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DVET

Vietnam TVET Bulletin

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● Highlights ●

BIBB Contributes to UNESCO-UNEVOC Study on Gender Equality in Scie-Tech

A study on boosting gender equality in science and technology, along with challenges for TVET programs and careers, was published by UNESCO-UNEVOC with the support of BIBB. Science, technology, engineering and mathematics (STEM)-related technical and vocational education and training (TVET) has a potentially significant role to play in providing the skills and competencies required to support innovation, productivity, and international competitiveness as well as areas of social development, including health and education. Even as STEM subjects and skills are becoming more essential in today's world, gender disparities are prevalent in these fields. Recognizing the gap in TVET-specific data and literature, UNESCO-UNEVOC conducted the study on boosting gender equality in science and technology. ([BIBB](#))

Overview of Gov't Strategies for Promoting Gender Equality in STEM-related TVET

The ten case studies show that in all countries, government policies have been developed that (partially) address the promotion of STEM-related TVET. This promotion often focuses on the quality of STEM-related TVET and an increase in the number of students that participate in these subjects. Only some of these policies place a focus on the topic of gender, gender equality, or participation of girls and women. There seems to be a gap there. Reference to gender or gender parity is not always made explicitly in these policies, even though these policies are referred to when talking about gender. On the other hand, there are specific STEM-related TVET policies that focus on coping with gender challenges. These policies can be categorized into two main types: (i) strategies aimed specifically at the education and training sector to address gender disparities in STEM subjects; and (ii) strategies aimed at redressing gender disparities in STEM-related occupations that have implications for the education and training system. ([BIBB](#))

Conclusions and Recommendations

Overall, we can conclude that no generally accepted definition of STEM-related TVET exists yet, and this can be partially explained by the limited research on this specific subject that has been undertaken by international and national bodies.

This lack of a clear and common definition hinders the collection of data and information from different countries.

In general, the figures received from the country cases show a clear under-representation of girls and women in STEM-related TVET.

Despite a very modest increase in recent years in female participation in STEM-related TVET, we can still see a strong leaky pipeline between STEM-related TVET and STEM-related occupations or STEM-related higher levels of education.



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Despite seemingly successful approaches to promote female participation in STEM-related TVET, this is not yet reflected in large and sustainable increases in participation of girls and women.

The existence of specific laws, policies and/or interventions addressing gender disparities in STEM-related TVET seems to be rather limited. In many cases, strategies or single actions in wider policies for the promotion of (female) participation in STEM-related TVET aim at a systemic response, by simultaneously targeting different parts of the system. In several middle- and low-income countries, policies and actions focusing on gender equality in TVET are donor driven, as is the case for Ghana and Lebanon.

While influential reports such as *Cracking the Code* have provided useful insights into gender in relation to STEM education and therefore function as a useful point of departure for the present study, much more research is needed into how these insights relate to the specific context of STEM-related TVET.

Existing evidence is that while biological factors, including genetic makeup, the structure of the brain, hormones and physical strength, influence female participation and performance in STEM-related TVET, they are not determining factors.

At a psychological level, gendered stereotypes were identified as playing a critical role in the development of gendered identities that impact on STEM.

Peer and especially parental beliefs and attitudes, including those of the father, can potentially play an important role in both preventing and facilitating participation of girls in STEM-related TVET.

TVET institute-level factors play a role in relation to participation and performance, including the culture/ethos, teaching, learning and assessment, availability and nature of learning materials...

Labour market organizational-level factors such as workplace culture, physical infrastructure, the presence of female role models in technical jobs (employee profile) and hidden or explicit employer preferences play a role in relation to participation of girls and women.

A number of interventions are being used at an institutional level to address gender disparities in participation and performance but these need to be better evaluated.

A range of social factors were also identified as being worthy of further research, including the effects of gendered cultural norms and values, the role of the media, the effects of government policy and legislation...



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Governments have adopted a range of laws, policies and/or specific interventions to address gender disparities in STEM education. However, there is an overall lack of implementation and monitoring and evaluation of the implementation.

As indicated by the UNEVOC Centre in the Philippines, the main challenges faced in the efforts to promote female participation and achievement in STEM-related fields in TVET and transition to STEM-related occupations is to define on a national scale what STEM and STEM-related TVET are.

