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**TRƯỜNG CAO ĐẲNG LÀO CAI**  
**LAO CAI COLLEGE**

# Vocational skills training according to market demand

Experience of Lao Cai College

27 – 05 - 2022



Dự án được tài trợ bởi:

**Australian  
Aid** 

# Overview

1. About Lao Cai College
2. Demand for skilled workers in the tourism industry, especially in hotels and restaurants in Lao Cai
3. Why should vocational training be associated with the needs of the market?
4. Australian standard vocational training program supported by GREAT
5. Results
6. Lessons learned

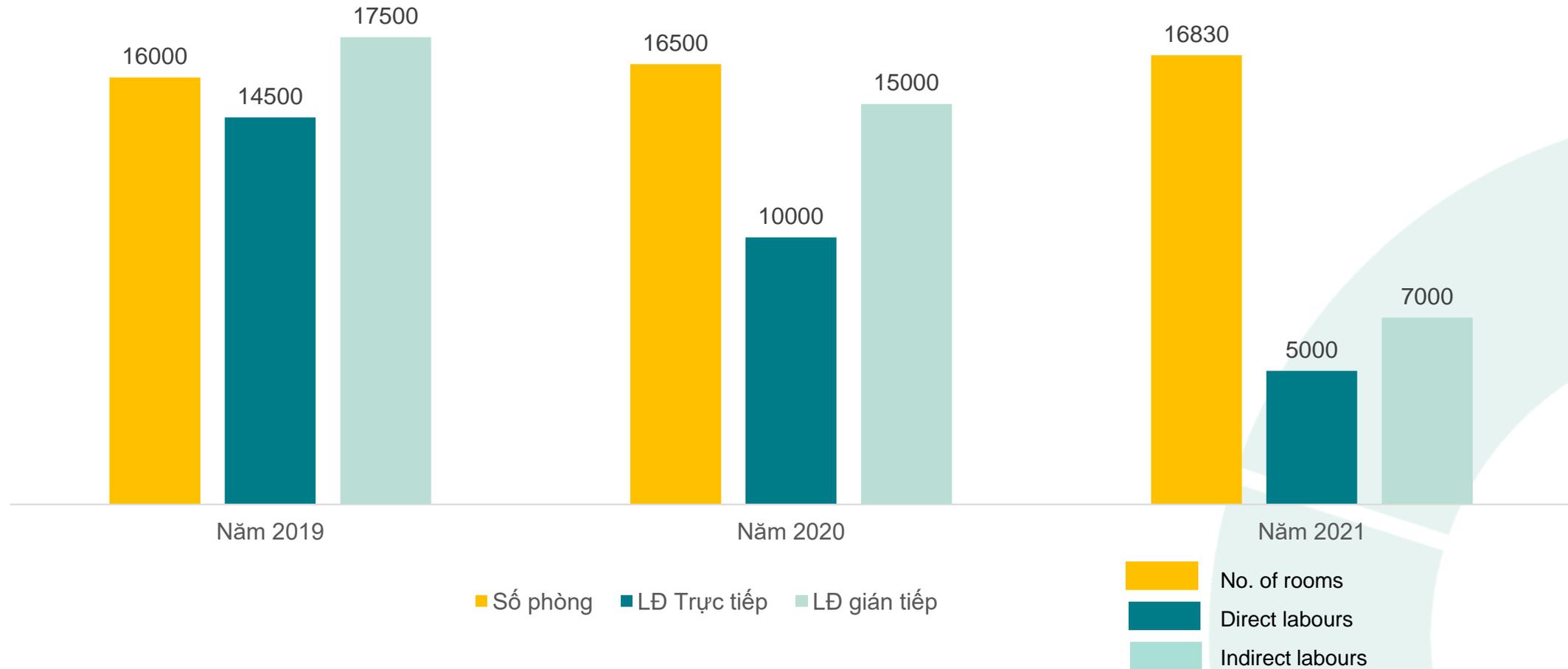


# Introduction to Lao Cai College

- Vietnam's large-scale vocational training college.  
(Students number: 9,000-10,000/year)
- Invested in by the Ministry of Labor and Lao Cai province to become a top college by 2025.
- The college supports the mode of “Skilling up” (improvement of skills for the community)

