

**PEOPLE'S COUNCIL
OF DA NANG CITY**

**SOCIALIST REPUBLIC OF VIETNAM
Independence - Freedom - Happiness**

No.: 57/2024/NQ-HDND

Da Nang, December 13, 2024

RESOLUTION

Promulgating the Regulation on policies for developing human resources in the field of semiconductors and artificial intelligence in Da Nang City

**THE PEOPLE'S COUNCIL OF DA NANG CITY
TERM X, 2021–2026, THE 21ST SESSION**

Pursuant to the Law on Organization of Local Government dated June 19, 2015; the Law Amending and Supplementing a Number of Articles of the Law on the Government Organization and the Law on the Organization of Local Government dated November 22, 2019;

Pursuant to the Law on Promulgation of Legal Documents dated June 22, 2015, and the Law Amending and Supplementing a Number of Articles of the Law on Promulgation of Legal Documents dated June 18, 2020;

Pursuant to the Law on the State Budget dated June 25, 2015;

Pursuant to Points c and d, Clause 7, Article 14 of Resolution No. 136/2024/QH15 dated June 26, 2024 of the National Assembly on urban government organization and the piloting of a number of special mechanisms and policies for the development of Da Nang City;

Pursuant to Decree No. 34/2016/ND-CP dated May 14, 2016 of the Government detailing a number of articles and measures for the implementation of the Law on the Promulgation of Legal Documents; and Decree No. 154/2020/ND-CP dated December 31, 2020 of the Government amending and supplementing a number of articles of Decree No. 34/2016/ND-CP;

Pursuant to Decree No. 163/2016/ND-CP dated December 21, 2016 of the Government detailing the implementation of a number of articles of the Law on the State Budget;

Pursuant to the Proposal of the Da Nang City People's Committee under Submission No. 296/TTr-UBND dated November 30, 2024 on policies for the development of human resources in the fields of semiconductor integrated circuits and artificial intelligence in Da Nang City; Based on Appraisal Report No. 314/BC-HDND dated December 10, 2024 of the Economic and Budget Committee of the Da Nang City People's Council; Submission No. 326/UBND-TTTT dated December 12, 2024 of the Da Nang City People's Committee; Submission No. 1210/TTr-STTTT dated December 12, 2024 of the Department of Information and Communications regarding explanations and supplements to the appraisal opinions of the Economic and Budget Committee of the Da Nang City People's Council; and the opinions discussed by delegates of the Da Nang City People's Council at the Session.

HEREBY RESOLVES:

Article 1. Promulgated together with this Resolution is the Policy on the Development of Human Resources in the Fields of Semiconductor Integrated Circuits and Artificial Intelligence in Da Nang City.

Article 2. Entry into force

1. This Resolution shall take effect from January 01, 2025.
2. During the course of implementation, in the event that the Laws or legal normative documents cited in this Resolution are amended, supplemented, or replaced, the newly amended, supplemented, or replaced documents shall apply accordingly.

Article 3. Organization of Implementation

1. The Da Nang City People's Committee shall be responsible for and organize the implementation of the policy contents of this Resolution in accordance with the provisions of law, and shall prepare annual budget estimates based on the City's budget balancing capacity to implement the policy. In case of any changes or adjustments to the policy contents, the Da Nang City People's Committee shall report to the Da Nang City People's Council for consideration and appropriate adjustment; concurrently, it shall periodically report on the results of the implementation of this Resolution at the year-end sessions of the Da Nang City People's Council.

2. The Standing Committee of the Da Nang City People's Council, the Committees of the City People's Council, the Delegations of People's Council Deputies, and individual Deputies of the City People's Council shall supervise the implementation of this Resolution.

3. The Vietnam Fatherland Front Committee of the City is requested to coordinate in supervising the organization and implementation of this Resolution.

This Resolution was adopted by the Da Nang City People's Council, Term X, 2021–2026, at the 21st Session, on December 13, 2024.

