EXPERIENCES, RESULTS AND CHALLENGES FOR THE DEVELOPMENT OF NOSS and NQF IN VIETNAM

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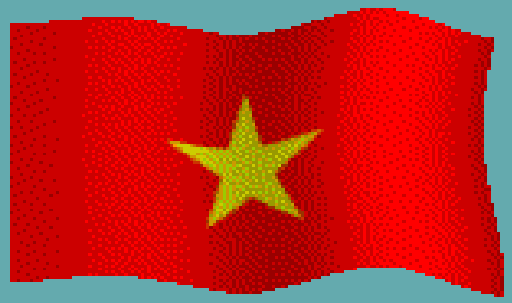
VIETNAM



Location: Southeast Asia

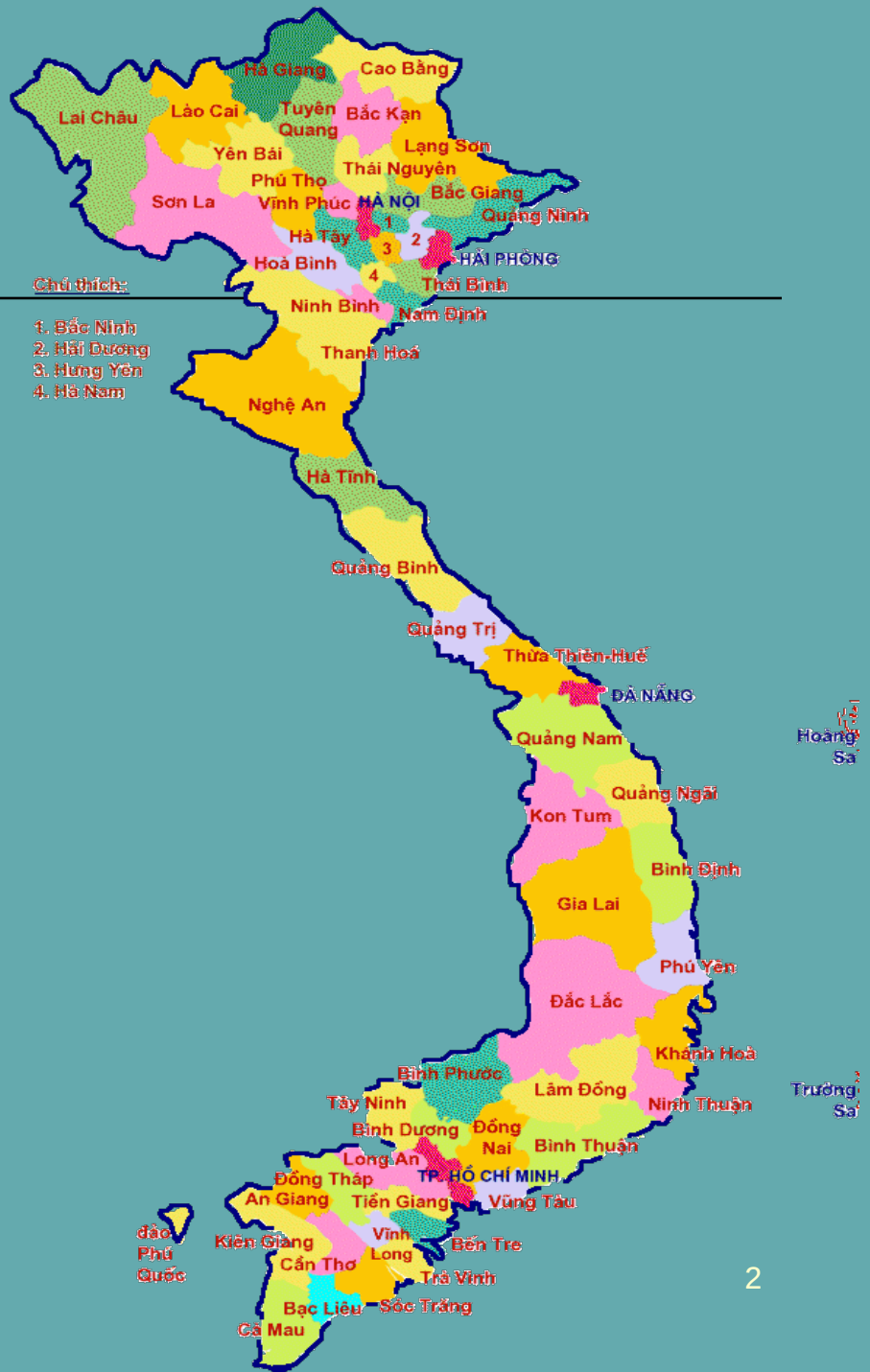
Capital: Hanoi

Population: 90 million (2012)

- **Male : 49%**
- **Female : 51%**

Labor force 52 million (2012)

- **Industry 22.7%**
- **Agriculture 48.7 %**
- **Services 28.6 %**



Content

- Experiences in the development of NOSS and NQF
- Results and challenges
- Orientations

Experiences in the development of NQF in Vietnam

- The VT Law (2006) is an important legal basis for the operation of VT system, including the development of NOSS and NQF
- One of the roles of NOSS and NQF is to play as the basis for VT institutions to develop training programs to reach requirements of the enterprises
- NOSSs as a basis for building training output standards which are suitable with labor market needs

Experiences (cont.)