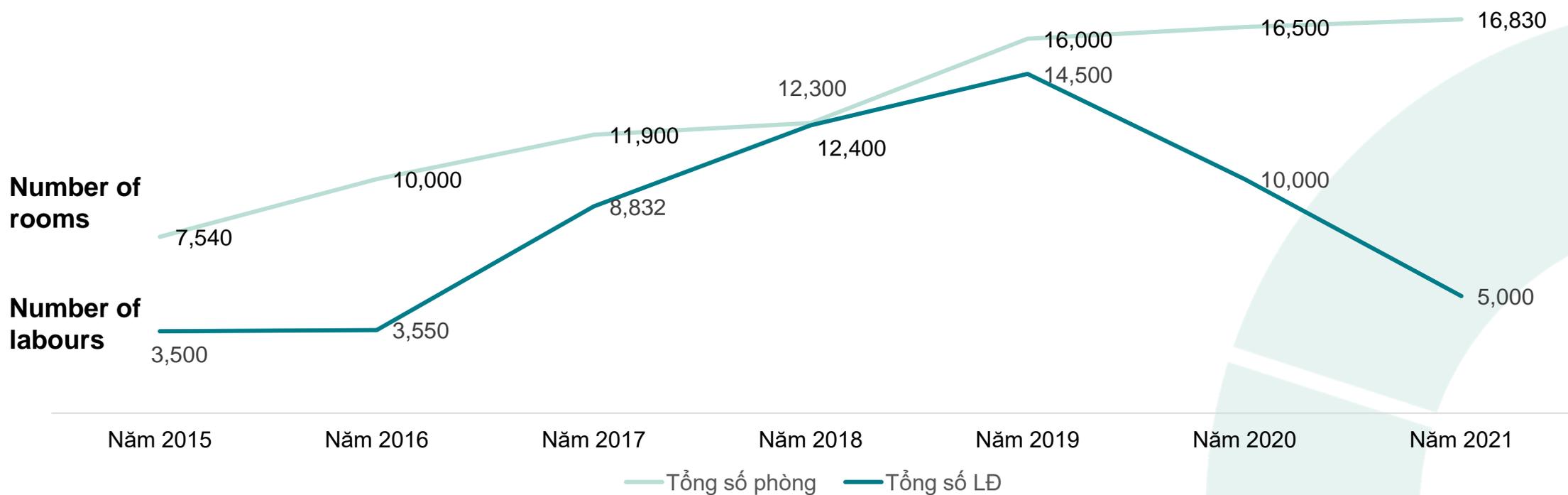


# Demand for skilled labor in the tourism industry, especially in hotels and restaurants



# Source of Tourism Labor 2015-2021

The chart of the number of rooms and the number of direct employees over the years

