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**DVET**

## **Vietnam TVET Bulletin**

*January 26 – February 01, 2023*

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## ● Highlights ●

## ● Policies ●

### **DVET Aims for 10% Rise in Enrolments in 2023**

DVET aims for a 10% increase in the number of students recruited to the vocational education and training system in 2023 from 2022, Head of DVET Truong Anh Dung told the local newswire Dan Tri (Intellect) on the special edition for Tet. This year, DVET targets to rearrange the network of TVET facilities in line with the profession-based overall national planning. The agency intends to develop the TVET system in an open and flexible way to meet the labour market's demand. Currently, the rate of workers with degrees and certificates stands at only 26.2%, Mr. Dung said, stressing the need to keep improving the workforce quality and train or retrain workers due to the fourth industrial revolution's impacts. ([Dan Tri](#) special edition for Tet)

### **Expert Proffers 3 Proposals for Vocational Training System Development**

Dr. Dang Hoang Vi, team leader of the industrial skill project, proposed three solutions to the development of Vietnam's vocational training system. He suggested gradually changing the approach from labour supply to demand, empowering localities to ensure manpower in line with firms' requirements through TVET institutions, and developing a national information system about labour demand and supply. ([Giao Duc](#) Jan 27)

### **Vietnam Records 17 Labour Strikes before Tet, down 17 Cases y/y**

Vietnam recorded 17 labour strikes from December 1, 2022 to January 16, 2023, or before the Lunar New Year (Tet holiday), in six provinces/cities, down by 17 cases y/y, according to the Vietnam General Confederation of Labour (VGCL). However, such cases were not as complicated as those in the same period last year. ([VnEconomy](#) Jan 24)

## ● Business Sector and Labour Market ●

### *Foreign Cooperation*

### **Further Training Course for TVET Teachers on Commissioning and Application of Solar Training Equipment**

Technical vocational teachers and company technicians were trained by an international trainer team of Schneider Electric on the commissioning and application of solar training equipment. The training course took place at Ninh Thuan Vocational College (NTVC) the future hub for initial and further training on renewable energies in Viet Nam. It was conducted from January 9 to 12 for 18 teachers of NTVC and Nha Trang College of Technology and 2 technicians of Schneider Electric. The international trainer team enabled the teachers and technicians to



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distinguish different types of solar systems and to operate simulation equipment for an isolated solar system. They learned how to explain and demonstrate the components of an isolated solar system that includes solar panels, charge controller, inverter, battery, and electrical load. The participants gained knowledge and skills to apply water pumps in training using off-grid solar energy. They programmed variable speed drives by software and manual methods. The participants studied sizing solar panels for replication of the solar water pump system in isolated areas with no energy access. They were enabled to set the renewable energy production bench at different configurations, with or without certain components of a renewable system, and to conduct remote monitoring through mobile phone. After the training, Mr. Dang Ngoc Vong, Dean of Electrical-Electronic Faculty of NTVU expressed, “The training provided participants with fundamentals of operation and applications of off-grid solar systems and helped us to install properly inverter used for the isolated solar systems which enable our teaching staff to gain deep understanding of the functions and applications of this equipment for their teaching in the future.” The further training was implemented in the frame of the Development Partnership (DPP) Vocational Training Center for Renewable Energies – Wind and Solar Technology. The DPP is implemented jointly by the cooperation partners Vietnam Industries Building Services JSC, Festo Didactic SE, Schneider Electric Vietnam, Ninh Thuan Vocational College, and the Programme “Reform of Technical and Vocational Education and Training (TVET) in Vietnam” and supported by the develoPPP.de programme of the German Federal Ministry for Economic Cooperation and Development (BMZ) implemented by the Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH in cooperation with the Vietnamese Directorate of Vocational Education and Training (DVET). ([TVET](#) Jan 30)

