Promoting business sector involvement in Technical and Vocational Education and Training (TVET)

Programme “Reform of TVET in Viet Nam”

Context

Viet Nam’s dynamic economic development is reflected in its transformation from one of the world’s poorest nations to a lower middle-income country in a very short time. This success is put at risk by increasing consumption of resources, environmental pollution and a significant shortage of skilled workers. Currently, only 23% of Viet Nam’s labour force has a professional qualification. The vocational training sector in Viet Nam is not yet capable of meeting the current and future demand of Viet Nam’s growing economy.

One of the reasons is the lack of cooperation between TVET institutes and the business sector. To overcome this challenge, the Vietnamese-German programme “Reform of TVET in Viet Nam” is promoting the involvement of the business sector at the macro-, meso- and micro-level, in all steps of TVET: from the definition of occupational profiles and the development of training programmes, the delivery of training at the future workplace, to examination and certification of trainees. Only the active engagement of the business sector guarantees the demand- and practice-orientation of TVET and improves the employability of its graduates.

Approach

At the macro-level, the programme advises the Directorate of Vocational Education and Training (DVET) and other relevant stakeholders on the legal framework enabling the cooperation with the business sector in TVET. This includes, for example, support in establishing a system of in-company trainers and the participation of the business sector in advisory boards and skills councils on national level.

At the meso-level, sector associations and the Vietnam Chamber of Commerce and Industry (VCCI) are strengthened to take over a coordinating role. In addition, the programme works with provincial authorities to establish cooperation mechanisms such as regional and provincial councils with the participation of the business sector.

At the micro-level, selected TVET institutes are supported in piloting the cooperative training approach. Jointly with the business sector occupational profiles are defined and training programmes are developed. The training takes place both at the
TVET institute and in the companies. Representatives of the business sector also take part in the examination. Pilot experiences and lessons learnt are fed back to the system to contribute to the reform of the legal framework. The cooperative training approach is institutionalised through the establishment and implementation of advisory boards. They function as connecting link for the cooperation between the respective TVET institute, local authorities, employers, associations, VCCI, and trade unions.

Results
The cooperative training approach was successfully piloted at the College of Technology II (HVCT) and LILAMA2 International Technology College. In addition, it is currently piloted at College for Machinery and Irrigation (VCMI). The occupational profiles, learning outcomes, and training programmes for the supported occupations (Construction Mechanics, Metal Cutting-CNC, Industrial Electronics, Mechatronics, Sewage Engineering, Electronics for Energy and Building Technology, and Mechanics for Sanitary, Heating and Climate Technology) have been developed in cooperation with partner companies and sector associations. Training is delivered at partner companies and they are also involved in the examination. 123 teaching and 44 management staff of TVET institutes have been thoroughly trained and supported the implementation of the cooperative training approach. Moreover, 59 in-company trainers are qualified to coach and guide the trainees during in-company training phases. 39 examiners from companies have been trained to participate in examinations. Ten advisory boards have been established at the partner colleges. Each advisory board is comprised of relevant stakeholders of companies, sector associations, DVET and VCCI. The boards develop solutions for the adaptation of training programmes according to the needs of the industry, the organisation of in-company training phases and the engagement of the business sector representatives in examinations.

Development partnerships with the private sector
Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) works with private companies on behalf of the Federal Ministry for Economic Cooperation and Development (BMZ), to enter into development partnerships that serve both economic and development policy goals. This leads to growth opportunities and benefits for companies, while at the same time contributing to sustainable development. The private investment is partnered by BMZ with additional funding of from 35 up to 50 per cent of the total cost.

More information on development partnerships:
www.developpp.de/en

Development partnership with Bosch-Rexroth
A development partnership, financed jointly by the Federal Ministry for Economic Cooperation and Development (BMZ) and Bosch-Rexroth, aims at enhancing the supply of skilled workers meeting the requirements of Industry 4.0 in Viet Nam. Based on a demand analysis, Industry 4.0 modules are developed and integrated in initial and further training offers at LILAMA 2 and other TVET institutes. In an Industry 4.0 laboratory, trainees learn how digitally connected production processes are shaped by the digital transformation. Besides, teachers and in-company trainers directly benefit from the expertise of Bosch-Rexroth through further training courses. Acting as multipliers, the further trained teachers transfer their newly gained knowledge to other TVET teachers and in-company trainers from local companies and integrate it into existing training programmes. A conference on Industry 4.0, deepening the understanding and requirements of the topic within the TVET sector in Viet Nam, took place and an Industry 4.0 demonstration room has been inaugurated at LILAMA 2. The demand analysis took place and the results were discussed with the business sector. Teachers have been further trained as multipliers and Industry 4.0 modules will be developed based on the demand analysis and integrated into initial and further training offers.