



Hochschule  
Bonn-Rhein-Sieg  
University of Applied Sciences



Trường Đại học Kinh tế Quốc dân  
National Economics University  
Khoa Kinh tế và Quản lý Nguồn nhân lực  
Faculty of Human Resource Economics and Management



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On behalf of



# Symposium

## Sustainable Labour Migration

Parallel Country Workshop – Vietnam

The Importance of Vocational Training and Labour  
Migration for Vietnam's Development Strategy

First findings and research agenda

24 March 2022 | 11:30 – 13:00 h

Room C 120



Việt Nam  
Vietnam

## ***Zoom-Etiquette for the Symposium ...***



### **Use video**

when circumstances and internet connection allow. Video facilitates a much more effective meeting/workshop than audio alone.



### **Stay muted**

when you're not talking. But don't forget to unmute yourself if you want to contribute.



### **Use the chat**

to ask questions during the meetings.



### **Raise your hand**

During the meetings, please click on the hand-icon if you would like to contribute. Please lower your hand after your input, if there are no further questions.



### **Say your name**

Please display your name on Zoom and introduce yourself shortly before speaking.

### **Chatham House Rule**

<https://www.chathamhouse.org/about-us/chatham-house-rule>





# Parallel Country Workshop – Vietnam Workshop Programme



**Theme:** The Importance of Vocational Training and Labour Migration  
for Vietnam's Development Strategy

**Key note:** Dr. Buy Sy Tuan | Deputy Chief of Office | Ministry of Labour,  
Invalids and Social Affairs (MOLISA)

**Findings:** Dr. Tran Huy Phuong | National Economics University, Hanoi |  
**Desk Review** Researcher | Faculty of Human Resource Economics & Mgt

**German-Vietnamese  
Cooperation:** Tomislav Ikić | Project Manager Vietnam | GIZ  
Global Programme Migration and Diaspora

**Main take aways  
& next steps for the  
research project:** Andreas Meyn | Researcher | University of Applied  
Sciences Bonn-Rhein-Sieg

**Questions | Answers | Discussion**





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# Vietnam: Migration – Development Nexus

Summary of preliminary findings from the desk review:

## Labour Market:

- Vietnam has very low official unemployment rate (2020: 2,7% total; 15 – 24 years: 6,51%), however, in some, more rural provinces with high informal employment rates, the situation is different and **leads to higher migration pressure**.
- The average monthly per capita income ranges between EUR 111 (North Central, Central Coastal Areas, incl. Danang) and EUR 210 (South East, incl. Ho Chi Min City) (2018 estimates). However, skilled professional already **have much higher income perspectives** in the industrial hubs of the country
- 35% of the employed are between 15 and 30 years of age.
- A key bottleneck to moving from emerging to industrialised country is the **availability of skilled human resources** – f.i. in mechanical engineering, environmental technologies)

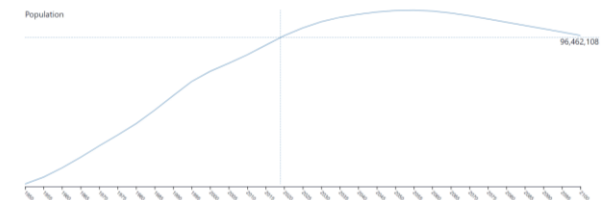
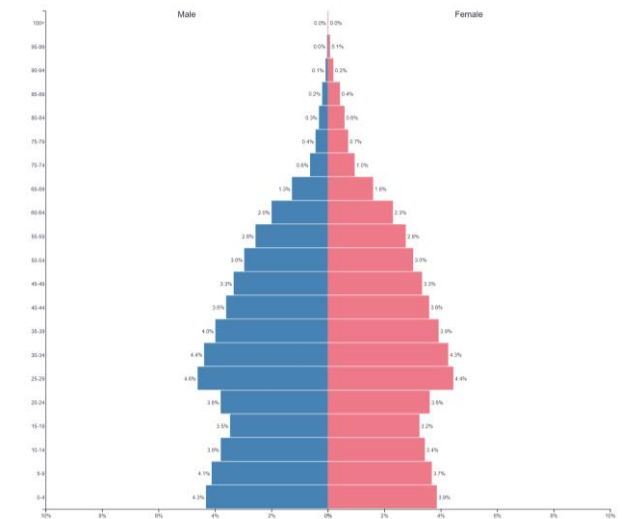


# Vietnam: Migration – Development Nexus

## Labour market potential:

- The dynamics and structure of the Vietnamese labour market should allow for and benefit from labour migration in the medium to long term (“demographic dividend”).
- Labour migration into vocationally skilled - especially shortage - occupations in Germany offers good potential for migrant incomes, career development and return options
- “Matching” shortage occupations in Vietnam and Germany; German FDI in strategic industrial sectors (automotive, manufacturing); future potential for occupational profiles related to renewable energy technologies ➔ direct link to environmental sustainability !