### **Digital Transformation and TVET – Achievements in 2022 and Key Priorities for 2023**

The Programme “Reform of TVET in Vietnam” (TVET Programme) prioritizes supporting 03 key majors: the consultation of policy and digital transformation (DX) strategies, the improvement of DX literacy for staff and teachers, and the development of digital solutions for TVET partners in Vietnam. Since 2021, 11 partner TVET colleges of GIZ have been supported in developing and operating e-learning studios to produce digital learning materials, 05 colleges have been supported with learning management systems (LMS), 04 colleges have been supported digital management systems (DMS), 02 colleges have been supported with 04 cloud server packages. The open vocational education training resources (OVETR) has been developed and piloted to promote shared digital learning materials within the community of 11 partner TVET colleges, 03 enterprises, Directorate of Vocational Education and Training, and TVET Programme. In 2022, GIZ supported key activities, including: The evaluation of process and results of DX activities at 11 partner TVET colleges, the research on developing the model of smart TVET colleges, the updating of Informatics subject (MH05) based on the orientation of digital literacy training. Besides, 41 events were organized in 2022 to enhance the competence of leaders, managements, as well as staff and teachers from DVET and 11 partner TVET colleges. In particular, regarding 12 workshops on raising awareness of DX, 18 training courses on improving the competence of exploiting digital platforms and 11 consultation meetings on DX strategies, TVET Programme approached 1.840 participants with 399 hours in intensive trainings, workshops and discussions. After more than 02 years of supporting, it was time for review and discussion on key priorities and action strategies for 2023 and further. As a result, the



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Workshop “Discussion on results of DX activities in 2022 and key priorities for 2023” was organized to create a forum for in-depth discussion, technical exchange, and existing challenges based on key components of DX ecosystem in TVET. Regarding the presentation of the smart TVET college model, Dr. Nguyen Nhat Quang emphasized that the awareness of DX of partner colleges had many positive remarkable changes. Colleges approached DX based on the DX ecosystem, which was comprehensive and inclusive in the framework of the smart TVET college model. Moreover, within the community of 11 partner TVET colleges of GIZ, there were groups of core staff/multipliers being responsible for different technical fields. GIZ played a role in connection and development of the network for sharing experiences, lessons learnt, learning from each other to improve. Furthermore, according to the presentation on evaluation of results of DX activities at 11 partner TVET colleges, Prof. Dr. Ho Tu Bao concluded 03 main challenges in the promoting process of DX as follows: “Firstly, DX activities are uneven between 11 partner colleges. Secondly, the awareness of DX is raising, but colleges are still confused about how to implement DX in detail. Third, there are not enough investment resources and human resources for DX activities.” The presentation and discussion results about the research on updating Informatics subject (MH05) based on the orientation of digital literacy training module received a great attention from participants. After 4 years of implementation, the Informatics subject faced new demands of innovation and updating to meet requirements of DX in TVET. New content related to digital tools, digital platforms, working skills on the digital environment, methods for implementation and evaluation... were significant and meaningful changes that the consultant team brought to this subject. Based on discussion results of working groups and recommendations/feedbacks from experts, the Workshop collected various key priorities for DX activities in 2023. Partner colleges considered enhancing e-pedagogic methods and digital literacy, upgrading digital infrastructure, platforms and developing digital learning materials as core issues to prioritize in the DX implementation process. Data and connection, as well as transforming the training content were the next focus points. The discussion results of the Workshop created an important basis for DVET, 11 partner TVET colleges and TVET Programme in planning policies and developing key activity plans for 2023 and in the further future. ([TVET Jan 18](#))

### **Businesses to Greatly Benefit from Vocational Training Cooperation**

Cooperation with businesses in vocational training is the key to the success of TVET system, with great benefits for both firms and learners. GIZ proved that when enterprises join vocational training, the labour productivity of learners in business performance is proportional to the learning process. GIZ held a lecturer training program for trainers from businesses at the college level. The participants have to attend 90 hours of combined theoretical and practical studies. After finishing the course, they will train lecturers at firms and schools. ([Bao Dong Nai Jan 28](#))

### **Cheap Labour No Longer Crucial Factor for FDI Attraction in Vietnam in Future**

Cheap labour may not be a critical condition for foreign direct investment attraction in Vietnam in the future anymore but labour skills, Country Manager of ManpowerGroup Vietnam Andree Mangels told the local newswire VnEconomy. Citing a survey by his firm as saying that some 57% of businesses in Vietnam find it hard to employ skilled workers, the executive



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recommended local workers improve their professional and soft skills to lure foreign investors. He noted some difficulties in skilled staff recruitment, with hiring failing to meet the demand and candidates falling short of requirements about professional and foreign language skills. The problems all boil down to demand outstripping supply and unattractive wages or benefits, the expert indicated. Giving solutions to the issues, Mr. Mangels suggested companies increase employee benefits, cooperate with universities and vocational training schools, consider employing seasonal or short-term workers for not-so-important positions to cut labour cost, and seek candidates via professional human resources providers. Vietnam was ranked bottom out of 11 countries in Asia-Pacific in the total workforce index 2022, compiled by ManpowerGroup. Vietnamese highly skilled manpower in 2022 makes up 11.67% of the total workforce of 50.74 million. ([VnEconomy](#) Jan 24)