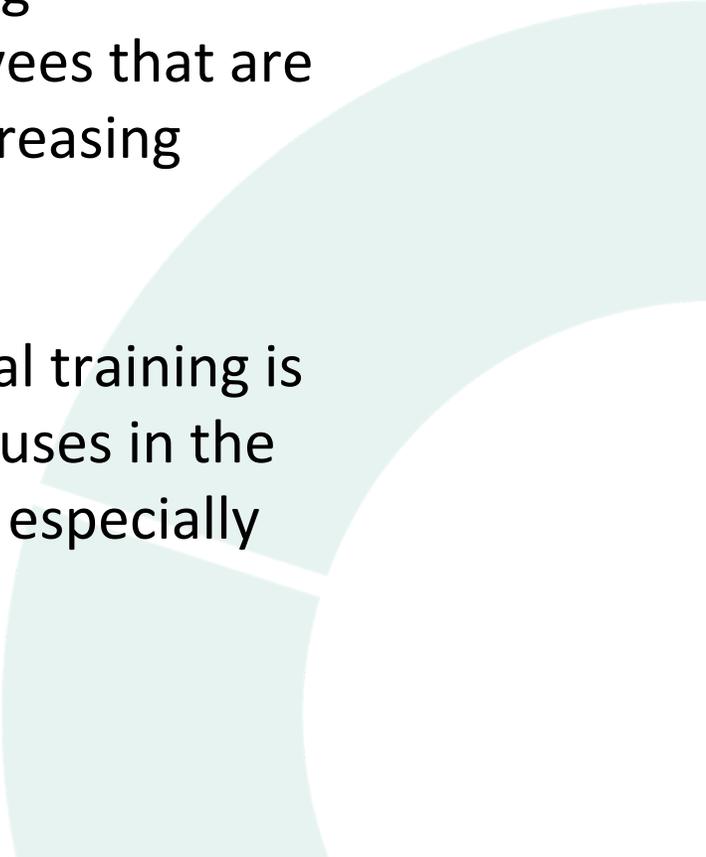


# Demand for skilled labor in the tourism industry, especially in hotels and restaurants

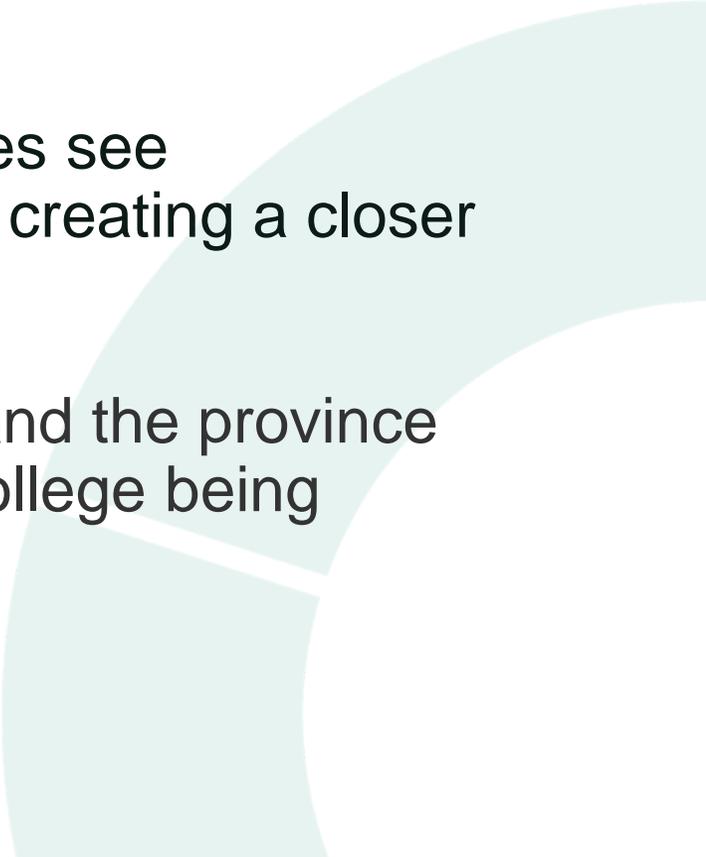
- Tourism enterprises in Lao Cai in particular and Vietnam in general are facing a serious shortage of skilled labour, especially high-quality human resources.
- The average number of direct workers per accommodation room currently in Lao Cai is lower than the national average.
  - In 2019, there was approximately **0.9 direct workers per room**
  - In 2021 there was approximately **0.6 direct workers per room**

The national average is 1.5 workers/ room.

