



ANALYSIS OF FACTORS INFLUENCING TO VOCATIONAL EDUCATION TRAINING IN VIETNAM: IMPLICATION FOR IMPROVING ITS QUALITY PERIOD 2013 - 2020

A Dissertation Presented to

the Faculty of the Graduate School Southern Luzon State University, Lucban Quezon, Philippines In Collaboration with Thai Nguyen University, Socialist Republic of Vietnam

In Partial Fulfillment of the Requirements for the Degree of Doctor in Business Administration

NGUYEN CHI TRUONG - BUSH

August, 2013

BIOGRAPHICAL SKETCH

The author was born in Hanoi capital City in 1972, Vietnam and spent his home land city. He was raised by his parents, together with his four older sisters. He was the youngest child. He finished his elementary education with honors and graduated salutatorian in high school. In November 1995, he obtained his University degree of Hanoi University of Technology in Mechano – Informatics Engineering technology. In September 2001, he also graduated Bachelor of General Business Administration in National Economic University. In May 2003, he obtained his Master in Development of Management (MDM) in Asian Institute of Management (AIM), Makati city, Metro Manila, the Philippines with Management Research Report title: *"Expansion Strategy Of The Vocational Technical Education Project To Enhance Capacity Of The Viet Nam Vocational Technical Education And Training System"*

He started his career at Daewoo Plastics Engineering Ltd. Company (Korea) at Hanoi in September 1995 and then, he has been continued his career at Kurihara – Thang Long Joinventure Ltd. Company (Japan and Vietnam); High Technology Electrical Engineering Ltd. Company (Singapore); and then Sumitomo Densetshu Corporation (Japan) from January 1996 to September 2000 as Heating Ventilation Air Conditioning (HVAC) engineer in Hanoi. From September 2000 to 2006, he has worked at General Directorate of Vocational Training.

From January 2007 to June 2009, He also gained knowledge and experience in leadership and state management as the assistance to Vice Minister of Ministry of Labour, War Invalids and Social Affairs. At present, he is Deputy Director, Department of Skills Development, General Directorate of Vocational Training. His main assigned functions and duties are development of National Occupational Skills Standards and questions bank and also management of skills competitions.

He decided to take up Doctor in Business Administration (DBA) joined training by Thai Nguyen University (Vietnam) and Southern Luzon State University (Philippines) in 2010. He believed that gaining knowledge should be continuous and one should not be contented on earning a degree. There are many ways to upgrade one's knowledge and skills. Getting a formal education is only one of them. He was named in the Dean's List for three years and earned his Doctor in Business Administration in 2013.

He plays tennis and swimming to make himself fit and healthy. He loves listening to alternative and pop music. He believes that life is a journey. Being successful is not reaching the top. It is how you made the journey and reaching your dreams. It is about relationship and helping other people realized their own dreams. He has accepted his limitations and continues to discover his weaknesses. For him, what is important is if reason ends, faith begins. To be happy, live a life according to the teachings of Christ.

ACKNOWLEDGEMENT

Acknowledgement is hereby given to the individuals who in some ways or another, made my DBA study more bearable and meaningful in the midst of academic pressures; and because of their presence and inspiring assistance, I was able to transcend my human weaknesses and was able to respond to the challenges of achieving creativity and success:

To my highly respected Advisers:

Dr. Conrado L. Abraham (SLSU), my first adviser who gave me the strength and the encouragement to believe in my capacities. Taught me not to be afraid and to keep holding on and be steadfast in achieving my vision/mission. He patiently "listened" to me in my "down" moments and guided me with his wisdom in the completion of my dissertation.

Dr. Cecilia N. Gascon (SLSU), Dr. Tran Chi Thien (TNU), Dr. Walberto A. Cacaraan, DR. Joanna Paula A. Ellaga, Dr. Nelly I. Mendoza and Dr. Eduardo T. Bagtang, my panelists who made me see the beauty and meaning of sacrifice for greater cause, who gave me insightful, constructive comments to proceed with the dissertation in the right track.

Prof. Dr. Duong Duc Lan, my external panelist and experienced expert and also high ranking policy leader in the Vietnam Vocational Technical Education Training system as the Director General, General Directorate of Vocational Training who shared his valuable time in giving me insightful advises which are valuable in developing my dissertation framework.

To all those kind and helpful individuals:

All my Mentors/Professors in the DBA class who provided me with leadership and managerial skills combined with the "IQ and EQ" formations so that I can be one of those humble yet synergized souls who believe that the community and people-centered development is achievable in our midst.

My Colleagues from General Directorate of Vocational Training who helped me in the collection of data and information.

Staff for the International Center for Training (ICT), Thai Nguyen University and staff for University of Labour and Social Affairs for all the services they have extended to me especially with regards to facilitating my schedules, providing me the convenience and good environment for studying at their University.

My Classmates for the exciting and effective learning discussions on cases study and adding more value to my life during study in DBA class. Special mention is for Do Thi Hoa, Nguyen Xuan Quang, Hoang Van Hung, Le Ngoc Quang, they never failed to support me at times of difficulty.

Nguyen Phuc Huong and Nguyen Xuan Ngoc (Ronaldo), Nguyen Xuan Phuc (Clinton) my usually roommates during study time at Thai Nguyen University for being good friends sharing with me my joys and sorrows, happiness and tiredness during the time studying in Hanoi and Thai Nguyen city.

