

# Cooperation with Business Sector via IABs

## Summary of Results

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# Outline

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1. Key challenges and solutions
2. Principles of Effective Operation of IABs





# 1. Challenges and solutions



# Key challenges

- 1. Quantity and quality of enterprises in IABs**
- 2. Management of in-company training quality**
- 3. Quality Assurance for Assessment and Examinations of In-company training**

# Quantity and quality of enterprises in IABs

## Challenges:

- Lack of local industrial enterprises,
- Existing enterprises are mainly small and medium-sized
- Few businesses want to offer in-company training
- Resources (funding, manpower, time) for in-company training are scared for small businesses
- Gap between production plan and training plan

## ✓ Solutions:

- ✓ Build a cooperation framework matrix (level, activity, commitment) suitable for each enterprise
- ✓ Implement activities according to the needs and commitments of each business. Slowly increase the level of collaboration.





# Quantity and quality of enterprises participating in IABs

## Challenges:

- Lack of local industrial enterprises,
- Existing enterprises are mainly small and medium-sized
- Few businesses want to offer in-company training
- Resources (funding, manpower, time) for in-company training are scared for small businesses
- Gap between production plan and training plan

## ✓ Solutions:

- ✓ Design teaching-learning-testing materials based on available equipment, work positions and materials at enterprises
- ✓ **Agree on a detailed** tasking plan (commitment-task-time) with each enterprises
- ✓ Train teachers to become focal points for cooperation with enterprises



# Management of in-company training quality

## • Challenges:

- Students work, not learn
- Gap between job positions and tasks at the enterprises and the training content of the program
- In-company trainers lack pedagogical skills
- Legal regulations discourage colleges to allocate resources to ensure the quality

## ✓ Solutions:

- ✓ Focus on quality not quantity
- ✓ Tailor in-company training content and plan according to available resources of the enterprises
- ✓ Technical teachers stay with his/her students for in-company training duration



# Management of in-company training quality

## • Challenges:

- Students work, not learn
- Gap between job positions and tasks at the enterprises and the training content of the program
- In-company trainers lack pedagogical skills

## Solutions:

- Provide training for in-company trainers in didactics, organizational and coordination skills
- Training on occupational safety, general and basic competencies at school before in-company training
- Focal points of schools and enterprises coordinate and exchange regularly for improvement





# Quality Assurance for Assessment and Examinations of In-company training

## Challenges:

- Lack of legal basis for enterprises to evaluate learning outcomes for in-company training
- In-company trainers do not participate in the assessment in graduation exams

## ✓ Solutions:

- ✓ College teachers coordinate with enterprises in evaluating modules at enterprises **or**
- ✓ In-company trainers and college teachers assess students at the college workshops
- ✓ Use the assessment toolkit for in-company training
- ✓ In-company trainers trained as examiners for graduation examination boards
- ✓ Design examinations against Vocational Standards/ Outcome Standards



## 2. Principles for Effective operation of IABs



# Principles of Effective Operation of IABs

- **Flexibility:**

- mode of communication, venue, timing of meetings, organization of in-company training → follow the needs of companies

- **Efficiency:**

- hands-on, practical, focused, combining strengths of colleges teachers and in-company trainers
- Capacity building based on strengths of each side: colleges train in-company trainers in pedagogy; companies train teachers in technical and production skills

