemented many solutions to improve the quality of training: update training programs and curricula in the direction of modernity; actively innovate teaching methods; promote the application of information technology in preparing lectures, applying mind maps, enhancing practice, internship, organizing creative youth clubs, focusing on educating students in soft skills in communication, handling situations, foreign languages, informatics, encouraging students to participate in scientific research... Therefore, students become more and more knowledgeable and have basic knowledge, specialized knowledge, and necessary skills to become good workers after graduation.

Every year, the survey of graduate students is an important job for universities, academies, and colleges as one of the criteria for school accreditation according to the university charter and guidelines of the Ministry of Education and Training. The employment rate is also an important basis for determining enrollment targets, indirectly affecting the brand, reputation of the school, and in general, the rate of graduates having jobs is the decisive criterion for the "survival" of a higher education institution [3].

Stemming from the above reasons, we chose the topic "Improving the employ ability of students in Ho Chi Minh City today" to conduct the research. We hope that the results obtained from the study will lead to an overview of the employment situation of students of universities, institutes, and colleges after graduation and have comments on specific aspects to make the training of the university more effective.

## 2. Literature Review

Among the typical studies, it is impossible not to refer to the great work "Capital" by Marx (1818-1883), a German economist and scholar. This research was discovered in 1867. This research made Marx the greatest economic scientist of the 19th century. In this famous work, Marx introduced the theory of Surplus Value and analyzed the nature and special components of the commodity labor power, a special type of commodity in the market economy. During his research, he discovered that the added value that capitalist owners can after investing capital in production and business is created by the free labor of hired workers. However, to get excess value,

the consultant must create a tool that can create a business plan that can produce their plans by starting a consulting capital on production and business. Furthermore, if workers cannot combine their labor with the tools created by capitalists, they cannot convert their labor into jobs and therefore cannot create excess value.

In addition, Nolwen Heraff - Jean Yves Martin in the book "Labour, employment and human resources in Vietnam after 15 years of reform" edited in 2001 did an overview of the situation of labor, employment and human resources. Vietnam's resources in the period 1986 - 2000. According to the above book, since the beginning of the innovation career, our country has had the great advantage of abundant human resources and the ability to expand employment in the process of innovation and development. The market economy is very large, but due to the low quality of human resources, most of whom are untrained workers, the ability to meet development requirements is very limited. The most notable point in this work is that it points out the limitations of human resources and its impact on socio-economic development and employment problems in Vietnam in the period 1986 - 2000. The research results of this work provide readers with a relatively objective and scientific view of Vietnam's labor, employment, and human resources in the early stages of the innovation process. That is a document that helps the Party, State, Ministries... have a more complete view of Vietnamese labor, employment, and human resources in each stage of the country's development.

In addition, the book "On employment policies in Vietnam" by Nguyen Huu Dung and Tran Huu Trung (1997) studies Vietnam's employment policy during the period of industrialization and modernization. In this study, the author believes that the core and most comprehensive issue is to create conditions and opportunities for workers to have jobs and income to ensure the lives of themselves and their families, and at the same time contribute part for society - that is also the basic content of the job creation policy. The author also believes that employment policy must be placed in the context of the economic transformation process as well as the policy of multilateralization of international relations, employment policy must also be based on the creativity of the masses. people, in order to maximize the creativity of the masses, effectively serving the cause of innovation and national development. In addition, the author proposes a system of perspectives and directions for solving jobs suitable for the multi-sector commodity economy in Vietnam and believes that one of the most basic issues of change in perception is Employment awareness is to attach importance to the factor of self-employment of workers in economic sectors. That will facilitate the release of the country's labor potential in the most effective way. With the main contents just mentioned, the work has mentioned many different aspects related to employment issues for workers. The work has brought readers useful knowledge about policies. In addition, the book "On employment policies in Vietnam" by Nguyen Huu Dung and

Tran Huu Trung (1997) studies employment policies of Vietnam during the period of industrialization and modernization. In this study, the author believes that the core and most comprehensive issue is to create conditions and opportunities for workers to have jobs and income to ensure the lives of themselves and their families, and at the same time contribute part for society - that is also the basic content of the job creation policy. The author also believes that employment policy must be placed in the context of the economic transformation process as well as the policy of multilateralization of international relations, employment policy must also be based on the creativity of the masses. People, in order to maximize the creativity of the masses, effectively serving the cause of innovation and national development. In addition, the author proposes a system of perspectives and directions for solving jobs suitable for the multi-sector commodity economy in Vietnam and believes that one of the most basic issues of change in perception is Employment awareness is to attach importance to the factor of self-employment of workers in economic sectors. That will facilitate the release of the country's labor potential in the most effective way. With the main contents just mentioned, the work has mentioned many different aspects related to employment issues for workers.