Recipients:

- Standing Committee of the National Assembly;
- The Government; Office of the President;
- Department for the Review of Legal Normative Documents – Ministry of Justice;
- Department of Legal Affairs – Ministry of Information and Communications;
- Standing Committee of the Da Nang City Party Committee;
- Advisory and assisting agencies of the Da Nang City Party Committee;
- Delegation of National Assembly Deputies of Da Nang City;
- Standing Committee of the Da Nang City People's Council;
- Da Nang City People's Committee; Vietnam Fatherland Front Committee of Da Nang City;
- Committees of the Da Nang City People's Council;
- Deputies of the Da Nang City People's Council;
- Office of the Delegation of National Assembly Deputies and the Da Nang City People's Council;
- Office of the Da Nang City People's Committee;
- Departments, agencies, and mass organizations of Da Nang City;
- District and district-level Party Committees; People's Committees and Vietnam Fatherland Front Committees of districts; People's Council of Hoa Vang District;
- Party Committees and People's Committees of wards and communes; People's Councils of communes;
- Da Nang Newspaper, Da Nang City Police Special Edition, Da Nang Radio and Television Station, Vietnam Television Center (VTV8), Da Nang City Web Portal;
- Archived, Chairperson of the People's Council.

CHAIRPERSON
(Signed and sealed)
Ngô Xuân Thang

RESOLUTION

**Policy on the development of human resources in the fields of semiconductors
and artificial intelligence in Da Nang City**

*(Promulgated together with Resolution No. 57/2024/NQ-HDND dated December 13,
2024 of the Da Nang City People's Council)*

**Chapter I
GENERAL PROVISIONS**

Article 1. Scope of regulation

These Regulations stipulate policies for the development of human resources in the fields of semiconductor microchips and artificial intelligence within Da Nang City, in accordance with Points c and d, Clause 7, Article 14 of Resolution No. 136/2024/QH15 on urban government organization and the pilot implementation of specific mechanisms and policies for the development of Da Nang City (hereinafter referred to as “the City”), including:

1. Regulations on recruitment criteria and standards, and policies on income incentives and accommodation support for experts and scientists working in the fields of semiconductor microchips and artificial intelligence within the City.
2. Regulations on policies, procedures, and processes for partial support of costs for hiring highly qualified human resources to work at enterprises that are strategic partners in the fields of semiconductor microchips and artificial intelligence within the City.
3. Decisions on programs and projects eligible for City budget support for training and professional development of learners majoring in semiconductor microchips and artificial intelligence.

Article 2. Subjects of application

1. Domestic and foreign experts and scientists working at agencies, organizations, and enterprises in the fields of semiconductor microchips and artificial intelligence within the City.
2. Enterprises that are strategic partners in the fields of semiconductor microchips and artificial intelligence within the City, in accordance with Clause 2, Article 3 of Resolution No. 136/2024/QH15.
3. Individuals studying majors related to semiconductor microchips and artificial intelligence who participate in programs and projects receiving City budget support for training and professional development.
4. Agencies, units, training institutions involved in state management and implementation of activities in the fields of semiconductor microchips and artificial intelligence, and other related organizations and individuals within the City.

Article 3. Interpretation of terms

1. Semiconductor microchip field refers to activities including research, design, manufacturing, packaging, and testing of semiconductor products.
2. Artificial intelligence field refers to the digital technology field that simulates human intelligence to generate content, forecasts, recommendations, and decisions based on a set of objectives determined by humans. An artificial intelligence system is a digital technology product applying artificial intelligence, using digital information

and data to automatically analyze, reason, and generate outputs, forecasts, recommendations, and decisions based on predefined objectives.

3. Da Nang City Semiconductor Microchip and Artificial Intelligence Training Alliance (hereinafter referred to as the “Training Alliance”) means an alliance comprising the Da Nang Center for Research and Training in Microchip Design and Artificial Intelligence and organizations, enterprises, and training institutions participating in teaching and research in the fields of semiconductor microchips and artificial intelligence (inside and outside the City), which have signed memoranda of understanding on cooperation in research and training with the Da Nang Center for Research and Training in Microchip Design and Artificial Intelligence.

