

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

Context

Viet Nam is economically one of the fastest-growing countries in Asia. Industry, the service sector, and the digital economy are driving this development. However, there are risks to long-term growth, as there is a lack of skilled workers, and women, people with disabilities and ethnic minorities have less access to decent employment. Another negative effect of economic growth is high resource consumption and the impact on the environment and the climate.

Viet Nam's technical and vocational education and training (TVET) system is crucial in preparing the company for the socially just, digital, and green transformation of the economy. It is responsible for inclusively qualifying skilled workers with the needed future-proof competences. At present, however, the TVET system and the skills of graduates do not yet fulfill the requirements of the business sector for the transition. Women, persons with disabilities and other disadvantaged groups are also still underrepresented in TVET, limiting their access to employment opportunities in the fast-developing economy.

The Programme Reform of TVET in Viet Nam III is commissioned by the German Federal Ministry for Economic Cooperation and Development (BMZ). It is implemented by Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) in cooperation with the Vietnamese Directorate of Vocational and Continuing Education and Training (DVCET) under the Ministry of Education and Training (MoET).

Objective

The TVET system in Viet Nam contributes to the socially just, green and digital transformation.

Project name	Programme Reform of Technical and Vocational Education and Training in Viet Nam III
Commissioned by	German Federal Ministry for Economic Cooperation and Development (BMZ)
Lead executing agency	Directorate of Vocational Education and Training, under the Ministry of Labour - Invalids and Social Affairs
Duration	03/2024– 02/2027
Contact person	Beate Dippmar (Ms) E beate.dippmar@giz.de

Approach



Effective policy implementation

Advising policymakers on effectively implementing the policies for an open, flexible, demand-oriented and modern TVET system and the development of the network of TVET institutions.



High Quality TVET Institutes

Supporting up to 30 TVET institutes in offering inclusive and needs-based education and training, for work in sectors such as energy, forestry, environmental technology, semiconductor, and green manufacturing.



Business Cooperation

Promoting the establishment and expansion of cooperation between TVET institutes, the business sector and state management, to increase the relevance, quality and attractiveness of TVET.



Inclusion

Promoting gender equality and inclusion in TVET institute management, training delivery and policy



Digitalisation

Support the ecosystem for the digital transformation in TVET through policy advice, digital competence development and providing digital solutions.



Greening

Advising policymakers and TVET institutes on green skills, for example for solar and wind energy installation and maintenance, green TVET institutes and policies promoting training for green jobs.



Labour Mobility

Advising on increasing international exchange and compatibility of TVET offers and piloting a model for development-oriented vocational education and training for skilled workers entering the Vietnamese and international labour markets.

The achievements we are building upon

Policy Advice

9 recommendations are included in the legal and policy system



Flexibility in TVET



Digital transformation



Cooperation with the
Business sector



Competence centre
approach



Greening TVET

Training Results



40,000

trainees on elementary,
intermediate and college level, **8,000** of which are
women, annually benefit directly and indirectly from
the support at 11 partner colleges



>80%

of graduates of supported training
institutes find employment within
6-12 months after graduation



92%

of enterprises have confirmed that
the trainees have the necessary
competencies for the changing world
of work

TVET Quality



7

training programmes according
to international standards
developed with the business
sector, with currently more than
1.500 enrolled trainees



10,000

students have improved
their digital skills
with support of the
supported digital literacy
training module



13,000

persons enrolled in e-learning
courses on cross-occupational
green competences, in-company
training didactics, inclusive training
methods and digital transformation



11

colleges were supported to
develop towards becoming
increasingly digital and
green high quality training
institutes

Cooperation with the Business Sector



23

industry advisory boards
have been established at TVET colleges and
as a bridge between private sector
and training institutes



>130

companies are
engaged in cooperative training,
industry advisory boards and other forms
of business sector cooperation



164

in-company trainers
and coordinators have
been

Published by

Deutsche Gesellschaft für
Internationale Zusammenarbeit (GIZ) GmbH
Registered offices Bonn and Eschborn, Germany
Technical and Vocational Education and Training
Programme Reform of TVET in Viet Nam III
T +84 24 39746571
F +84.24 39746570
E beate.dippmar@giz.de
www.giz.de/vietnam; www.tvet-vietnam.org

As at

November 2025

Photo credits

© GIZ

Text

Programme Reform of TVET in Viet Nam III

GIZ is responsible for the content of this publication.

On behalf of

Federal Ministry for Economic
Cooperation and Development (BMZ)

In cooperation with

Ministry of Education and Training