

Decent Employment and Skills for a Green Future

Technical and Vocational Education and Training (TVET), Labour Market and Labour Mobility

Context

A shift to a green economy is necessary to achieve long-term wellbeing for all. The transition also brings new opportunities: until 2030 the potential market size of green businesses in Asia Pacific is expected to reach 4-5 trillion USD¹ and 14.2 million additional green jobs are estimated to be created in the region². At the same time, jobs in fossil fuel industries might disappear and the skill requirements of many existing roles will change, meeting the need for green and digital transformation. Countries like Viet Nam and communities like the Association of Southeast Asian Nations (ASEAN), need relevant labour market policies and instruments, including skills development systems, to resolve challenges and make use of the opportunities of the transition.

However, limited information and collaboration to develop appropriate labour market policies and education and training offers hinder progress. This results in low percentage of skilled workers with green and digital competencies, especially among women and marginalized groups.

¹ according to McKinsey & Company, 'Green Growth: Capturing Asia's \$5 trillion green business opportunity'

² according to the International Labour Organisation: 'Green jobs and a just transition for climate action in Asia and the Pacific' report

Mission

On behalf of the German Federal Ministry for Economic Cooperation and Development (BMZ), Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) is supporting partners in Viet Nam and the ASEAN region in shaping a Just Transition towards net-zero emissions by promoting decent green employment opportunities and inclusive training for green and digital competencies that the business sector needs.

Approaches

On behalf of BMZ, we are working with Vietnamese partners to:



improve the availability and quality of real time digital labour market information, including on green jobs and skills needs



strengthen capacities of stakeholders in Viet Nam and ASEAN to adopt and implement evidence-based and gender-responsive labour market and training policies



develop and scale demand-oriented, high quality and flexible initial and further training in Viet Nam according to international standards for green and digital competencies, for example in the manufacturing, energy, forestry and environmental technology industries



ensure inclusion of marginalized groups in employment and training for green and digital competencies



leverage the benefits of safe, fair and legal labour mobility to increase chances of trainees in climate and environment relevant industries on the Vietnamese and international labour markets and promote international knowledge and advanced technology transfer.

Projects/Programmes

Viet Nam

Programme Reform of TVET in Viet Nam III

Commissioned by BMZ; Partner: Ministry of Education and Training; Duration: 2024-2027

Complementary measures funded by the Study and Expert Fund/BMZ:

Data for Labour and Skills Policies in Viet Nam (Data4Policy); Duration: 2022-2026

develoPPP

Vocational Training for Green Jobs in Viet Nam and Mongolia

Supported by the develoPPP Programme of the BMZ, in cooperation with eight private partner companies from Germany, France, Viet Nam and Mongolia and the Khanh Hoa Technology and Energy College; Duration: 2025 - 2028

Global projects in Viet Nam

Partnerships for Development-oriented Vocational Training and Labour Migration (PAM)

Commissioned by BMZ; Duration: 2024-2027

Programme Shaping Development- oriented Migration (MEG)

Commissioned by BMZ; Partners: Public institutions with a migration policy mandate; Duration: 2023-2026

Triple Win (International Services)

Commissioned by employer organisations; Partners: Vietnamese Department of Overseas Labour, German Federal Employment Agency; Duration: 2019-2025

ASEAN region

Future-Oriented Labour Market Policy and TVET for a Twin Transition in ASEAN (RECOTwin)

Commissioned by BMZ; Partner: ASEAN Secretariat; Duration: 2024-2028



Trainees are being instructed by their teacher on professionally measuring and setting parameters of a photovoltaic system at Khanh Hoa College of Technology and Energy



Trainees are programming and operating independently a 3-axis CNC milling machine with their teacher's attendance at LILAMA 2 International Technology College

Selected results



Anchored **09 policy recommendations**, for example on digital transformation, training quality and green TVET in the policy framework in Viet Nam



Strengthened the cooperation between public and private actors to improve the labour market relevance of training and promote in-company training: Established 23 industry advisory boards and two provincial TVET councils in Viet Nam as well as digital cooperation platforms



11 colleges, with approximately 40,000 students, thereof **8,000 women** were supported to become **high-quality TVET institutes** and to successfully implement 07 training programmes based on international standards for industry and environmental occupations, as well as short-term training units on digital literacy, industry 4.0 and renewable energies

92% of more than 100 surveyed enterprises confirm that the supported trainees and graduates have the necessary competencies for the changing world of work



Promoted the **participation of women and people with disabilities**, more than 100 scholarships and equality and inclusion training for more than 300 teachers and managers



Successfully piloted a **high-quality training programme** in metal cutting that provides pathways for decent employment in the local and international labour markets. 11 graduates migrated to Germany, 17 entered the labour market in Viet Nam



Provided information on regular labour migration and fair and ethical recruitment; promoted the engagement of **08 diaspora experts**, **01 project of diaspora organisation**, **02 startup ideas** for development in Viet Nam



Strengthened regional cooperation & alignment, by development of ASEAN standards together with the ASEAN TVET Council and its members and facilitating peer-learning on challenges and trends in TVET and labour market policy in the region

The cluster contributes to:



"As a lecturer for one of the participating companies, I am in charge of 50% of the students' time spent learning at the company. (...) In my opinion, this in-company training represents a breakthrough in practical training in Viet Nam."

Ms. Nguyen Thi Minh Hue
In-company trainer



"I'm thankful that I was able to go to school for a programme that led me to my current position as a wastewater treatment technician. This profession has provided me with financial security as well as the satisfaction of knowing that I am having a positive impact on the environment."

Mr. Nguyen Thai Phuong
Graduate

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