<https://www.populationpyramid.net/viet-nam/2019/>  
Viet Nam 2019 Population: 96,462,108



# Vietnam: Migration – Development Nexus

## Country of Origin Benefits - Overseas Vietnamese

- Increasing awareness by the Government of potential benefits other than remittances: Signing of a cooperation program between the State Committee for Overseas Vietnamese (OV) and Ho Chi Minh City's Committee for OV Affairs to strengthen partnership during 2022-2025
- “Xuan Que Huong” (Homeland Spring) Programme 2022: Focus on attracting overseas human resources talent for national development
- Politburo's Conclusion 12-KL/TW: “Using the human resources of overseas Vietnamese will contribute to the synergy for construction, protection and development of the nation”



*“The two committees will foster cooperation to connect domestic and overseas resources, promote national solidarity, especially to encourage young people, prestigious and influential individuals to make contributions to OV associations and groups; at the same time, attract overseas human resources to contribute to national development.”*

(Source: <https://vietnamtimes.org.vn/overseas-vietnamese-committees-strengthen-cooperation-39583.html>; <https://vietnamtimes.org.vn/resources-of-overseas-vietnamese-stronger-than-ever-39846.html>)







## Resources of Overseas Vietnamese Stronger than Ever

Resolution 36 of the Politburo has confirmed overseas Vietnamese to be not only an "inseparable part" but also a great resource of the nation.

ZOY NGUYEN  
nhungnguyen1209@gmail.com | February 06, 2022 | 09:48

To develop a prosperous and happy country, the Party and State advocate using internal resources, and making effort to mobilize important external resources.

Using the human resources of overseas Vietnamese will contribute to the synergy for construction, protection and development of the nation.

### Full power unleashed



The President beats a drum to open the Xuan Quê Hương program organized by the State Committee on Overseas Vietnamese, the Ministry of Foreign Affairs on the evening of January 22 2022. Photo: SCOV

Currently, there are about 5.3 million Vietnamese people living and working in 130 countries and territories, of which more than 80% are in developed countries.

The prestige of the Vietnamese community in the host society is increasingly enhanced.

The community is undergoing positive changes in terms of quality, especially economic potential and brainpower.

First, many overseas businessmen have become world-famous billionaires.

In terms of politics, a number of figures of Vietnamese origin have entered the local political scene at different levels.

The role of politicians, managers, and leaders of Vietnamese origin in some countries such as the US, Australia, France is

### More awareness and responsibility



Ambassador Luong Thanh Nghi, Deputy Chairman of the State Committee on Overseas Vietnamese, Ministry of Foreign Affairs, speaks at the conference on implementing conclusions No. 12/KL-TW. Photo: TTXVN

The Party and State aim to make great development in the work of Vietnamese expatriates, making their contributions to the development of the country worthy.

This year, the mission will focus on two breakthroughs: great national unity and promotion of overseas Vietnamese resources to serve the country's development.

One of the key tasks in the Politburo's Conclusion 12-KL/TW is to "continue to raise awareness and sense of responsibility in the effective implementation of the policy of great solidarity in Vietnam," thereby "promoting the great strength of national unity, encouraging and creating conditions for the Vietnamese people to make active contributions to national construction and defense."

This comprises seven activities:

**First**, action plans and programs, including the Government's Action Program on foreign language work for 2021-2026.

**Second**, being flexible in measures to mobilize overseas Human Resources; focusing on the young generation, and people with prestige and influence.

**Third**, improve the system for dealing with initiatives and opinions of experts, businessmen, and intellectuals to improve policies and laws related to human resources.

**Fourth**, support overseas Vietnamese in terms of legal status and life stability; strengthening comprehensive and long-term measures, especially in difficult areas.