Career guidance, coaching and mentorships are instruments through which TVET institutions can support girls to develop realistic but also attractive images of STEM careers, to make well-informed choices, and to discuss and overcome hurdles and gender-specific challenges.

There is a need to develop indicators at a national level that while complementary of global indicators (therefore allowing for international comparisons) can also be used to measure progress towards gender parity in relation to local STEM priorities.

There is a need for longitudinal data, particularly at a national level, that can be used to measure changing patterns of participation and performance of girls and women over time in STEM-related TVET.

Future research might usefully focus on the transition points between different levels of STEM-related TVET and between different levels of STEM-related TVET and the labour market.

Although existing evidence concerning the participation and performance of girls and women in STEM education can provide a useful point of departure, more research is needed into the personal, institutional and societal factors that affect female participation in STEM-related TVET.

In order to truly grasp the possibilities for improvement and impact of various interventions and initiatives taking place on the personal, institutional and/or societal level, more research is needed into the effects of these different kinds of interventions on female participation and performance in STEM-related TVET. ([BIBB](#))

● Policies ●

Vietnam May Ease Procedures of Package of Training for Streamlined Labourers

Regarding the proposal of spending VND6 trillion (\$257.5 million) from the unemployment insurance fund to train streamlined labourers of firms under COVID-19 impacts, the (MoLISA) has suggested easier terms to gain the support. At the moment, the conditions for firms to gain support follow the government's Decree 28/2015/ND-CP and no support has been given yet. The MoLISA proposed easier terms, such as technological innovation, reduction in revenue, availability of retraining plan, and others. However, firms said that they have been conducting technological innovation and retraining anyway, hence the support may be irrelevant. Vietnam



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currently has about 13.3 million people joining unemployment insurance, or 27.5% of the workforce. In 2020, due to COVID-19, 1.1 million applied for unemployment insurance indemnification, up 32.3% y/y and 251,000 people received the indemnification in the form of vocational training support. As of end-2020, the fund of this insurance reached VND88.8 trillion. ([CafeF](#), [Tien Phong](#) Mar 16)

Vietnam Seeks to Boost Vocational Training for Streamlined Labourers

The COVID-19 pandemic has forced firms to streamline their staff and many of those streamlined labourers picked financial support, not vocational training support, for their unemployment insurance indemnification, and the MoLISA seeks to improve this situation. The MoLISA's Department of Employment noted that labourers often did not choose vocational training support because the support may not be enough to pay for vocational training tuition fees. Besides, labourers had to choose financial support to fulfil their daily lives. The MoLISA seeks to improve the legal framework about vocational training as unemployment insurance indemnification, such as higher support, better lists of vocational training courses, and others. Vietnam currently has 13.3 million people joining unemployment insurance, or 27.5% of the workforce. So far, 5.2 million people have been indemnified. In 2020, due to COVID-19 pandemic, 1.1 million labourers applied for indemnification and 1.06 million cases were approved, totalling VND18.2 trillion (\$781.1 million). ([Bao Dan Sinh](#), [Bao Dan Sinh](#) Mar 12)

DVET Clarifies Rules on Names of TVET Colleges

The DVET asks TVET colleges and units not to have confusing names, including titles (college, community schools, and intermediate schools), levels, sectors, and others. The DVET stressed that the names must not have confusing parts about geographical locations, level, and others. An example of confusing name is Saigon Pharmaceutical College in Khanh Hoa province. ([Thanh Nien](#) Mar 16)

16.03M People Join Social Insurance as of Mar: VSS

Over 16.03 million people have joined social insurance as of March, equal to 32.27% of the labour force, according to the Vietnam Social Security (VSS). ([NLD](#) Mar 15)

● Business Sector and Labour Market ●

Foreign Cooperation

GIZ Holds Conference on Boosting Vietnam's Vocational Training Officers

The GIZ on March 12-13 held a conference on boosting the capabilities of Vietnam's vocational training managing officers, especially in understanding global trends in vocational training and setting directions for Vietnam. The event was for all leaders of the DVET, under the MoLISA; DVET units; and headmasters of 50 colleges in Vietnam. The event also reviewed the sector's



