

Reform of Technical and Vocational Education and Training (TVET) in Viet Nam

Challenge

Viet Nam's economy has developed rapidly in the past two decades. Annual growth rates of 7% have made Viet Nam a lower middle-income country. This achievement is put at risk by the increasing consumption of resources, environmental degradation and a significant shortage of skilled workers, estimated at just 26% of the national workforce. The Vietnamese technical and vocational education and training (TVET) system and the skills of graduates do not yet fulfil the requirements of the changing world of work. This is caused by a lack of business sector involvement in TVET, outdated training programmes and insufficient competencies of teaching and training personnel. As a result, vocational training has a negative image and enrolment is low. The consequences of the COVID-19 pandemic have clearly demonstrated the need for a more open and flexible TVET system that benefits from the digital transformation.

Approach

The Programme "Reform of TVET in Viet Nam" is commissioned by the German Federal Ministry for Economic Cooperation and Development (BMZ) and implemented by Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) in cooperation with the Vietnamese Directorate of Vocational Education and Training (DVET) under the Ministry of Labour - Invalids and Social Affairs (MoLISA). The programme aims to better align TVET to the changing world of work which will be increasingly digital and green. The programme's main activities include:

- Policy advice is provided on the normative and administrative reform to better align TVET with the needs of the changing world of work.
- Eleven high-quality TVET colleges are supported to provide modern modular training programmes at intermediate and college level, meeting German/International standards and in line with Vietnamese requirements and regulations. Furthermore, high-quality colleges take over additional functions, such as further training of teachers and managers from other TVET institutes and of workers and job seekers.
- Cooperation with the business sector is promoted in developing and updating demand-oriented standards and



With GIZ support, more than **1,300** trainees per year benefit from the supported training offers at partner TVET institutes directly and more than **23,000** benefit indirectly through improved equipment and the capacity building of teachers.



training programmes, in qualifying in-company trainers and examiners, in conducting joint training at TVET institutes and at enterprises, and in developing mechanisms for stakeholder interconnection including skills councils and industry advisory boards. Development Partnerships with Siemens to establish training for smart manufacturing and with Bosch Rexroth to integrate the requirements of industry 4.0 in vocational training are implemented at LILAMA 2 International Technology College in Dong Nai province.

- The digital transformation is supported through policy advice, capacity development and technical support for TVET 4.0 and the development of an open educational resource platform.



Metal Cutting trainee in the CNC workshop at LILAMA 2 International Technology College



Metal Cutting trainee at College of Machinery and Irrigation

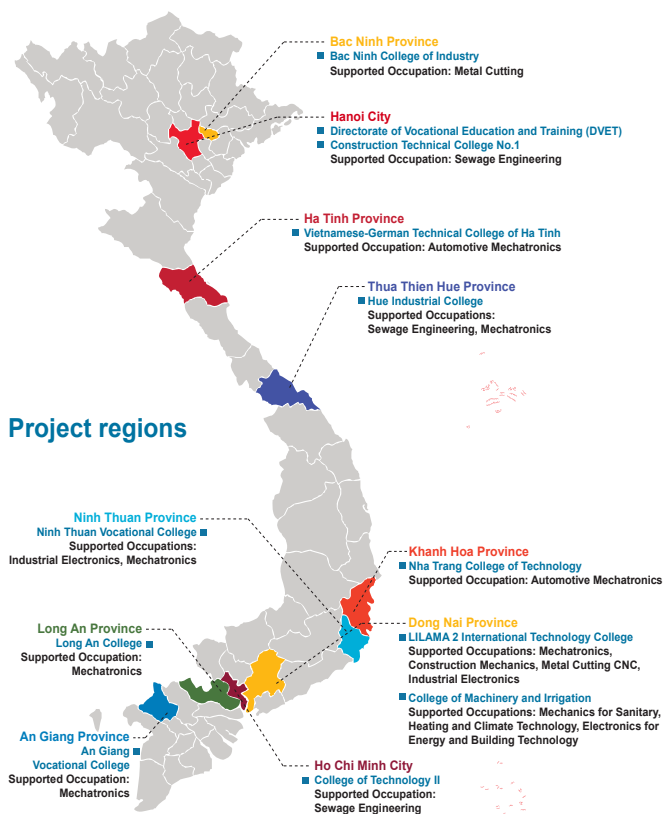


Practical training of Mechatronics at Ninh Thuan Vocational College

- Quality assurance and sector monitoring is supported in cooperation with the German Federal Institute for Vocational Education and Training (BIBB).
- TVET institutes are greened and green elements systematically integrated in TVET offers.
- The image of TVET is enhanced and an inclusive TVET system is promoted. Girls', Boys' and Inclusion Days are organised at TVET institutes and scholarships for women and people with disabilities in technical trades are provided. Skills competitions and Viet Nam's participation in WorldSkills are supported.
- Short-term skills training courses are offered for people affected by the Covid-19 pandemic for re-skilling and upskilling.

Results from ongoing and previous phases

Approx. 180 experts and managers from DVET and MoLISA are further trained and apply their newly acquired competencies and knowledge to reform the TVET system. Recommendations derived from pilot activities enhancing the cooperation with the business sector in TVET have been incorporated into the TVET law, implementation regulations and the revised Labour Code. Monitoring and evaluation instruments, such as tracer studies and enterprise surveys as well as a workshop management concept are integrated into the national accreditation and quality management system.



The digital transformation of TVET has been initiated by strategic advice, capacity development for management staff and key teachers, establishment of virtual conference and e-learning rooms for DVET and TVET institutes. Thanks to the trilateral cooperation between the National Institute for Vocational Education and Training (NIVT), GIZ and BIBB (German's Federal Institute for Vocational Education and Training), the capacity of NIVT was developed and Viet Nam's national TVET report is published each year. The report fosters evidence-based policy making. Recommendations for the new TVET strategy 2021-2030 have been developed jointly by BIBB and Vietnamese TVET stakeholders. Image events reaching more than 24,000 young people and their parents, contribute to an improved image of TVET in Viet Nam. Promoting TVET through Girls' Days and gender mainstreaming campaigns has more than doubled the share of female trainees in the supported training courses from 2.1 % in 2018 to 4.4 % in 2020.

Together with the partners, a criteria-based concept for high-quality TVET institutes has been proposed. Seven occupational standards and modular training programmes for the supported occupations were developed with representatives of more than 90 companies and six sector associations. A green training module on energy and resource efficiency and environmental protection was adopted and is disseminated. 13 industry advisory boards including over 40 companies and six sector associations have been founded at the supported colleges, contributing to the implementation and further development of the cooperative training and assessment approach. Furthermore, 385 teachers from supported colleges received further training and make use of their improved theoretical knowledge and practical, pedagogical and examination skills. Training programmes for in-company trainers have been developed and approved and 55 in-company trainers have been trained so far.

More than 1.300 trainees per year benefit from the supported training offers at eleven partner TVET institutes directly in the supported qualifications and more than 23.000 benefit indirectly through improved equipment and capacities of teachers. In 2020, supported colleges provided free short-term training courses for almost 1,000 people affected by the Covid-19 pandemic. Enterprise surveys show that the companies are increasingly satisfied with the skills and competencies of the graduates of the partner TVET institutes. In addition, more than 2.2 million TVET trainees each year benefit from improved TVET policies.

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