**Fifth**, support teaching and learning Vietnamese, preserving the national cultural identity.

**Sixth**, strengthen communication and diversify methods of information transmission to better meet the needs of overseas Vietnamese.

**Seventh**, strengthen the organizational apparatus and improve the qualifications of staff doing community work.

(Source: <https://vietnamtimes.org.vn/resources-of-overseas-vietnamese-stronger-than-ever-39846.html>)



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# Vietnam: Migration – Development Nexus

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- *First*, action plans and programs, including the Government's Action Program on **foreign language work** for 2021-2026.
- *Second*, **being flexible in measures to mobilize overseas Human Resources**; focusing on the young generation, and people with prestige and influence.
- *Third*, improve the system for dealing with **initiatives and opinions of experts, businessmen, and intellectuals to improve policies and laws related to human resources**.
- *Fourth*, support overseas Vietnamese in terms of legal status and life stability: strengthening comprehensive and long-term measures, especially in difficult areas.
- *Fifth*, support teaching and learning Vietnamese, preserving the national cultural identity.
- *Sixth*, strengthen communication and **diversify methods of information transmission to better meet the needs of overseas Vietnamese**.
- *Seventh*, strengthen the organizational apparatus and improve the qualifications of staff doing community work.





# Vietnam: Migration – Development Nexus

## TVET system development potential:



- Long-term tradition of German-Vietnamese cooperation in Vocational Training system development
- “Cooperative” Vocational Training approach established in Vietnam; a number of Vocational Institutions equipped to deliver programmes of high quality together with local and international industry
- A number of occupational standards have been developed that meet Vietnamese / MOLISA requirements (Circular No.03/2017/TTBLDTBXH) and are considered equivalent to German standards (Chamber of Crafts assessment)
- Differentiated system of VET colleges – TVET programmes at different levels, up to 3/3,5-year „advanced college“ level.

High potential for stronger internationalisation of Vietnamese TVET system through TVET based Labour Migration programmes



# Vietnam: Migration – Development Nexus

## Current managed labour migration pathways with Germany:



PAM

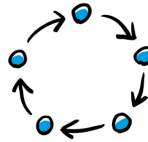


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- “Triple Win” – Fair Recruitment for Nursing apprenticeships in Germany
- “Hand in Hand for International Talent” – Recruitment of skilled professionals in Hospitality (Cookery, Restaurant & Hotel), Electro-Technic, and IT – recognition of qualifications process and skilled work in Germany
- “ProRecognition” – Professional & Vocational Qualifications for Germany: Consultation to recognition of professional qualification acquired in Vietnam.
- Pilot programme “Partnership approaches for development-oriented vocational training and labour migration (PAM)” | “dual track” Metal Cutting Vocational training in Vietnam for Vietnamese labour market and German labour market with the aim of full recognition of the qualification in Germany





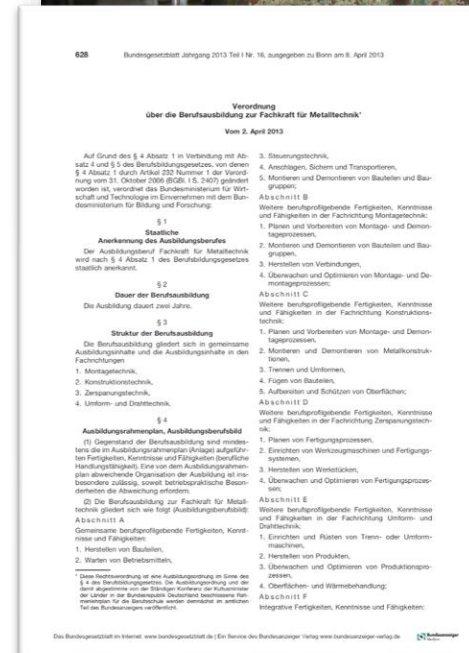
# “Dual track” skills partnership pilot – cooperative VET programme in metal cutting

## Key Features of the Labour Migration Scheme:

- Tuition-based programme offered at LILAMA 2 International Technology College, Dong Nai Province
- “dual track” cooperative vocational programme in metal cutting for a batch of 50 apprentices – selected in March 2022
- Approx. 1,5 year programme at Vietnamese intermediate level – with pathways to College (2,5ys) and Advanced College (3ys) levels; direct employment
- German “target” occupational profile for recognition procedure: “*Fachkraft für Metalltechnik*” (2ys) – with pathways to 3<sup>rd</sup> year of German apprenticeship in several dual vocational qualifications; direct employment
- Integrated German language and cultural modules for the “abroad” track (25 apprentices)