Chapter II

POLICIES FOR SUPPORTING THE DEVELOPMENT OF HUMAN RESOURCES IN SEMICONDUCTOR MICROCHIPS AND ARTIFICIAL INTELLIGENCE

Article 4. Recruitment criteria and standards and incentive policies on income and accommodation for experts and scientists working in the fields of semiconductor microchips and artificial intelligence within the City

1. Criteria

- a) Outstanding professional competence in the fields of semiconductor microchips and artificial intelligence;
- b) Capability to gather, attract, and develop teams in the fields of semiconductor microchips and artificial intelligence;
- c) Compliance with the laws of the Socialist Republic of Vietnam.

2. Recruitment standards

a) Within five (05) years prior to the time of recruitment, experts and scientists in the fields of semiconductor microchips and artificial intelligence must meet at least one of the following standards:

- Having earned an annual income of at least VND 1 billion for experts and scientists working in Vietnam, or at least VND 5 billion for those working overseas;
- Holding a doctoral degree or higher and having scientific and technological activities related to semiconductor microchips or artificial intelligence;
- Having years of experience and numbers of intellectual property protection titles satisfying the following formula:

$$\text{Years of experience} + (5 \times \text{number of protection titles}) \geq 20$$

Protection titles are granted in accordance with intellectual property law or recognized under international treaties to which Vietnam is a member;

- Having held for at least three (03) years one of the following key positions: director, manager, or senior engineer at an enterprise operating in the fields of semiconductor microchips or artificial intelligence with global revenue of VND 2,500 billion or more; or at an educational institution with majors in semiconductor microchips or artificial intelligence ranked among the top 400 universities worldwide according to THE, QS, or Webometrics rankings.

b) Experts and scientists must be recruited by organizations, agencies, units, higher education institutions, training support institutions, or enterprises within the City for a minimum period of one (01) year.

3. Support policies for experts and scientists recruited to work at enterprises, training institutions, and organizations in the fields of semiconductor microchips and artificial intelligence within the City:

- a) A one-time initial income support of VND 100 million per person;
- b) Accommodation cost support in the City of up to VND 20 million per month, for a maximum period of one (01) year, subject to valid invoices and documents;
- c) Income support from research and development (R&D) activities in semiconductor microchips and artificial intelligence within the City, including:
 - Eligible for income support equivalent to the publication cost of scientific articles for which the expert or scientist is the principal author, published in reputable scientific journals as selected in accordance with the City's policy on commendation in science and technology activities;
 - Eligible for support of VND 25 million for each intellectual property right or patent granted and published in Vietnam; and VND 50 million for each intellectual property right or patent granted and published internationally.

4. Support policies for experts and scientists recruited to work under specific programs or projects at public service units and state agencies in the fields of semiconductor microchips and artificial intelligence within the City are prescribed as follows:

- a) Entitled to a maximum income of VND 50 million per month during the period of employment under the program or project, for a duration not exceeding one (01) year;
- b) Eligible for accommodation cost support within the City of up to VND 20 million per month during the period of employment under the program or project at public service units or state agencies in the fields of semiconductor microchips and artificial intelligence within the City (subject to lawful invoices and supporting documents). The support period shall not exceed one (01) year;
- c) Eligible for income support from research and development (R&D) activities in the fields of semiconductor microchips and artificial intelligence within the City, as follows:
 - Income support equivalent to the publication cost of scientific articles for which the expert or scientist is the principal author, published in reputable scientific journals in accordance with the City's policy on commendation in science and technology activities;
 - Support of VND 25 million for each intellectual property right or patent granted and published in Vietnam; and VND 50 million for each intellectual property right or patent granted and published internationally.

5. The Da Nang City People's Committee shall periodically propose a list of experts and scientists eligible to benefit from the policies prescribed in this Article and submit it to the Da Nang City People's Council for consideration and decision.

Article 5. Support policies for strategic partners in the fields of semiconductor microchips and artificial intelligence within the City

1. Criteria and conditions for strategic partner enterprises to receive support for the cost of hiring highly qualified human resources

- a) Enterprises eligible for support must be strategic partners in the fields of semiconductor microchips and artificial intelligence within the City, in accordance with Clause 2, Article 3 of Resolution No. 136/2024/QH15.