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developments in Vietnam, such as teaching per courses transferred from Australian, “9+” courses for secondary school graduates, and others. ([DVET](#), [GDNN](#), [GDNN](#), [Dan Tri](#) Mar 13)

Vietnam to Host 12th National Labour Skill Competition on Sep 15-Oct 4

Vietnam will host its 12th national labour skill competition on September 15-October 4, the DVET, under the MoLISA, announced on March 15. The competition aims to push labourers to enhance their working skills and select people to join the Vietnamese team at the 46th WorldSkills Competition 2022 in Shanghai, if possible. Notably, this edition of the event will let all labourers at the ages between 15 and 60 to join, instead of setting an age requirement of 23-25 per previous editions. Relevant authorities will continue further preparation for the event soon. ([VietnamNet](#), [Giao Duc Thoi Dai](#), [Tin Tuc](#), [Vietnam Plus](#), [Kinh Te Do Thi](#) Mar 15)

Firm Seeks to Arrange Flights to Fly Home/Send Vietnamese Labourers abroad

The An Binh ASC Co., Ltd has sought approval from the MoLISA to settle flights to either fly home Vietnamese labourers or bring others abroad. The firm seeks to cooperate with airlines and quarantine-related units to take proper measures for each arrival in line with COVID-19 containment regulations. In reply, a representative for the ministry said it had assigned the Department of Overseas Labour Management (DoLAB) to work with businesses on this issue. DoLAB said that the number of Vietnamese labourers abroad with expired contracts is estimated at 10,000. However, not all of them want to return to the home country as several foreign nations extend visas for these labourers. For those who want to return home, Vietnamese authorities are compiling a list then submit to the National Steering Committee for COVID-19 Prevention and Control to devise repatriation plans, DoLAB said. ([PLO](#) Mar 15)

Vietnamese Labourers Abroad Struggle upon Homecoming

Many Vietnamese people, who had worked abroad and gained high skills and foreign language proficiency, struggle to find jobs upon their homecoming, although many firms in Vietnam could not reach and recruit those people. Experts blamed the lacklustre labour export process in Vietnam, especially about employments for labourers completing their contracts abroad. The DoLAB informed that it would cooperate with the association of Japanese firms in Vietnam to build data about such labourers to help the recruitment of Japanese firms in Vietnam. Besides, the DoLAB noted that it would create channels to link those labourers to Japanese, South Korean, Taiwanese firms in Vietnam. ([CafeF](#), [Tien Phong](#) Mar 15)

Dong Thap Recruiting 751 People to Work in Japan

Southern Dong Thap province is recruiting 751 people to work in Japan. Japanese’s labour unions of Business, Gunma, and Kyoei will come to Dong Thap province on March 17-19 to direct conduct the recruitment for jobs in sectors of automobile manufacturing and assembling, mechanics, electronics-electricity, food processing and packing, caregivers, and others. Qualified candidates can work in Japan for three years and contract extensions of two more years are



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available. ([Nguoi Lao Dong](#), [Xuat Khau Lao Dong Dong Thap](#) Mar 12)

PMs of Vietnam, Singapore Hold Phone Talk to Promote Strategic Partnership

Prime Minister Nguyen Xuan Phuc and his Singaporean counterpart Lee Hsien Long on March 10 held a phone talk to discuss measures to boost their strategic partnership as well as some regional and international issues of mutual concern. The two Prime Ministers agreed to continue collaborating in areas of their strengths and expand cooperation to some other sectors amid the development of the fourth industrial revolution, including human resources, especially high-quality human resources. ([CAND](#), [Bao Chinh Phu](#), [BNews](#), [Lao Dong](#), [Nhan Dan](#) Mar 10)

IUH Reaches Deal with Japanese Firms on Human Resources Supply

Industrial University of Ho Chi Minh City (IUH) on March 10 sealed a deal with three wholly-owned subsidiaries of Japanese firms on human resources supply. The three Japanese partners are I.M.LINK Vietnam Co., Ltd., Ryomo Vietnam Solutions Co., Ltd., and Sorimachi Vietnam Co., Ltd. Under the agreement, the corporations will receive IUH's learners for internship, recruit qualified graduates, introduce students to other Japanese IT firms in Ho Chi Minh City for internship and job application, and consider developing a technical lab at the university. ([Cong Thuong](#) Mar 10)