### **Support Activities for Vietnamese Workers in South Korea Implemented**

A working delegation of the CoLAB had a meeting on January 29 with representatives from the Counselling Centre for Foreign Workers of South Korea's Ansan city to promote the implementation of support activities for Vietnamese labourers in South Korea. The Vietnamese centre's Director Dang Huy Hong, who is head of the delegation, thanked the Ansan centre for supporting foreign workers in general and Vietnamese in particular when living and working in the Korean city. He showed his hope that the centre will continue working closely with Vietnamese units to support Vietnamese workers, especially newcomers, to soon adapt to the life in the East Asian nation. ([Bao Tin Tuc](#) Jan 29)

### **Vietnamese Nationals Account Largest Proportion of Japan's Foreign Worker Population**

Vietnamese nationals account for 25.4% of the total 1.82 million foreign workers who were working in Japan as of the end of October last year, or 462,384 people, according to the Japanese Ministry of Health, Labour and Welfare (MHLW). ([Tuoi Tre](#) Jan 30)

### **Vietnam Receives Nearly \$19B in Remittance in 2022, up by \$1B y/y**

Despite difficulties caused by the COVID-19 pandemic, remittances into Vietnam still rose by \$1 billion y/y to nearly \$19 billion in 2022, maintaining the upward trend in the previous years. The sum included over \$3 billion from Vietnamese workers dispatched abroad, which mainly came from major markets such as Taiwan, Japan, and South Korea. ([VOA Vietnamese](#), [Dien Dan Doanh Nghiep](#), [VTV](#), [CafeF](#), [VnExpress](#), [Dan Viet](#), [Kinh Te Do Thi](#) Jan 15)

### **Bamboo Airways, BAA Training Launch 1st MPL Program in Vietnam**

The Multi-Crew Pilot License (MPL) training program between BAA Training Vietnam and Bamboo Airways has been officially approved by the Civil Aviation Authority of Vietnam (CAAV), which makes it the first program of such kind in Vietnam's aviation industry. Both sides have signed a cooperation agreement on MPL program implementation, making Bamboo



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Airways Vietnam's first and only airline to deliver an exceptional MPL program. Initially, the plan is to train approximately 100 student pilots from 2023 to 2025. ([CafeF](#), [VTC](#) Jan 17)

### **Hong Kong Firm Adds \$15M to Aluminum Factory in Vietnam Hai Duong**

Hong Kong-invested East Asia Aluminum Co., Ltd has poured an additional \$15 million into its factory in Vietnam's northern province of Hai Duong, raising its total investment to \$38 million. This second production line will create jobs for 400 labourers, totaling over 1,700 employees in the factory. ([Bao Hai Duong](#) Jan 17)

### ***Domestic News***

### **Vietnamese Workers Expect Minimum 10% Salary Rise in 2023**

When it comes to salary expectations this year, Vietnamese workers hoped to have their wages increase at least 10% annually with the highest proportion of 45.62%, according to a survey conducted by Navigos Group. The survey, covering 4,100 workers in 23 sectors, showed that employees hoped for more bonuses and benefits (5.5%), allowances on holidays (4.7%), and greater basic allowances (4.58%). Most respondents regarded working environment (11.21%), wages (10.55%), and business culture (9.56%) as the top three criteria for staying at their current companies. The report indicated that many firms are unable to significantly raise wages for their staff as they are still managing to recover from COVID-19. A 5%-10% rise in salary was the dominant choice with 26.89%, followed by unchanged wages with 23.29%, below-5% increase with 15.3%, and 10%-15% jump with 11.66%. The top ten benefits granted to workers included base pay, personal health insurance, meals, 12 days of annual leave, yearly bonuses, mobile phone stipends, over 12 days of annual leave, accident insurance, monthly bonuses, and quarterly bonuses. ([VnEconomy](#) Jan 18)

### **Nearly Half of Job Seekers Want Monthly Salary of \$850 upwards**

Over 46% of job seekers want a monthly salary higher than VND20 million (\$850), but firms are only able to pay this level to less than 11% of job vacancies. The report on the HCMC labour market by the HCMC Centre of Forecasting Manpower Needs and Labour Market Information, under the municipal DoLISA also showed that among nearly 7,500 job seekers, nearly 20% expect a monthly salary of VND15 million - VND20 million, 23% a salary of VND10 million - VND15 million and 10% a salary of VND5 million - VND10 million. Only 0.75% of those surveyed asked for a monthly salary of less than VND5 million. They want to become part-time employees, wedding caterers, or staff at amusement parks. When surveying nearly 2,000 businesses that want to recruit over 28,500 people, the centre found that the monthly salary of over VND20 million on offer accounted for less than 11% of the total, the salary of VND5 million - VND10 million nearly 45%, and the salary of below VND5 million more than 4%. ([VnExpress](#), [CafeF](#) Jan 29)

