

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

Programme “Reform of TVET in Viet Nam”



Metal Cutting trainee in the Computer Numerical Control workshop at LILIMA 2 International Technology College.

Photo credit: Quinn Ryan Mattingly

Context

Vocational training does not meet yet the current and future demands of Viet Nam's rapidly growing economy. The main reason for this is the lack of engagement of the business sector in TVET in areas such as policy advice, forecasting and standardisation of training delivery, in-company training and the examination and certification of the trainees. Therefore, the Vietnamese-German Programme “Reform of TVET in Viet Nam” (TVET Programme) is promoting the involvement of the business sector at the macro, meso and micro-level through a cooperative training approach and different consultative fora. The Programme “Reform of TVET in Viet Nam”, is financed by the German Ministry for Economic Cooperation and Development (BMZ) and implemented by Deutsche Gesellschaft fuer Internationale Zusammenarbeit (GIZ) together with the Vietnamese Directorate of Vocational Education and Training (DVET). The focus of the Programme is on the active engagement of the business sector to ensure the demand and practice-orientation of TVET and to improve the employability of its graduates.

Approach

At macro-level, the TVET Programme advises DVET under the Ministry of Labour, Invalids and Social Affairs (MoLISA) and other relevant stakeholders on improving the legal framework for engaging the business sector in TVET. This includes advice on developing an in-company trainer qualification system and mechanisms for participation of the business sector in policy consultation, skills forecasting, standardisation as well as training and examination.

At the meso-level, sector associations and the Viet Nam Chamber of Commerce and Industry (VCCI) will be strengthened to play an active coordination role in piloting sector skills councils to develop and update occupational profiles and to promote the occupations in the sector. In addition, the TVET Programme works with provincial authorities to establish cooperation mechanisms for local cooperation councils with the business sector.

At micro-level, selected TVET institutes are supported in implementing a cooperative training approach: Jointly with the business sector, training programmes are developed and delivered. Vocational training takes place on two venues, at the TVET institutes and in the companies. Technicians and in-company-trainers also participate in the final examination of trainees. The cooperative training and examinations are coordinated through industry advisory boards for a group of related occupations at TVET institutes. They function as a linkage for the cooperation between the respective TVET institute, local authorities, employers, trainees, associations, VCCI, and trade unions. Experiences and lessons learnt from cooperative training are reflected in the advice on improving the legal framework.

Results

The cooperative training approach is well established in supported occupations at the College of Technology II (HVCT) in Ho Chi Minh City and LILAMA2 International Technology College in Dong Nai Province. In addition, it is being piloted at the College for Machinery and Irrigation (VCMI) in Dong Nai. The occupational



Industrial Electrics trainees at College of Machinery and Irrigation (VCMI). Photo credit: Quinn Ryan Mattingly

profiles, learning outcomes and training programmes for the supported occupations (Construction Mechanics, Metal Cutting, Industrial Electronics, Mechatronics, Sewage Engineering, Electronics for Energy and Building Technology, and Mechanics for Sanitary, Heating and Climate Technology) were developed in cooperation with partner companies and sector associations.

Parts of the training are delivered at enterprises. As of 2021, 123 teachers and 44 managers of TVET institutes have been trained in the cooperative training approach and support the implementation.

In 2020, with technical support from the TVET Programme, DVET issued two sets of training programmes for training coordinators for in-company trainings, who are responsible for organising training for employees, interns and trainees in cooperative training programmes with TVET institutes (Decision 766/QĐ-TCGDNN) and for in-company trainers, who are responsible for delivering trainings (Decision 868/QĐ-TCGDNN). 50 master trainers for the training of coordinators have been trained so far. Training materials, including presentations for the modules, case studies, individual and group exercises were developed for DVET to roll out the in-company training coordinator training.

Moreover, the TVET Programme supported DVET to develop a handbook for TVET institutes, which provides guidance and tools for promoting the cooperation with the business sector. 71 in-company trainers are qualified to coach and guide the trainees during in-company training phases. More than 30 in-company trainers and technicians of the companies were trained to develop and implement final examinations of trainees.

So far, 16 industry advisory boards have been established at the partner colleges. Each advisory board is comprised of relevant

stakeholders of companies, trainees, sector associations and VCCI, Department of Labour, Invalids and Social Affairs (DOLISA) or DVET.

Additional initiatives to promote businesses' engagement in TVET in Vietnam are being implemented in the form of 'Development Partnerships with the private sector (DPP)'. Development partnerships are supported by the developPPP programme of the BMZ. The projects are jointly implemented by private companies, GIZ and TVET stakeholders and contribute, besides the economic interests, considerably to a sustainable development of the partner country. Two DPPs are being implemented with LILAMA 2 International Technology College: "Improving the Training Quality in CNC Technology" with Mathematisch Technische Software-Entwicklung GmbH, and with Siemens Vietnam the DPP "Vocational Training for Smart Manufacturing in Machine Tools". Furthermore, a development partnership to establish a "Vocational Training Centre in Renewable Energies – Wind and Solar Technology" at Ninh Thuan College was launched with the companies International Building Services JSC, Festo Didactic SE and Schneider Electric Vietnam.

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