The above-mentioned foreign research projects have fully presented the theoretical and practical aspects of employment, unemployment and employment policies, thereby providing important scientific premises for working basis for building solutions to employment problems for students in Vietnam in general and in Ho Chi Minh City in particular. Domestic projects have shown basic concepts, guiding the development of employment and creating jobs for students after graduation in the new era. Those concepts and orientations have helped the thesis author have opportunities.

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### 3. Research Methodology

The author used a reasonable quantitative method with calculation and information methods through conducting the methods. The research carried out the questionnaire survey method is described as follows:

#### 3.1. Inductive and Deductive Methods

Induction is the process of going from specific data and detailed information to derive more general concepts, theories, or principles. Interpretation is the process of explaining collected information. Through interpretation, researchers study phenomena from many different perspectives, analyze influencing factors, and provide explanations about meaning, causes, or consequences.

#### 3.2. Methods of Analysis and Synthesis

The analysis and synthesis method is the process of researching and processing data to understand, analyze and summarize information from different sources to make valuable conclusions and observations regarding the research objectives. This method helps researchers better understand the relationships between variables, while summarizing and presenting results that are coherent and easy to understand.

#### 3.3. Classification Method and System

Classification and systematic methods are methods of dividing and arranging objects, data or information into groups with the same characteristics, attributes or certain similarities. This method helps researchers organize information in order and clearly understand the structure of data to easily research, analyze and gain a deeper understanding of research objects or phenomena.

## 4. Materials and Methods

#### 4.1. Pose a Problem

Today, the issue of employment is an urgent need of many countries, especially developing countries, where human resources are abundant while the economy is not highly developed, so there will be no proportionality in the supply-demand relationship in the labor market within a country [4, 5]. Employment issues are always a concern for all human resources, especially human resources with university-college degrees. In the education system, higher education has a strong impact on the socioeconomic development of a country. At the present stage, when science and technology are advancing dramatically, the knowledge economy is forming and developing, the mission of training human resources of universities, and the exploitation and use of educational products in Vietnam is a topic attracting the special attention of the whole society.

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market fluctuations...” [6]. Deeply aware of the training of human resources to meet the requirements of the country's industrialization and modernization, over the years, with possible efforts, universities, academies, and colleges in Ho Chi Minh City have implemented many solutions to improve the quality of training: update training programs and curricula in the direction of modernity; actively innovate teaching methods; promote the application of information technology in preparing lectures, applying mind maps, enhancing practice, internship, organizing creative youth clubs, focusing on educating students in soft skills in communication, handling situations, foreign languages, informatics, encouraging students to participate in scientific research... Therefore, students become more and more knowledgeable and have basic knowledge, specialized knowledge, and necessary skills to become good workers after graduation.

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## 4.2. Current Status of Students' Ability to Find a Job When They Graduate

Implementation of Resolution No. 29-NQ/TW on fundamental and comprehensive reform of education and training and higher education level, which emphasizes that “developing the scale of higher education must go hand in hand with ensuring and improving the quality of training”. Quality improvement to meet the needs of society should be based on surveys of the current employment status of graduates [8]. Every year, nearly 400 universities and colleges throughout the country provide society with hundreds of thousands of training products. Dreaming of having a job with the right capacity and training is not simple when you don't know the corresponding need to find a job - the need for recruitment. Graduation season is also the recruitment season for companies, recruitment information is abundant on job sites. The number of jobs is high, but the number of job applicants is equally high. Many students choose to spread their resumes in many vacancies to find jobs with the right expertise or expand opportunities for themselves by “encroaching” on some industries close to the one they have been trained in or because they cannot find the desired job, many graduates have to choose the solution of continuing their second and higher degrees.

According to the General Statistics Office, the trained labor force aged 15 and above with certificates in the first quarter of 2021 was 13.26 million [9]. So there are over 6 million people with university degrees or higher (accounting for 45.7%). The proportion of the labor force aged 15 and above with a degree/certificate was 26, an increase compared to the previous quarter and the same period last year [10], by the third quarter of 2021, trained workers with primary qualifications or higher were 13.1 million, accounting for 26.1% of the labor force (Table 1).

**Table 1.** Number of workforce with degrees/certificates.

Target (unit: million people)	First quarter of 2020	First quarter of 2021
1. Undergraduate/Postgraduate	6,03	6,06
2. College	2,10	1,86
3. Intermediate	2,29	2,19
4. Primary	2,47	3,15
Amount	12,89	13,26

In the first quarter of 2021, 729.8 thousand people without degrees/certificates were unemployed, much higher than those with high school, college, and university degrees or higher; specifically, the group with university education has

173.9 thousand unemployed people, the college-educated group has 78.5 thousand unemployed people, while in the intermediate group, only 42.8 thousand people are unemployed (Table 2).