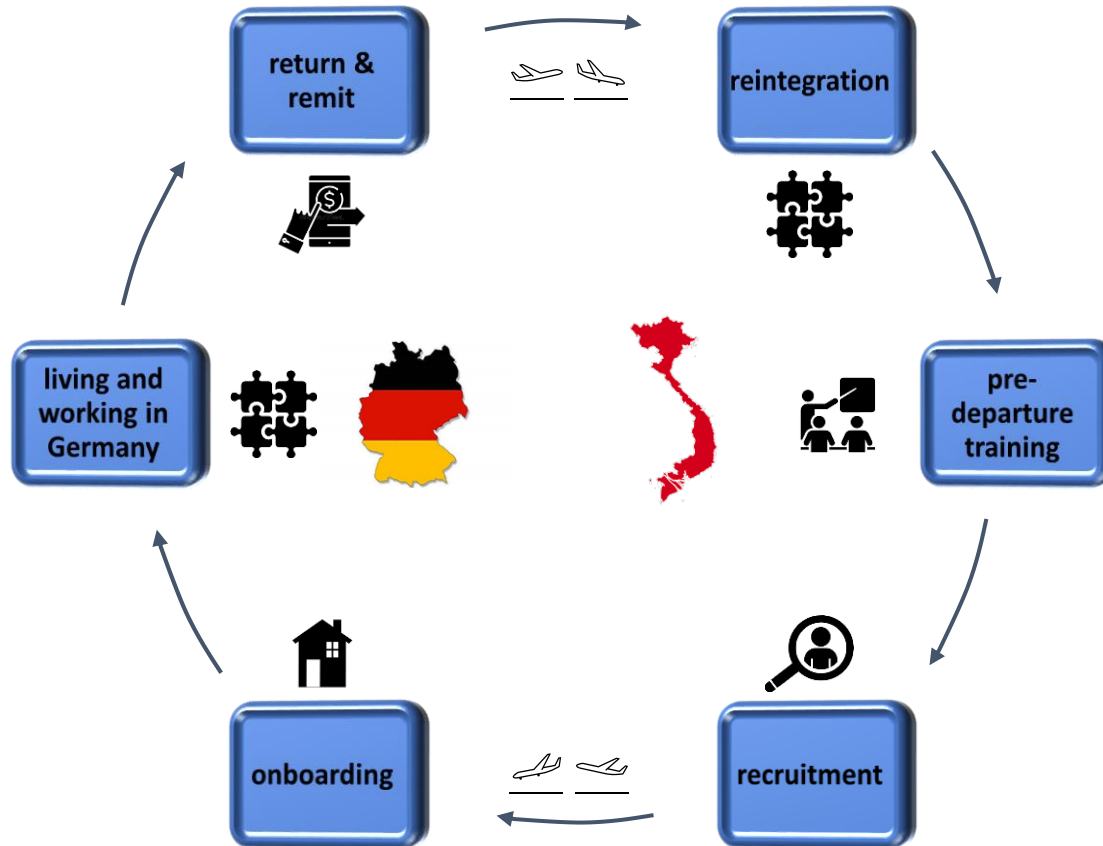


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# Field research into the potential for Sustainable Labour Migration: “dual track” skills partnership pilot programme metal cutting



- New, just started pilot programme
- no experiences, results yet but expected / anticipated outcomes
- Focus on identification and assessment of future potential by interviewed stakeholders
- Baseline research