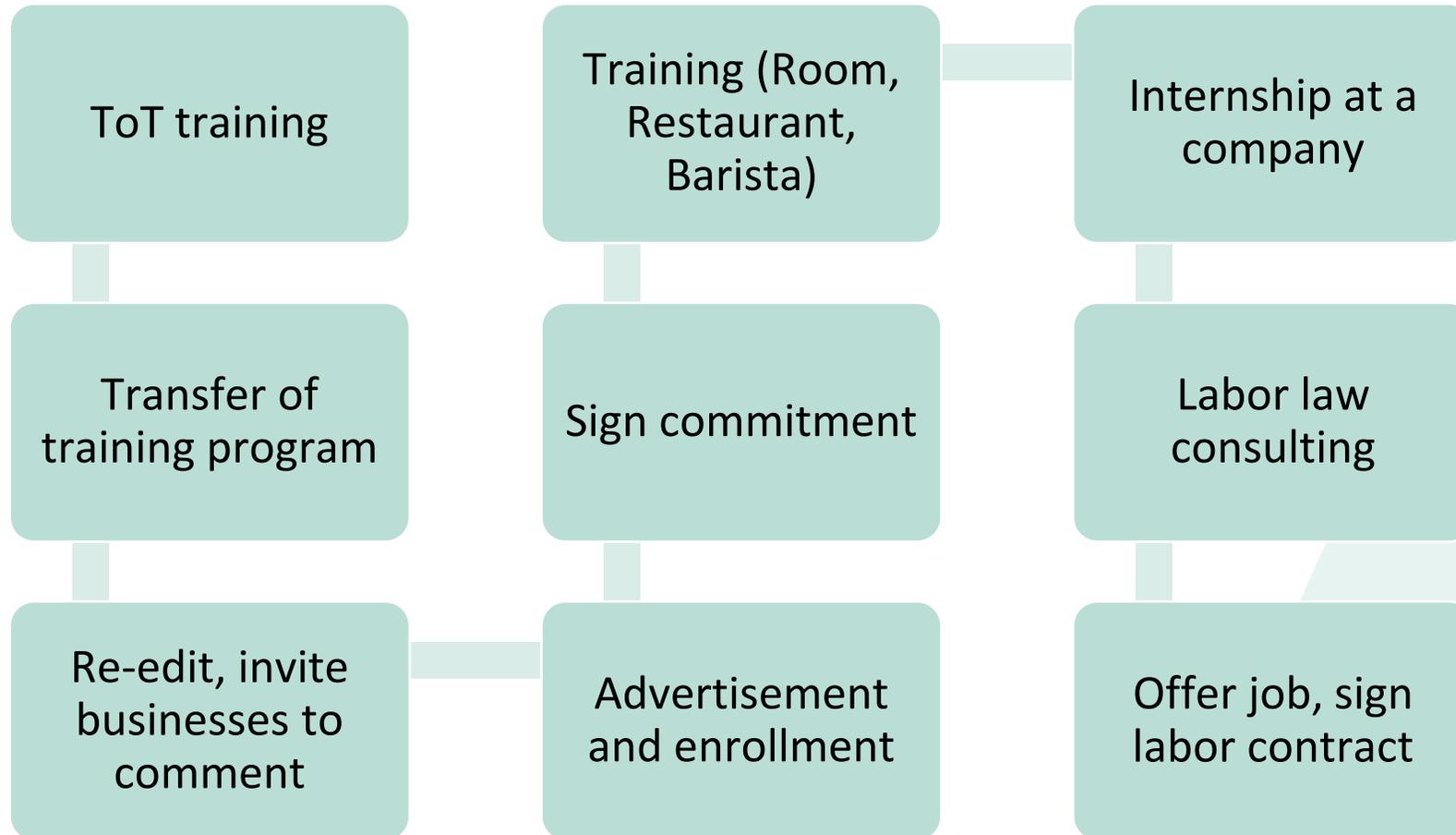
# Challenges with existing training programs

- Existing training programs have only basically met the needs and requirements of employers. However, with the increasing requirements of service quality, businesses need employees that are fully equipped with knowledge and skills to meet the increasing demands of customers.
  - In communities, there are still stereotypes that vocational training is "lesser" and that women are not the economic powerhouses in the family. This hinders the career choices of young women, especially some ethnic minorities.
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# Why should vocational training be associated with market demand?