**Table 2.** *The size of unemployment among working age is divided.*

Target (unit: million people)	First quarter of 2020	First quarter of 2021
1. Undergraduate/Postgraduate	205,0	173,9
2. College	109,6	78,5
3. Intermediate	69,3	42,8
4. Primary	37,3	67,9
5. No degree/certificate	662,2	729,8

By the third quarter of 2021, the unemployment rate of workers in the age group of the group without technical qualifications and the primary group both increased, “increasing by 2.39 and 0.72 percentage points, respectively. Meanwhile, the unemployment rate among the age group of workers with intermediate or higher degrees decreased compared to the same period last year (intermediate decreased by 2.53 percentage points; college decreased by 3.66 percentage points; from university and above decreased by 1.79 percentage points)”. This situation shows that unqualified or low-skilled workers face more difficulties in terms of job opportunities than workers with higher technical qualifications in the face of socio-economic shocks. From the above statistics, students with college and university degrees or higher have more opportunities to find jobs than groups without professional qualifications, or low expertise in the context of the ongoing epidemic in the country and around the world; But there is also no denying that the percentage of students without jobs is still suffering.

The situation of graduates not finding jobs has been a problem for many years now. The analysis report on Vietnam's education sector in the period of 2011 - 2020 conducted by the Vietnam Academy of Educational Sciences in collaboration with UNESCO in Vietnam, citing data from the General Statistics Office shows that in 2019, more than 3% of college graduates and 2.8% of university graduates were unemployed, while the intermediate level is only 1.1% unemployed.

In Ho Chi Minh City, in 2022, there are nearly 150 thousand unemployed workers receiving unemployment benefits, there are 83 thousand unskilled workers, and nearly 46 thousand workers with university degrees or higher. Thus, up to 88% of the workers who lost their jobs were unskilled and... bachelor of college.

The high rate of bachelors with university degrees and unemployment is pointed out by experts that higher education institutions organizing training are not closely related to the labor market and have not grasped the demand for human resources. The enrollment registration and selection of majors and training schools are decided by students, however, they lack information on human resource forecasts, and information about the labor market...

Therefore, in order to partially solve the information gap

between the parties, since 2009, the Ministry of Education and Training has required schools to publish the percentage of students who have jobs after graduation and put this information on the school's website along with public content committing to training quality, resources for training, financial revenue and expenditure [11].

However, the content of publicizing the percentage of students with jobs is done very formally by schools. In addition to some schools giving detailed numbers, many schools only update formal, general information lines such as: “Most students have jobs in the right training field after graduation”. Meanwhile, with many higher educations, this is an important criterion. In many countries, university rankings are based on the percentage of graduates who have jobs with information about jobs, salaries, and companies... Data is updated periodically after each school year or annually.

It is worth mentioning that even schools that give detailed figures, the authenticity of which has not been verified, make many people “confused” when compared to the number of unemployed bachelors in the labor market. Many higher education institutions announce that the percentage of students who have jobs after graduation reaches more than 90%, even 97-98%.

### 4.3. Solutions to Improve the Rate of Students Having Jobs After Graduation

#### 4.3.1. Student Impact Solutions

Students play an important and proactive role in the process of finding a job, working, and creating their own future, solutions affect students to change habits, awareness, responsibility for themselves, be more proactive, more active in learning and training, job search; have appropriate attitudes and behaviors on the way of job search and labor market integration.

First: Career counseling

This is considered the foundation, the beginning of the job search process for students. In fact, only when students choose the right career will study achieve good results and from there it will be easy to find a job and develop a career.

Through the practice of work, and contact with students,

the author found that many students after matriculating to study at the school but did not shape the profession they were studying, did not know what they liked? What profession is suitable?... Therefore, in recent years, the university has had many career counseling activities for students, especially in year 01, in the coming time, this work needs to focus on improving the contents:

**Form:** Combining many different forms of consulting, in which, gradually shifting face-to-face consulting activities to a combination of online and online consulting activities; making good use of existing strengths and technology platforms; Focusing on social media channels, YouTube, TikTok;

**Content and transmission methods:** Faculties actively develop consulting content about their training professions (characteristics, requirements, development prospects, social needs...). Creative and rich forms of transmission such as video clips, plays, skits...

Set up a switchboard, a 24/7 hotline, there are always experts ready to advise and answer career questions for students.