Foxconn to Invest Extra \$700M in Vietnam in 2021

Taiwan's Foxconn Technology Group, the world's largest contract electronics maker, has announced that it would pour an additional \$700 million into Vietnam throughout this year, aiming for \$10 billion in revenue in the Southeast Asian country in 2021. By end-2020, Foxconn invested \$1.5 billion in Vietnam, but its latest plan would add 10,000 jobs there this year. ([Cung Cau](#), [Phu Nu Moi](#) Mar 11)

Vietnam Trade Counsellor Office Works to Connect German, Vietnamese Businesses

The Vietnam trade counsellor office in Germany and Siemens had a meeting in Germany on March 13. The two nations have been boosting the bilateral ties. Ambassador Guido Hildner noted that TVET is a major focus. Currently, 6,700 Vietnamese students and 1,000 postgraduates are learning in Germany. ([Enternews](#) Mar 16)

People Ignore COVID, Still Go from Southwest Vietnam to Cambodia to Seek Jobs

Regardless of complicated developments of COVID-19 pandemic, many people, including Vietnamese and foreign ones, still immigrate from Vietnam's southwestern region to Cambodia to seek jobs. The Border Guard handled 29,893 illegal immigrants in 2020, including 24,040 on the Vietnam-China route, 1,352 on Vietnam-Laos route, and 4,501 on Vietnam-Cambodia route. ([Thanh Nien](#), [Thanh Nien](#), [Tien Phong](#) Mar 11)



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DoLAB Fines 3 Labour Export Firms for Violations

The DoLAB, under the MoLISA, has imposed a total fine of VND95 million on three labour export firms, namely Hanoi-based Hattoco with VND50 million, Haiphong City-based Bach Dang Import Export And Construction Joint Stock Company with VND15 million, and Haiphong City-based Pitsco Training And Manpower Development Limited Company with VND20 million. ([Tai Chinh Doanh Nghiep](#) Mar 16)

Domestic News

Vietnam Labour Productivity Increases 5.39% in 2020

Vietnam's labour productivity increased 5.39%, the total factor productivity (TFP) was about 44.43%, and provided employments to 1.35 million in 2020, according to the draft updated socioeconomic reports for 2020. The previous report, which was calculated and announced in October 2020, listed the labour productivity growth at 4.93%, the TFP at 37.48%, and the new employments at 1.27 million. Among 1.35 million newly-employed people, 1.27 million were inside Vietnam and 78,000 were abroad. The unemployment rate in urban areas was 3.88%, versus the previously-reported figure of 4.39%. ([Bao Dan Sinh](#), [Thoi Bao Tai Chinh Vietnam](#), [Bao Chinh Phu](#) Mar 11)

Vietnam Must Prepare Workforces to Adapt to New FDI Waves: Labour Minister

The new waves of foreign direct investments will soon flow into Vietnam, changing the labour market fundamentally, and Vietnam must prepare to adapt to this development, said Minister of Labour, War Invalids, and Social Affairs Dao Ngoc Dung. Mr. Dung noted that labour recruitment now focuses more on jobs with technology applications and less on jobs with lots of manual tasks, hence, recruitment of manual labourers would be replaced by high-quality labourers. He reviewed that in the early phase of FDI into Vietnam, a major part was on sectors of apparel and footwear, but now the focus is switching to electronics. Minister Dung added that the labour ministry would cooperate with the education ministry and relevant agencies to adjust the learning and training system to fulfil the job demand. ([Bao Dan Sinh](#) Mar 9)

PM Stresses 8 Key Opinions for Mekong Delta Region's Development

Prime Minister Nguyen Xuan Phuc has emphasized eight key opinions to develop the Mekong Delta region, at the third conference on climate resilient and sustainable development in Vietnam's Mekong Delta city of Can Tho held on March 13. Eight viewpoints of the PM includes education as the "key" to sustainable development, notably general education, vocational education, and high-qualified education. ([Tuoi Tre](#), [VTV](#), [en.Vietnam Plus](#), [VietnamNet](#), [PLO](#), [VTC](#), [VTV](#), [VOV](#), [Lao Dong](#), [CAND](#) Mar 13)