### **Vietnam Forecast to Suffer from Certain Labour Shortage in Q1-Q2/2023: MoLISA**





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The MoLISA forecast that Vietnam could continue to suffer from labour shortages in certain industries in the first and second quarters (Q1-Q2) of 2023, particularly in the southern and central regions. However, labour demand in several places could be on the rise, with a need for 350,000-400,000 labourers, especially technical workers. ([VnEconomy](#) Jan 27)

### **Most of Workers in Northern Vietnam Back to Work after Tet**

Almost workers in Vietnam's northern region have returned to work after a week-long Lunar New Year (Tet) holiday. Mr. Tran Van Ha, deputy director of the DoLISA in the industrial province of Bac Giang, said as of January 27, over 252,000 out of 303,000 employees in total from 7,186 businesses province-wide got back to work. A large number of textiles firms are back to work on January 30, Mr. Ha said, adding that in general, most of local workers have been back to their plants after Tet. In Hanoi, as of January 27, over 83% of enterprises reopened with over 94% of their headcounts back to work. There were 27 in 64 firms at industrial parks in Quang Ninh province resuming operations with more than 10,600 workers. By January 31, all IP businesses will have returned to work. ([Tuoi Tre](#) Jan 29)

### **Vietnam Hanoi Supports Employment for 13.8K Persons in Jan, up 9.6% y/y**

Vietnam's capital city of Hanoi will likely have supported jobs for 13,800 people in the January, up 9.6% y/y, according to the municipal DoLISA. In the month, Hanoi will have allocated VND108.2 billion (\$4.5 million) in unemployment benefits to 3,800 people, introduced jobs to nearly 3,700 persons, and offered vocational training to 36 workers with a budget of VND158.4 million. As of January 30, 99.2% of businesses citywide resumed operations after the Lunar New Year (Tet) holiday with 97.8% of their staff back to work. In the textiles and garment industry, 67.74% of firms reopened with the return of 69.06% of their total headcount due to lack of orders. This year, Hanoi aims to reduce the urban jobless rate to below 4% and achieve a rate of trained workers of 72.2%. ([VnEconomy](#) Jan 31)

### **Thanh Hoa Aims to Enrol 48,200 TVET Learners in 2023**

Central Thanh Hoa province has set a target to enrol 48,200 TVET learners this year, including 3,600 at the college level, 9,200 at the intermediate level, and 35,400 at the elementary and short-term levels. Last year, the province enrolled 45,503 people into local TVET institutes, including 2,921 at the college level, 8,012 at the intermediate level, and 34,570 at the elementary and short-term levels. ([Bao Thanh Hoa](#) Jan 31)

### **Vietnam HCMC May Have Maximum 320,000 Job Vacancies in 2023: FALMI**

Businesses based in Vietnam's southern economic hub of Ho Chi Minh City may have between 280,000 and 320,000 job openings in 2023, forecast the municipal Human Resources Forecast and Labour Market Information (FALMI) Centre. If the global economy and some major economies contract this year, leading to weak export, the city could add between 280,000 and 300,000 job positions this year, including 72,000-79,000 in the first quarter (Q1); 66,000-72,500



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in Q2; 67,500-73,000 in Q3; and 74,500-75,500 in Q4. In case of a bright global economic outlook with increasing export orders, HCMC may see a gain of 300,000-320,000 jobs during 2023, including 79,000-87,000 in Q1, 72,500-75,500 in Q2, 73,000-76,000 in Q3, and 75,500-81,500 in Q4, FALMI predicted. The city's workforce is expected to reach 4.8 million in 2023, up by 200,000 from 2022, FALMI forecast. ([Dan Tri](#), [NLD](#), [Lao Dong](#) Jan 29)

### **Recruitment for Vocational Intermediate Level in HCMC Fails to Meet Target**

The recruitment of learners for vocational intermediate schools in Ho Chi Minh City last year met only 60% of the year's target with 22,697 persons. Last year, vocational recruitment citywide reached 101.73% of the year's plan with 377,423 learners, including 50,844 at the college level and 303,882 at the primary and continuing education levels. ([NLD](#) Jan 27)

### **Firms in Binh Duong Need 10K Labourers after Tet**

Firms in southern Binh Duong province need to recruit around 10,000 workers in the first quarter of this year, or after the Lunar New Year (Tet) holiday, said Mr. Pham Van Tuyen, deputy director of the provincial DoLISA. Of them, 35% will fill in new vacancies while the rest will make up for those not returning to work after Tet. ([Lao Dong](#) Jan 28)