**About personnel:** There is 01 general specialized consultant and each industry has 01 specialized consultant.

Career counseling is aimed at 02 high school students and 1st year students at the school. For Year 01 students, career counseling is integrated and implemented in focused activities with the aim of helping students determine their career goals for the last time and if necessary, can change right from the stage of studying general subjects.

This solution to promote well requires investment in content, the cooperation of the Faculties under the chairmanship of a specialized unit, and a team of good collaborators and must introduce and widely spread this service to students and students.

**Second:** Equip soft skills, build positive attitudes in students

In fact, a lot of students drop out of school or study to cope... leading to poor academic results and not knowing how to find a job upon graduation; When you find a job, you cannot integrate into the corporate environment... These manifestations stem from students' lack of soft skills.

Nearly 05 years of implementing training activities, and teaching soft skills to students, has achieved many practical results. The most obvious result is that the rate of students having jobs is increasing, businesses are increasingly trusting and appreciating students (job fairs have an increasing number of businesses participating); the expression of students through the sense of learning, communication in the school, participation in mass activities... significantly improved, more and more civilized, more modern...

On the basis of promoting the achieved results, in the coming time, it is necessary to focus on maintaining and improving skills improvement activities for students, specifically:

1. In addition to general skills, Faculties need to actively build appropriate skills, necessary for professional characteristics and future working environment;

2. Combine with businesses with a variety of learning activities, experiences, soft skills training... in the direction associated with the reality of production at the enterprise;
3. Focus on job search skills, employer conquest, and skills needed to harmonize the corporate working environment;
4. The training of soft skills in the direction of practice, practice, application... both a learning activity and an experiential and extracurricular activity.

**Third:** Combining learning activities - associations - social work

Studies and practices show that students who are active in university movement activities have a higher chance of success in their careers and lives. Therefore, learning activities should be associated with association activities; and increase more social and volunteer activities... These activities will support students in the job search process, specifically:

1. Confidence, better communication;
2. Integrate into the working environment fast;
3. Have good skills in handling arising situations, and managing their emotions well;
4. Expand social relationships.

#### 4.3.2. Solutions on the Part of the School

The quality of training is an important factor in shaping students' working capacity to meet the requirements of business and society. Training activities of the university should pay attention to the development of staff, facilities and training programs: improving professional and pedagogical qualifications for lecturers; as well as management capacity for managers and professional training for employees. Expand and upgrade facilities; improvement of teaching equipment. Always update and improve the training program to meet the increasing requirements of society.

*First: Strengthen the connection between schools and businesses to improve the quality of training to meet outcome standards.*

Linkage and cooperation activities with enterprises: the cooperation between universities and enterprises should be built on an equal and mutually beneficial foundation in order to contribute to the common development of society. In this cooperation, the university will: provide human resources to meet the requirements of enterprises; create new knowledge and transfer technology to businesses; send lecturers to enterprises to do consulting and coordinate with enterprises to jointly solve problems of enterprises; send students to visit and practice at enterprises; establish a specialized department for linkage/cooperation with enterprises; formation of research centers serving enterprises; inviting entrepreneurs with qualifications and practical experience to make thematic reports or participate in teaching and scientific research at the university...

The school connects with businesses to develop programs, organize training and evaluate students to meet outcome

standards before they enter the labor market;

Review, update and rebuild the contents of training programs close to the reality of social needs, linking training with the needs of the labor market. Create conditions for students to have more opportunities to exchange and work with businesses so that they have the opportunity to interact with employers to learn experience, and professional knowledge, and define clearer goals.

Connecting with many businesses related to the training majors of each school will be a stable and sustainable source of output for the school. Thereby, contributing to reducing the pressure on human resources, which is also the motivation for the school to further improve the quality of labor resources, contributing to meeting the increasing requirements of businesses...

*Second: Coordination between sectors and organizations to create jobs for graduates.*

The enrollment and communication center is a bridge between the University and businesses, helping the school regularly forecast and update the human resource needs of businesses and organizations in the short and long term.

Continue to effectively implement the program "Innovation and Entrepreneurship", in which: Focusing on the main targets: Students and Staff and Teachers; focus on supporting and training on corporate governance and innovation, pioneering integration.

Support and replicate models of good students - good work; examples of self-reliance, examples of success...

Building funds and funding mechanisms, supporting students, staff, and lecturers to start a business.

*Third: Coordinate and coordinate with localities in training and supplying human resources to provinces and localities*

In fact, many students after graduation want to return to their hometown to work and start a business, but in fact, students don't have social relationships, and don't know "where to start". For many years, the school has had a good relationship with the locality but only stops at enrollment. In the future, the school needs to connect with local authorities, job placement centers in districts, and cities... to introduce jobs to students in need.