Vietnam Aims for Fisheries Output of 9.8M Tons, Exports of \$14B-\$16B/Yr by 2030

Vietnam's fisheries sector is aiming for an average annual output of 9.8 million tons and export



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revenue of \$14 billion-\$16 billion by 2030, according to a scheme recently approved by the Prime Minister in Decision 339/QĐ-TTg. By that end, the sector targets to achieve an annual growth rate of 3%-4% in production value and create jobs for over 3.5 million labourers. ([BNews](#), [NDH](#), [Bao Chinh Phu](#), [Bao Chinh Phu](#), [Vnbusiness](#) Mar 13)

COVID-19 Negatively Impacts 87.2% of Surveyed Vietnamese Firms in 2020

COVID-19 exerted totally or virtually negative impacts on 87.2% of the total surveyed Vietnamese firms in 2020, the VCCI and the World Bank on March 12 revealed in their latest report. After surveying 10,197 firms in Vietnam, including 8,633 private and 1,564 foreign investment firms, only 11% said that the pandemic did not affect them and 2% stated that the pandemic had positive effects on them. As many as 35% of the total surveyed private firms in Vietnam and 22% of FDI ones fired their labourers due to the pandemic last year, the report showed. ([Lao Dong](#), [Tin Tuc](#) Mar 12)

Vietnam's Private Biz Sector Has Highest CAGR of 29.2% in FAST500 Ranking

The private business sector in Vietnam had the highest compounded annual growth rate (CAGR) of 29.2% in this year's FAST500 ranking, while the rate of the foreign direct investment (FDI) firms was 24.95% and that of state-owned enterprises was 23%. Overall, private firms account for 42% of Vietnam's gross domestic product (GDP), contribute up to 30% of the state budget, and employ 85% of the nation's workforce. ([Tuoi Tre](#) Mar 10)

45% of Polled Vietnamese Worried about Automation Putting Jobs at Risks: PwC

As many as 45% of Vietnamese respondents voice concerns about automation possibly putting jobs at risk, according to the latest report by PwC Consulting Vietnam. The report was conducted by PwC Vietnam in November-December 2020 with 1,000 respondents. The report indicated that 83% believe that their current jobs will change in the medium term (six-ten years) while 90% said they will feel the impact in the short term (three-five years), said the report. In addition, 90% of the respondents think that technological developments will improve their job prospects in the future, higher than global level of 60%. In terms of response to digital transformation, 93% said they have been learning new skills related to technology. Other 88% said that they are provided opportunities to improve their digital skills, and 55% considered that it's the responsibility of individuals for sharpening their techniques. Speaking of support for skill improvement, a representative for PwC said that the government, educators, and businesses need to facilitate labourers to approach exclusive programs about technique improvement to meet the labour demand in the future. ([CafeF](#), [VnEconomy](#) Mar 15)

Adecco Releases Adecco Vietnam Salary Guide 2020

Adecco Vietnam has recently released its Adecco Vietnam Salary Guide 2020, with data about salaries in Hanoi and HCMC for sectors of human resources, law, finance, banking, IT, sales and market, technology, healthcare. ([Adecco](#), [CafeF](#), [Thanh Nien](#) Mar 12)



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DVET Delegation Works in Bac Kan

A delegation of the DVET worked in Bac Kan province on March 11. Bac Kan currently has 19 TVET units, including 1 college, 7 centres of districts, 3 private centres, and 8 others. In 2016-2020, the sector recruited 31,185 people. As of end-2020, rate of trained labourers reached 45%. In 2021-2025, Bac Kan aims to provide TVET training to 30,125 people, boost the rate of trained labourers to 50%. The figures are 6,000 and 46% in 2021. ([Bac Kan](#), [DVET](#) Mar 12)

Bac Ninh Targets to Provide TVET to 2,500 People in 2021

The northern province of Bac Ninh is targeting to provide TVET to 2,500 people in 2021, comprising 1,800 at the elementary and short-term levels for rural labourers, women, and people with disabilities, and 700 expired soldiers. ([Dan Sinh](#) Mar 11)