- b) The enterprise must employ highly qualified human resources meeting one of the following criteria:

- The head of a branch or representative office of the enterprise;
- The head who directly manages at least one functional area of an agency, organization, or enterprise and operates under the direct leadership and management of the head of such agency, organization, or enterprise;

- An engineer with at least five (05) years of working experience in the fields of semiconductor microchips and artificial intelligence, and at least two (02) years of employment at enterprises or organizations operating in the fields of semiconductor microchips and artificial intelligence with global revenue of VND 2,500 billion or more;

- An engineer with at least five (05) years of working experience in the fields of semiconductor microchips and artificial intelligence, and at least two (02) years of employment at higher education institutions offering majors in semiconductor microchips or artificial intelligence that are ranked among the top 400 universities worldwide according to Times Higher Education (THE), Quacquarelli Symonds (QS), or Webometrics rankings.

2. Support policy

The City shall support 30% of the cost of hiring highly qualified human resources working at enterprises that are strategic partners in the fields of semiconductor microchips and artificial intelligence within the City during the first five (05) years, with a maximum total support of VND 1 billion per enterprise per year.

3. The procedures and process for receiving the support prescribed in this Article shall be implemented in accordance with Article 9 of this Resolution.

Article 6. Programs and projects eligible for City budget support for training and capacity-building in the fields of semiconductor microchips and artificial intelligence

1. Programs and projects eligible for City budget support for training and capacity-building include:

a) Training and capacity-building programs in the design, manufacturing, packaging, and testing of semiconductor microchips and artificial intelligence, implemented at training institutions located within the City or at the Da Nang Semiconductor Microchips and Artificial Intelligence Training Alliance, belonging to the following training discipline codes as prescribed in Circular No. 09/2022/TT-BGDĐT dated June 06, 2022 of the Ministry of Education and Training on the statistical classification of higher education disciplines: 75103: Electrical, Electronic and Telecommunications Engineering Technology; 75202: Electrical, Electronic and Telecommunications Engineering; 74801: Computer Science; 74802: Information Technology.

b) Training and capacity-building programs in the design, manufacturing, packaging, and testing of semiconductor microchips and artificial intelligence provided by foreign training institutions ranked among the top 400 higher education institutions worldwide according to the rankings of Times Higher Education (THE), Quacquarelli Symonds (QS), or Webometrics.

c) Training and capacity-building programs and projects in the fields of semiconductor microchips and artificial intelligence implemented by enterprises that are strategic partners in these fields, or by organizations, enterprises, and training institutions that are members of the Da Nang Semiconductor Microchips and Artificial Intelligence Training Alliance.

2. Support policies for learners specializing in semiconductor microchips and artificial intelligence participating in programs and projects specified in Point a, Clause 1 of this Article

a) Eligible beneficiaries: Individuals studying semiconductor microchips and artificial intelligence majors at training institutions located within the City.

b) Support policies:

- Eligible individuals may borrow an amount equivalent to the tuition fees paid to training institutions at a preferential interest rate in accordance with the regulations of the Prime Minister from time to time under the student credit program of the City Social Policy Bank. The total loan amount for the entire training program shall not exceed VND 180 million.

- Full exemption (100%) of both principal and interest shall be granted if, after graduation, the individual is recruited and works for at least three (03) years at enterprises or organizations operating in the fields of semiconductor microchips and artificial intelligence within the City.

3. Support policies for individuals specializing in semiconductor microchips and artificial intelligence who participate in the programs and projects specified in Points b and c, Clause 1, Article 6 of this Resolution.

a) Eligible beneficiaries: Individuals currently engaged in teaching or research at training institutions within the City; the Da Nang Research and Training Center for Semiconductor Microchip Design and Artificial Intelligence; and enterprises operating in the fields of semiconductor microchips and artificial intelligence within the City.

b) Conditions:

- Upon completion of the training or capacity-building program, individuals must fulfill a commitment to work, teach, or conduct research for the City at training institutions within the City, the Da Nang Research and Training Center for Semiconductor Microchip Design and Artificial Intelligence, or enterprises operating in the relevant fields, as stipulated in the training contract.