*Fourth: Application of information technology, building a Career Service Database and Job Portal for students*

Building 1 website, job portal for students, step-by-step collecting and building a Job Data system, applying artificial intelligence in analyzing and consulting the suitability of candidates' jobs... for the most suitable advice and referral.

*Fifth: Promulgate mechanisms and solutions for retraining, supplementary training, and advanced training*

For students who have not found suitable jobs, the university is responsible for providing additional training, equipping students with more knowledge and skills according to labor market needs so that students can find suitable jobs and jobs... This is like a "warranty" policy for products that students of the training school fulfill the commitment of 100% of students to have jobs.

### 4.3.3. Solutions to the Problem of Finding Part-Time Jobs Suitable for the Industry

Students should choose part-time or temporary jobs, directly related to what they are studying at university, considering those jobs as the first steps to prepare for future careers. Thereby, students not only have the opportunity to accumulate first-hand experience, but also achieve a certain position, and start relationships whose value is important later. If students know how to choose a part-time job that is right for their field of study, it will create favorable conditions for them to rub against the profession. After graduation, they are less surprised by the new environment and are more likely to be employed. If part-time work is the main goal, students can volunteer in public programs or social centers. Many students have accumulated experience and have good job opportunities when graduating thanks to those activities.

In short, some solutions need to be implemented immediately

1. Develop employment-oriented education programs for students: Soft skills; business exchanges, alumni career orientation for students; business visits, extracurricular activities, and skills training experiences included in the general program.
2. Building a network of specialized teams to support learners at school and faculty levels: Career orientation counseling, following the learning process, psycho-physiological counseling, coordinating relevant units to organize learner support activities.
3. There is a "warranty" mechanism for retraining, additional training, etc. for students who don't yet have a job;
4. Develop mechanisms, policies, training and training for specialized staff;
5. Improve innovation and entrepreneurship training activities for students to improve the spirit of autonomy and positive thinking;
6. Application of information technology to feedback on learning results with parents;
7. Improve business connection activities, realize and implement cooperation signing activities;
8. Develop a mechanism to bring the image of entrepreneurs to participate in training activities in subjects;
9. Promote activities of unions, associations, and alumni to arouse youth belief, practice skills and attitude qualities of dynamic, creative, solidarity, and humane young students;
10. Develop flexible training schedules, and create conditions for students to practice internships in accordance with business requirements.

## 5. Conclusions

Firstly, students need a preliminary orientation about their career in the future. Students need to change their perception

and understand the output of the discipline. Students need to study professions that have their own passions and interests and are suitable for their abilities. At the same time, lecturers of the school should cooperate with leaders of businesses to exchange and orient careers suitable for each new student, based on the analysis of personality, family characteristics, hobbies... of each individual to give advice to students to choose which major is suitable for them, have the best job opportunities and promote the highest capacity.

Second, hands-on experience at businesses is extremely important. Improving the quality of training and working skills for students requires a combination between students and schools. Learning goes hand in hand with practice, learning to where you can practice so that teaching is no longer abstract but also practical. Students need to take it seriously in the process of training and internship. If students consider knowledge and practice activities for all subjects, it will be no different from still running after theory without reality.

Third, students need to take their studies seriously while they are still in school. The rigor in their own learning process will help students practice their own personality and skills and achieve good results in the learning process, which will greatly help their professional work right after graduation.

First, students need to actively study and practice acquiring professional knowledge. In addition to the knowledge learned at school, students should supplement themselves with soft skills to get along and immediately adapt to the new working environment. Therefore, right in the learning process, students must regularly participate in social and professional activities, to improve basic skills such as communication skills, and presentation along with some other soft skills that are required: situational handling skills, management skills, leadership, confidence communication, teamwork, computer skills, foreign languages for future work. At the same time, there should be part-time jobs to have experience. Thus, after graduation, students will be recruited into corporate agencies, and they will be more confident with a university degree and work experience in a completely new environment.

The attitude of respect for teachers and teachers, seriousness in learning, honesty in examinations, dynamism in participating in school activities, interest in exploration, scientific research, having scientific and effective learning methods..., these are very important initial factors for students to become good workers, Good staff, with professional working style, honest, dynamic, creative, respectful of the law, responsible for society in the future.

Improving knowledge, skills in using IT, and communication skills in foreign languages (mainly English) is essential. This is an important and essential tool for students to access advances in science and technology, broadening their horizons to the world.

## Conflicts of Interest

The authors declare no conflicts of interest.

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