Vietnam Central Region Lacking High-Quality Labourers

COVID-19 pandemic has exposed that Vietnam's central region is lacking high-quality labourers and has an excessive number of low-skilled labourers. For example, Danang City received 30,000 applications of unemployment insurance indemnification in 2020, up 41% y/y. Khanh Hoa province has so far received such 2,471 applications in 2021, after indemnifying 24,000 people in 2020. The previously hot development of tourism in the central region led to massive recruitment of low-skilled labourers. At the moment, COVID-19 pandemic damaged the sector, hence a large part of the workforce became unemployed. ([Lao Dong](#) Mar 12)

DVET Checks Digitalization at Vietnamese-Germany Technical College of Hatinh

A delegation from the DVET, under the MoLISA, on March 10 checked digitalization at the Vietnamese-Germany Technical College of Hatinh. The activity aimed to help competent agencies have initial consultations in strategy, roadmap, and plan for digitalization for the school; provide policy consultations for the DVET in the 2021-2025 period; and collect information for the "Reform of TVET in Vietnam" program to build suitable activities for 2021-2023 and next years. ([Dan Sinh](#) Mar 12)

Thua Thien-Hue Seeks Ways to Facilitate Regular Training Centres, TVET Institutes

The central province of Thua Thien-Hue has sought ways to enhance the training quality at local regular training centres and TVET institutes, by boosting the connection between such facilities and businesses, renovating training methods, and applying IT in the management and teaching activities. ([Dan Sinh](#) Mar 15)

Quang Nam Aims for Trained Labour Rate at 67% in 2021



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The central province of Quang Nam is aiming for a trained labour rate of 67% in 2021 while maintaining the overall unemployment rate at under 3% and such rate in urban areas at under 4%. Besides, 75% of high school graduates are expected to receive job orientations, 30% of labourers are set to get job consultation, and the rate of labourers in the agro sector is set at under 38%. ([Bao Quang Nam](#) Mar 11)

Firms Offer 12,000 Job Vacancies at Career Fair in Quang Nam

A career fair on March 16 of central Quang Nam province attracted the participation of 14 firms in the offline format and 17 firms in the online format, with a total of nearly 12,000 vacancies for labourers to work within Vietnam and 400 for overseas jobs. ([NNVN](#) Mar 16)

Ninh Thuan Aims to Enrol 45,000 People into TVET Institutes in 2021-2025

The central province of Ninh Thuan has set a target to enrol 45,000 people into local TVET institutes in the 2021-2025 period. The figure includes 6,500 at the college and intermediate-school levels and 38,500 at elementary and short-term levels. ([Ninh Thuan](#) Mar 11)

HCMC May Have 70K Job Vacancies in Q2/2021: FALMI

HCMC is expected to have 70,000 job vacancies in the second quarter of this year, predicted the municipal Centre for Human Resources Forecast and Labour Market Information (FALMI). The employment demand will focus on sectors of information technology, electronics, mechanical, chemicals- plastics- rubber, architecture- construction engineering, transport, logistics, health, accounting and auditing, finance-banking, real estate, tourism, and hospitality. ([VTV](#), [CafeF](#) Mar 14)

HCMC to Train High-quality Human Resources for Mechanical-Automatic Sectors

Ho Chi Minh City will invest in upgrading some schools and/or training centres meeting international standards to train high-quality and highly-skilled human resources for the mechanical-automatic sectors in the 2021-2025 period. ([Dan Sinh](#) Mar 12)

Firms in Binh Duong Need to Recruit 100,000 Labourers

Firms in the southern province of Binh Duong are in need of recruiting nearly 100,000 labourers, according to the provincial Labour Confederation. ([Lao Dong](#) Mar 11)

Labour Minister Works with Ca Mau

Minister of Labour, War Invalids, and Social Affairs Dao Ngoc Dung worked with Ca Mau and demanded Ca Mau authorities to focus on career path guidance for students, vocational training, and employment. In 2020, Ca Mau provided jobs to 41,000 labourers and vocational training courses to 35,000 people. ([Dan Sinh](#) Mar 15)