- The City People's Committee shall consider and decide the duration of the post-training service commitment appropriate to each specific training or capacity-building program.

- In the event that the commitment is not fulfilled, the individual shall be required to fully reimburse (100%) the supported funding.

c) Support policies:

- Full support (100%) of training and capacity-building costs. In addition, all or part of other mandatory expenses related to the training or capacity-building course (if any), payable to domestic or foreign training institutions, may be supported depending on each specific program.

- For postdoctoral training: individuals admitted to postdoctoral programs (with an approved research proposal and acceptance for research implementation at a reputable foreign training or scientific research and technological development institution) may be considered for financial support to carry out research tasks in accordance with the approved research proposal, with a maximum support amount not exceeding VND 200 million for the entire training and capacity-building period.

4. The City People's Committee shall periodically review and propose the list of eligible beneficiaries and corresponding funding levels under Clauses 2 and 3 of this Article, and submit them to the City People's Council for consideration and decision.

Chapter III

AUTHORITY, PROCEDURES, AND PROCESS FOR CONSIDERATION OF SUPPORT

Article 7. Funding for implementation of policies

1. Funding sources

a) Annual City budget allocations for policies supporting the development of human resources in semiconductor microchips and artificial intelligence within Da Nang City;

b) Other lawful funding sources in accordance with regulations.

2. Principles for the use of funds

a) Organizations and individuals using funds must do so for proper purposes, in compliance with regulations, and subject to inspection and supervision by competent authorities; final settlement shall be carried out in accordance with current regulations;

b) Support must ensure transparency, equality, and avoidance of duplication.

Article 8. Authority to approve support

1. The People's Committee of the City shall approve dossiers with total support funding of VND 5 billion or more.

2. The Chairperson of the People's Committee of the City shall approve dossiers with support funding from VND 1 billion to under VND 5 billion.

3. The Director of the Department of Information and Communications shall approve dossiers with total support funding of under VND 1 billion.

Article 9. Procedures, implementation process, and required documentation for partial support of costs for hiring highly qualified personnel working at enterprises that are strategic partners in the fields of semiconductor microchips and artificial intelligence within the City

1. Implementation procedures

a) Step 1: The enterprise submits the application dossier to the Department of Information and Communications.

b) Step 2: Upon receipt of a complete and valid dossier, the Department of Information and Communications establishes an Appraisal Council to conduct dossier appraisal.

c) Step 3: The Appraisal Council conducts the appraisal and submits an appraisal report to the Department of Information and Communications.

d) Step 4:

- In cases falling under the authority of the Department of Information and Communications: the Department of Information and Communications decides on the provision of support.

- In cases falling under the authority of the City People's Committee: the Department of Information and Communications submits a report to the City People's Committee for decision.

đ) Step 5: The Department of Information and Communications notifies and returns the results to the enterprise.

2. Application dossier components and quantity

a) Dossier components:

- Application for support using the form provided in the Appendix;

- Document recognizing/certifying the enterprise as a strategic partner in the fields of semiconductor microchips and artificial intelligence, issued by a competent authority;

- Copy of the labor contract signed between the personnel and the strategic partner enterprise;

- Documents proving that the personnel meet the conditions specified at Point b, Clause 1, Article 5 of this Resolution;

- Bank account statement.

- b) Number of dossiers: 01 set (original).
- 3. Time limit for settlement: 15 working days
 - a) Appraisal Council: 05 working days.
 - b) Department of Information and Communications: 05 working days (including the time for establishing the Council and reviewing the Council's appraisal results).
 - c) City People's Committee: 05 working days.
- 4. Competent authorities
 - a) Implementing authority: Department of Information and Communications.
 - b) Decision-making authority:
 - For cases with support funding below VND 1 billion: Department of Information and Communications;
 - For cases with support funding exceeding VND 1 billion: City People's Committee.