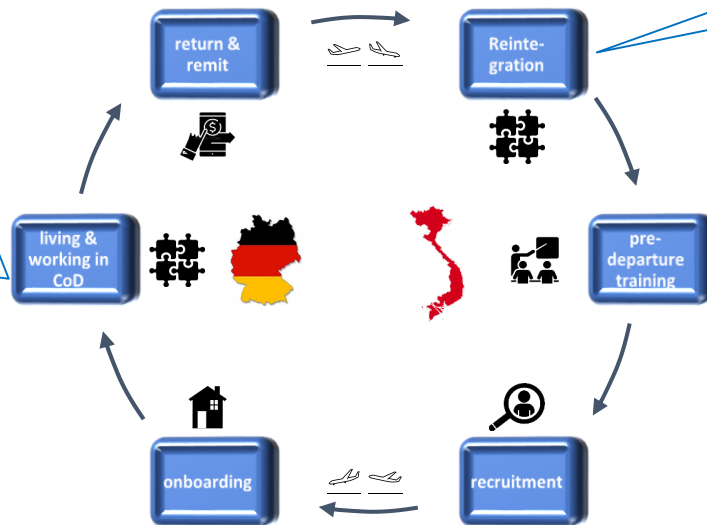


# Field research into the potential for Sustainable Labour Migration: “dual track” skills partnership pilot programme metal cutting

**Skilled Migrants / Diaspora:** more agency regarding qualified (temporary / virtual) return; higher remittance potential (economic/social)  
**Vietnamese Society / Economy:** Know-how transfer; FDI opportunities (JVs, Start-ups; Transnational Education Services)

**Returning Migrants:** Increased agency and career opportunities  
**Vietnam Society / Economy:** potential for circular migration patterns

**Skilled Migrants:**  
Regulated training / employment / social security conditions  
**German employers:**  
productive trainees / employees  
**German society:**  
Immediate contribution to tax, social security systems



**Potential Migrants:** Increased agency; less cost (social/economic); higher potential earnings; “automatic” social protection  
**Vietnam Society / Economy:** additional “home track” graduates; higher remittances; social security guarantees abroad; social status increase for VET graduates  
**TVET College:** higher attractiveness of VET programmes; technology / know-how transfer; potential future multipliers  
**German Employers:** Less investment in recruitment and training; phased onboarding / integration

**Potential Migrants:** Less transaction cost; “automatic” social protection standards in CoD  
**German stakeholders:** Less investment in onboarding / integration

**Potential Migrants:** Less transaction cost; “automatic” social protection standards in CoD  
**Service Enterprise / TVET Colleges:** different roles / resp.



## Synopsis of assumptions and initial findings



expected costs and benefits	<ul style="list-style-type: none"> <li>Shift of cost from private investment in GER into recruitment, training, onboarding, integration to PPP investment into transnational VET cooperation needed to realise long-term benefit and sustainability</li> </ul>	<ul style="list-style-type: none"> <li>Increased training leads to less cost for “mediation” for labour migration, and more return on training / preparation for labour migration</li> <li>Cost to publicly (co-financed) education &amp; VET system not reflected</li> <li>Higher remittances</li> </ul>
potential of skills development	<ul style="list-style-type: none"> <li>well (pre-qualified) apprentices, employees with long-term career ambitions</li> <li>potential to become agents for internationalisation strategies (of companies, transnational training providers)</li> </ul>	<ul style="list-style-type: none"> <li>Multiple career paths into employment, professional &amp; tertiary further education and training</li> <li>More responsive, internationalized VET system   institutionalized transnational know-how transfer</li> </ul>
(skills) partnership	<ul style="list-style-type: none"> <li>Crucial role of public GER partners during incubation phase</li> <li>Crucial role of transnational VET provider for operation</li> </ul>	<ul style="list-style-type: none"> <li>from public, project-based partnerships to long-term institutionalized public-private partnerships</li> </ul>

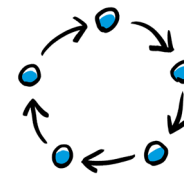
# Planned field research in Vietnam

## Institutional Stakeholders CoO

- Ministry of Labour, Invalids and Social Affairs - MOLISA HQ & DOLISA
- MOLISA – Directorate Vocational Training (DVET)
- MOLISA – Department for Overseas Labour (DOLAB)
- MOLISA – Institute for Labour Sciences and Social Affairs (ILSSA)
- LILAMA II International Technology College, Dong Nai
- Industry Association (VAMI)
- Viet Nam Association of Manpower Supply (VAMAS)

## Method /Instrument

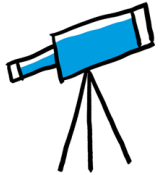
- Qualitative face to face interviews in Vietnamese by the team of NEU researchers applying Guideline Questionnaire; translation, transcription



“discussion of entire cycle”

1 – 2 h / 1 – 2 sessions per stakeholder

- Focus:
  - expectations, potential benefits / costs of dual track GSP approach in comparison with existing labour migration schemes;
  - partnership
  - Sustainability
- Timing: April 2022