My mother, my sisters and my friends and collaborative partners, who had always been with me and never ceased to support me through their patience. My wife, Thu Hang, for her love, patience, and belief in his abilities; for her sacrifices and understanding of leaving our home every Saturday, Sunday and often come home late after official working time to attend the DBA class and study dissertation; for taking care of our home and our family;

My daughter Huong Giang and my son Truong Son, for giving me the reason to finish this dissertation; for my smiles that brings energy and inspiration;

Dedication

This Dissertation is dedicated to the following that have been the source of my energy and strength and will always be remembered every time I look back to my study experience:

To the Great and Loving Mother, all my sisters, my wife, my children who silently gave me the energy and strength to withstand the tests of the 'unknown' and the entirely new and unique experiences during DBA study and complete dissertation.

LIST OF ABBREVIATIONS

ADB	Asia Development Bank
ANOVA	Analysis of Variance
AQTF	Australian Quality Training Framework
BOG	Board of Governors
CPSISC	Construction and Property services industry skills council
CVET	Continuous Education Training
DEEWR	Department of Education, employment and workforce relations
DETB	District Education and Technical Board
DSD	Development Skills Department
GDP	Gross Domestic Product
GDVT	General Directorate of Vocational Training
IAC	Industry Advisory Council
ILO	International Labour Organization
ISC	Industry Skills Council
ITI	Industrial Training Institutes
IVET	Initial Educational Training
KCSE	Kenya Certificate of Secondary Education
KNEC	Kenya National Examination Council
KOICA	Korean International Cooperation Agency
KRIVET	Korea institute of vocational education training
MOET	Ministry of Education and Training
MOLISA	Ministry of Labour, Invalids and Social Affairs
MPE	Master Plan on Education
NOSAC	National Occupational Skill Assessment Center
NOSS	National Occupational Skills Standard
NOSTC	National Occupational Skills Testing Centers
NQF	National Qualification Framework
NQF	National Qualification Framework
NSDC	National Skill Development Corporation

NSSC	National Skills Standards council
NSTCS	National Skills Testing and Certification System
NSTMA	National Skills Testing Management Agency
NTIS	National Training Information Service
OLS	Ordinary least squares
OSD	Occupational Skills Department
RTO	Registrated Trainng Organization
SCOTESE	Standing Council on Tertiary Education Skills and Employment
SDF	Skill Development Fund
SPSS	Statistical Package for Social Sciences
SSC	Sector Skills Council
STC	Skills Testing Center
SWOT	Strengths Weakness Opportunities Threats
TAFE	Technical and Further Education
TEP	Technical Education Program
TESDA	Technical Education and Skills Development Authority
TIQET	Totally Integrated Quality Education and Training
UK	United of Kingdom;
UNEVOC:	UNESCO - VOCational Education (International Centre for Technical and
	Vocational Education and Training)
VET	Vocational Education and Training
VIF	Variance inflation factor

TABLE OF CONTENTS

ACKNOWLEDGEMENT	iv
LIST OF ABBREVIATIONS	vii
ABSTRACT	xii
LIST OF TABLES	xiii
CHAPTER I. INTRODUCTION	1
Background of the Study	1
Statement of the Problem	5
Objectives of the Study	7
Hypotheses of the Study	
Significance of the study	
Scope and limitation of the study	
Definition of terms	9
CHAPTER II. REVIEW OF RELATED LITERATURE AND STUDIES	
Definition of VET	
A VET classification	
A classification of VET	
Classifying VET benefits	
Figure 1: Types of VET benefits	
Theories of Job Satisfaction	
Herzberg's Theory	
Vroom's Theory	19
Factors affecting to vocational education programs	
Attitudes towards Vocational Skill Acquisition	
Relevance of Learning Resources in supporting Skill Acquisition	
Courses offered at the Vocational education training Centers	23
Staff and Administration Development at Vocational education training Centers	25
Satisfaction with learning and jobs	27
Institutional related factors affecting acquisition	
Students related factors affecting skill acquisition	30
Examination related factors affecting Skill acquisition	31
Teachers related factors affecting acquisition of skills	32
Theoretical framework	34
Conceptual Framework	35
CHAPTER III. METHODOLOGY	36
Research Design	36
Research locale	
Population and Sampling	
Research Instrument	
Data Gathering Procedure	38

Statistical treatment	39
CHAPTER IV. RESULTS AND DISCUSSION	41
Profile of respondents	
Vocational education training issues	
Individual characteristics	
Qualifications of lecturers at the training facility	45
Physical facilities at the training facility	46
Management capacity at the training facility	48
Job opportunities	49
Information on labor market	51
Support policies on vocational education training	52
Hypothesis	54
Empirical results	55
Significant differences between respondents' perception when they are grouped	50
according to their profile	
Gender	
Marital status	
Income	
Educational level	
Overall	
VET system	
Figure 2: Relation between General Education and VET in Vietnam Challenges of the VET	
Evaluating development of National Occupational Skills Standards and partnership	of
VET and enterprise in Vietnam	
National Occupational Skills Standards	
Status of NOSS in Vietnam	
Certification System	
SWOT Analysis of Certification Framework	
NOSS, Certification system and engagement of industries in VET	83
Figure 3: Relations among NOSS, Certifications system and VET	85
Legal system and regulations	85
Comparison of Legislation Between Korea and Vietnam	
SWOT Analysis of Legal System and Regulations	
Experiences about industries engagement in VET in major countries in the world	
Australia policy's framework for industry strongly engagement in VET	
Industry Skills council model	
Registered Training Organizations (RTOs)	
Korea's Meister High Schools Model for industry engagement in VET	
The Philippines policy's framework for industry strongly engagement in VET	99