Article 10. Appraisal Council

The Appraisal Council shall be established by the Director of the Department of Information and Communications and shall consist of managers, experts, scientists, and relevant officials with expertise in the fields of semiconductor microchips and artificial intelligence. The Council shall operate in accordance with the principles of democratic centralism and make decisions by majority vote or on a more-than-half basis. In cases where the votes are equally divided (50/50), the decision shall follow the opinion of the Chairperson of the Appraisal Council.

Chapter IV

ORGANIZATION OF IMPLEMENTATION

Article 11. Organization of implementation

1. The City People's Committee shall be responsible for:
 - a) Organizing and effectively implementing this Resolution;
 - b) Balancing and allocating the annual budget for implementation of this Resolution in accordance with the provisions of law;
 - c) Periodically or promptly reviewing and supplementing the list of annual training, refresher training, and research and development programs and projects in accordance with practical requirements and the City's budget balance;
 - d) Periodically or promptly reviewing and supplementing the list of experts, scientists, and learners specializing in semiconductor microchips and artificial intelligence who satisfy the conditions for policy incentives as stipulated in Articles 4 and 6 of this Resolution, in order to timely submit them to the City People's Council for consideration and support;
 - đ) Reporting to the Government and the City People's Council on the status and results of implementation of the relevant contents before December 30 each year;
 - e) Fully exercising the powers and responsibilities prescribed in Clause 7, Article 14 of Resolution No. 136/2024/QH15.
2. The Department of Information and Communications shall be responsible for:
 - a) Advising the City People's Committee to periodically or promptly review and supplement annual training, refresher training, and research and development programs and projects in line with practical requirements and the City's budget balance;
 - b) Advising the City People's Committee to periodically or promptly review and supplement the list of experts, scientists, and learners specializing in semiconductor microchips and artificial intelligence who satisfy the conditions for policy incentives as

stipulated in Articles 4 and 6 of this Resolution, in order to timely submit them to the City People's Council for support;

c) Taking the lead in receiving, processing, and returning results of application dossiers;

d) Reporting to the City People's Committee on the implementation of support activities before November 30 each year, or ad hoc upon request; proposing appropriate management mechanisms and management requirements for beneficiaries of the policies.

3. Organizations and individuals benefiting from the policies shall be responsible for complying with all obligations and responsibilities of organizations and individuals in accordance with current legal regulations.

4. In cases where there are changes or adjustments to the procedures and processes for implementing policy contents, the City People's Committee shall submit them to the City People's Council for consideration and appropriate adjustment.

Appendix

APPLICATION FOR SUPPORT

SOCIALIST REPUBLIC OF VIETNAM

Independence – Freedom – Happiness

APPLICATION FOR SUPPORT

Support for costs of hiring highly qualified personnel working at strategic partner enterprises in the fields of semiconductors and artificial intelligence in Da Nang City

To: Department of Information and Communications of Da Nang City

I. ENTERPRISE INFORMATION

1. Name of organization/enterprise:

2. Head office address:

3. Tax code:

4. Business line code(s):

6. Owner:

5. Legal representative:

Full name:

Gender:

Position:

Nationality:

6. Contact information:

Telephone:

Fax:

Email:

Website:

II. DOCUMENTS REQUIRED TO RECEIVE SUPPORT FOR COSTS OF HIRING HIGHLY QUALIFIED PERSONNEL

(Please complete all information and tick ✓ the appropriate boxes corresponding to the requested support contents)

1. Official document recognizing/certifying the enterprise as a strategic partner in the field of semiconductors and artificial intelligence issued by a competent authority.

No Yes

2. Copy of the contract signed between the human resources personnel and the strategic partner enterprise.

No Yes

3. Bank account statement

No Yes

List of other attached documents (if any):

III. OTHER RELEVANT INFORMATION (IF ANY)

No Yes

I hereby certify that the above information is true and accurate and take full responsibility for the information provided.

I respectfully request the Department of Information and Communications of Da Nang City to review and submit this application to the People's Committee of Da Nang City for approval.

....., *day* *month* *year*

**LEGAL REPRESENTATIVE
OF THE ORGANIZATION/ENTERPRISE**
(Signature, full name, title, and seal)