

Research perspectives on talents and the issue of developing talent policies in Vietnam.

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- **Abstract:** In today's era of international integration, when the whole world is under the influence and step by step operating according to the rules of the knowledge economy, most countries or localities in a country consider the theme 'Talent' as an overall strategy and policy in their competition and development. However, in practice, it is a complex and unsolved issue due to the rigidity and bureaucracy of the state apparatus itself. Yet, many countries have been very successful in talent attractions creating a driving force for their socio-economic development. Therefore, it is necessary to study and develop criteria for identifying talents and learn from the experiences of previous countries to bring a scientific basis on talent issues and policies. In this study, we explored views on talents by some politicians, researchers, and talents policies by some countries considered successful such as Singapore, Russia, and China. By method of qualitative research through analyzing and synthesizing the data from secondary documents, we have developed criteria for talents and studied how these countries have been attracting talents to work in their public sectors. From there, we suggest some lessons learned for Vietnam in developing its talent policies.
- **Keywords:** international integration, Vietnam, talents policies, experiences