# Planned field research in Vietnam

## Potential Migrants – CoO / Vietnam

LILAMA II International Technology College,  
Dong Nai:

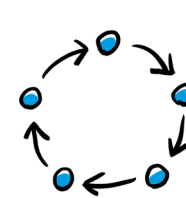
- Trainees in Metal Cutting – ongoing regular programme
- Trainees in Metal Cutting – newly selected pilot batch

## Expert interviews key stakeholder

- German private sector in Vietnam (AHK, individual companies)
- German Cooperation - project representatives (TVET, migration, sustainable economic development)
- German Embassy, EU Delegation

## Method /Instrument

- Individual face to face or focus group interviews in Vietnamese by the team of NEU researchers applying Guideline Questionnaire; translation, transcription



“discussion of entire cycle”

Focus:

- Motivations to migrate / to stay
  - expectations, benefits / costs
  - career / return perspectives
- Timing: April 2022
- Individual interviews (field visit between May – June 2022\*) by mixed team (GER-VIET); alternatively remote online face to face interviews (April).

Focus:

- Perceived benefits / costs / contributions
- Partnership
- Sustainability



\* dependent on time extension of research grant until August 2022



# Planned field research in Germany

## Trainee / Skilled Migrants

- Construction sector apprentices
- Recognised nursing professionals

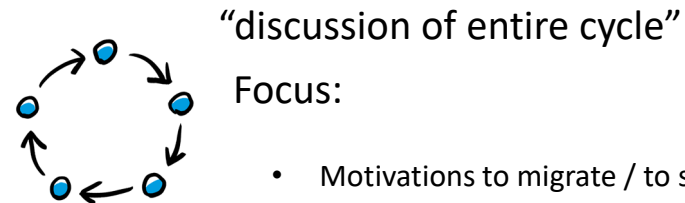


## Expert interviews key stakeholder\*

- German “receiving” private sector (recruiting / training companies) – construction sector focus
- Labour migration experts (BA, researchers, migration project experts)
- Diaspora organisations

## Method /Instrument

- Individual face to face or focus group interviews applying Guideline Questionnaire



Focus:

- Motivations to migrate / to stay
  - expectations, benefits / costs
  - career / return perspectives
- Timing: May – June 2022\*
- Individual interviews (May – June 2022\*)
- Focus:
- Perceived benefits / costs / contributions
  - Partnership
  - Sustainability



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Vietnam

\* dependent on time extension of research grant until August 2022



## Recommended Readings on Vietnam (German)



Fischer, Petra; Schuchard, Charlotte; Göser, Hanna; Phan, Ly: Marktstudie Vietnam für den Export beruflicher Aus- und Weiterbildung, BMBF | BIBB | I-MOVE, Bonn, 2021.

[https://www.imove-germany.de/static/de/downloads/iMOVE-Marktstudie\\_Vietnam\\_2021.pdf](https://www.imove-germany.de/static/de/downloads/iMOVE-Marktstudie_Vietnam_2021.pdf)

Wolf, Stefan: Vietnam - Internationales Handbuch der Berufsbildung, Volume 54 / 27. Jahrgang, BIBB, Bonn, 2021.

<https://www.bibb.de/dienst/veroeffentlichungen/de/publication/download/17250>

Baczak, Annette; Rohr, Nora; Schmetzer, Olesia; Stoewe, Kristina; Werner, Dirk; Wörndl, Daniel; Zifle, Luena: Potenziale beruflicher Anerkennung bei der Fachkräfteeinwanderung. Eine Analyse der beruflichen Bildung in dreizehn Fokussländern. IW-Report 48/2020, Institut der deutschen Wirtschaft, Köln, 2020.

[https://www.iwkoeln.de/fileadmin/user\\_upload/Studien/Report/PDF/2020/IW-Report\\_2020\\_Fachkraefteeinwanderung\\_und\\_Anerkennung.pdf](https://www.iwkoeln.de/fileadmin/user_upload/Studien/Report/PDF/2020/IW-Report_2020_Fachkraefteeinwanderung_und_Anerkennung.pdf)





Thank you very much for your participation and  
contributions !  
Xin chân thành cảm ơn sự tham gia và đóng góp  
của các quý vị !

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# Questions and Discussion