1. Enterprises are giving positive evaluations of GREAT's post-training human resources.
  1. In the process of training coordination, when businesses see effectiveness, they continue to order trainings, thereby creating a closer relationship with enterprises/schools/learners.
  1. It is consistent with the province's policy. The college and the province are looking forward to the training professions of the college being aligned with market and business needs.
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# Australian standard vocational training program supported by GREAT



## Specific results:

- 413 people directly benefited from the project, including 30 teachers and 383 students participating in the training

324 students have jobs (of which more than 70% are women and female ethnic minorities).

It is expected to increase in the future as we continue to run this program.

- The number of women participating in and benefiting from the project compared to the target at the end of the project is 300 people, of which 240 are ethnic minority women, reaching 137.6%

# Specific results

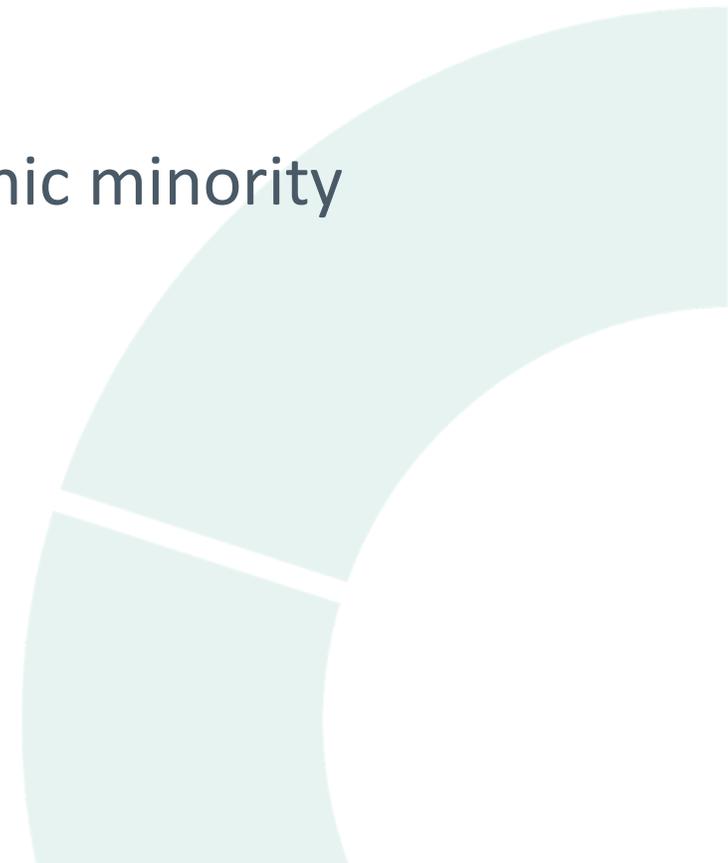
- Some businesses and organizations have **ordered training courses** for the skills that businesses need.
  - Some students who have participated in the project class said that they are **willing to pay** part of the tuition fee if the project continues to have advanced training. This shows that the training quality of the project has been recognized by the market; The college has gradually transformed training services from "subsidized" to market-oriented.
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# Lessons learned

1. Vocational training must be associated with job creation.
    - The vocational training sub-project of Lao Cai College was on the right track.
    - Vocational training costs are cheap and highly effective
    - The project is useful to women and ethnic minority women in different regions.
  2. Flexibility is needed from enrolment to vocational training.
  3. Develop learners' social skills (personalization).
  4. Adapt training programs and teaching materials according to actual needs and learners.
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# Recommendations

- Need to develop more training fields within Lao Cai's strengths  
For example: highly applied agriculture, logistics, etc.
- Expand the beneficiaries to include women and ethnic minority women in the remaining areas of Lao Cai province.





**Thank you!**