- The development of NOSSs is chaired by ministries in collaboration with related agencies and professional associations
- The NOSS of Vietnam was developed using job analysis approach to identify the tasks and duties to be done in professional activities
- Experts from enterprises involve in all processes of developing NOSS (50% of the committee in charge of developing NOSS)

Experiences (cont.)

- NOSS include regulations on level of performance and requirements on knowledge, skill and attitude needed to perform various duties and tasks of a certain occupation.
- The level of occupational skills is determined based on **3 main criteria groups**:

  (i) Scope, difficulty and complexity of the duties and tasks;

  (ii) Flexibility and creativity involved in performing the duties and tasks;

  (iii) Level of collaboration and responsibility in performing the duties and tasks.

Numbers of NOSS'S levels

Level 1	Level 2	Level 3	Level 4	Level 5
Certificate 1	Certificate 2	Certificate 3	Certificate 4	Certificate 5

For example:

Level 1 (lowest level)

- Competent in performing simple tasks and repetitive tasks within one occupation under other people's instructions;

Level 5 (highest level)

- Competent in performing all varied tasks of the occupation fluently and skillfully; work with high independence, great self-control;
- Has broad knowledge of basic theoretical concepts and has deep professional knowledge in many areas of the occupation; has techniques for analyzing, forecasting, designing, considering to solve both technical and management problems in a wide scope;
- Can analyze, evaluate and generalization information to come up with opinions and initiatives; manage and run the working team or group when performing the work; take responsibility for outcome, output of self with specified standard quality and take responsibility for output of the working team or group in accordance with specified standards and specifications.

Results and challenges

- As of 2013, the total occupations which have NOSS are 190.
- These NOSS are helpfully used in developing curricula frameworks and training programs for occupations at different levels
- For secondary and college levels, the requirements of knowledge and skills in the curricula framework account for 70% of a training program

Results and challenges (cont.)

Besides, in order to reach regional standards, since 2012:

- 8 training programs and their occupational skills standards were transferred from Malaysia;
- 12 NOSS from Australia will be received.
- 4 training programs will be developed oriented on German standards.

Within the pilot process the packages will be adapted to Vietnamese context to reach international level in Vietnam.

Challenges:

- The development of NOSS and NQF are still new issues in Vietnam
- VT institutions take the main responsibility in the development of NOSS while the role of the enterprises is still limited.
- The NOSS's system has not been used in the labor relations and employment.
- It seems to be considered that NOSS is by and for orientation of training side, not labor users (enterprises side).

Orientations

Linking closely between development of NOSS and NQF toward regional and international integration

- One of the objectives of Vocational training. Development Strategy in the period 2011 – 2020 is to develop NQF.
- Vietnam NQF should be compatible on regional qualification frame of reference for mutual recognition of qualifications and skills among countries in the ASEAN region by 2015.
- To develop the NQF, the NOSS need to be completed.
- Learning experiences from regional and international of NOSS and NQF is essential.

Content of NQF

- Number of Levels
- Describe the standard output (Knowledge, skills, abilities)
- Content of level

NQF and NOSS in Vietnam (expected)

Levels	NQF		Levels of NOSS	Levels
	TVET	Higher Education		
8		Doctor	5	8
7		Master	4	7
6	Advanced College	Bachelor		6
5	College		3	5
4	Secondary of VT		2	4
3	Certificate III			3
2	Certificate II		1	2
1	Certificate I			1

Strongly encourage involvements of industries in the development of NQF

- Enhancing the dissemination and communication to raise awareness about the purposes and benefits of NQF and skills assessment for enterprises.
- Developing regulations and policies on responsibilities and rights of enterprises in development of NQF and skills assessments

The pilot of establishing the Skills Councils

- In the long term, the developments of NOSS and NQF are responsibility of enterprises and employers through Skills Councils.
- Choose some occupations which are in key economic sectors to pilot of establishing the Skills Councils.
- These Skills Councils have responsibilities of development NOSS and play important role of development NQF

Thank you for your attention!