

Cooperation with enterprises in training and supplying human resources – a reasonable direction for colleges in Vietnam nowadays

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Abstract

In later a long time, collaboration with undertakings, especially residential ones, in preparing and providing human assets has gotten to be a predominant approach among professional colleges in Vietnam. This course adjusts with cutting edge instructive patterns and conveys noteworthy benefits to partners. This paper analyzes the elemental characteristics of professional college preparing in Vietnam, assesses the preferences of endeavor collaboration, and proposes arrangements to upgrade the viability of such participation in Vietnamese professional colleges nowadays.

Keywords: colleges, enterprise collaboration, training, human resource supply

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I. INTRODUCTION

Educational activities in Vietnam, counting those at colleges, include partners such as colleges, enterprises, learners, and society. Most colleges in Vietnam focus on professional instruction, preparing understudies in particular exchanges to directly supply the workforce for different societal segments, counting industry, commerce, administrations, healthcare, and instruction. A key highlight of college programs is preparing learners with practical knowledge and skills to work promptly after graduation. However, securing employments adjusted with their preparing remains challenging for students due to restrictions in aptitudes, social connections, and manager relationships. Thus, proactive school-enterprise collaboration, integrated as a core component of training exercises, could be a reasonable and fundamental approach, conveying significant benefits to all partners.

II. CONTENTS

1. Common issues regarding training and learners at colleges in Vietnam

- Training characteristics

At the college level, the majority of the curriculum centers on practical, profession-oriented preparing, pointing to plan graduates to work specifically at utilizing organizations without requiring extra training. The essential objective is to prepare learners with particular information and skills for a specific industry or calling to meet employer demands. By and large, professional college programs emphasize foundational professional preparing, serving as a premise for learners to create capabilities and research-oriented considering for higher education levels, such as university.

The training term at colleges regularly ranges from 2 to 3 years, depending on the particular field of study. This length guarantees that programs give both essential theoretical information and practical training. Thus, educational program prioritizes specialized modules, hands-on hone, and proficient aptitudes, with less accentuation on in-depth theoretical investigate. This empowers graduates to rapidly apply their information to real-world work settings. Graduates fundamentally enter the workforce instantly, taking on roles such as technicians, staff, or skilled workers (past unskilled labor).

A characterizing include of college training in Vietnam nowadays is its center on profession-oriented education, meeting learners' needs for prompt employment in response to societal demands. Common training areas incorporate engineering, technology, management, tourism, and healthcare.

- Learner characteristics

College students show the taking after training-related characteristics:

Focus on practical and professional abilities:

Most college students seek after programs in engineering, technology, or service divisions, which require hands-on operations and capable abilities. Regularly, practical training and internships account for 60–70% of the entire training length. For case, at Hanoi College for Electro - Mechanics, all students attempt internships at

enterprises for 6 months to 1 year, collaborating with over 200 endeavors in technical fields. So also, Ho Chi Minh City Technical College of Technology (College of Technology II) reports that over 90% of students in engineering and electronics take an interest in enterprise-led internships annually, getting commonsense proficient abilities preparing.

Brief training duration and clear career motivation:

With a preparing term of 2–3 years, professional college students, compared to university programs, frequently point to enter the labor market rapidly. This shorter length suits people enthusiastic to connect the workforce early. Thus, these understudies regularly have clear career inspirations, commonsense orientations, and base their choices on actual labor market demands. They prioritize professional colleges with enterprise partnerships, work placement commitments, and areas with tall workforce demand.

Many college students come from provincial or mountainous ranges with limited financial conditions compared to urban districts, driving most to favor shorter preparing programs to graduate and enter the workforce rapidly. With this characteristic, learners effectively sharpen practical abilities and constantly obtain information amid their considers. Agreeing to Directorate of Vocational Education, roughly 70% of professional and college understudies begin from regions exterior major cities. Experts' examinations show that Vietnam's current labor structure requires "about 10% of specialists with degrees, 40% with high proficient abilities, and the remainder as unskilled labor" [1]. Subsequently, the youth's move toward professional preparing reflects a alter in career introduction, illustrating that professional instruction encourages employment, offers high income, and provides broader career opportunities, particularly for learners from financially impeded regions who select colleges.

Past these core characteristics, college students show other characteristics, such as versatility to viable work situations and speedy integration through internships or part-time work at undertakings. This enhances the status of vocational learners, boosting their confidence in their educational choices and prompting societal shifts in perceptions of vocational training, elevating the image of skilled labor.

2. Benefits for stakeholders in enterprise collaboration for training and human resource supply

Collaboration between colleges and enterprises is an effective demonstrate and development direction for professional training educate in common, and colleges in Vietnam in particular, due to the substantial benefits it conveys to stakeholders, including colleges, learners, enterprises, and society. These agreeable programs create benefits for each party whereas leveraging their particular qualities and potential. Particularly:

- For colleges

Through enterprise collaboration programs, colleges receive feedback from employers by means of overviews or recruitment demand examinations, empowering them to alter preparing educational program to adjust with commonsense labor needs. This guides colleges in creating programs and preparing destinations that meet societal requests.

Colleges moreover benefit from enterprise sponsorships of instructing hardware and machinery, altogether improving preparing quality. Collaboration with enterprises advances the school's picture in society, expanding its offer to planned understudies.

Sponsorships, scholarship exchanges, and connected inquire about workshops organized with enterprises extend assets for school preparing exercises. colleges can utilize enterprises' cuttingedge offices for preparing, lessening costs, and get to experienced experts and supervisors through internship exchanges. This makes a arrange of employers, giving graduates with adequate work openings and fortifying colleges' commitment to work placement—a key concern for learners when choosing instructive educate.

These school benefits by implication interpret to advantages for learners through endeavor collaboration. Evidence from Vietnamese colleges underscores the significant benefits for colleges. For occasion, Hanoi College for Electro - Mechanics reports that "nearly 100% of graduates in healthcare, engineering, information technology, and foreign languages secure jobs" [2] due to associations with over 200 ventures, where understudy's assistant and numerous enterprises proactively "place training orders" for recruitment post-graduation.

- For enterprises

Through collaboration with colleges, endeavors lock in in exercises such as work fairs, enrollment programs, career introduction workshops, and business expos, picking up get to the preparing source to select graduates specifically. This decreases post-recruitment training costs.

By utilizing graduates, endeavors contribute to altering school educational program to meet practical manager needs, counting particular necessities that colleges may not however address. Collaboration too permits undertakings to improve and advance their brand among accomplices whereas illustrating their commitment to instruction, boosting their notoriety and encouraging showcase get to through instructive branding.

Ho Chi Minh City Technical College of Technology (College of Technology II) represents this through "partnerships with major organizations like Samsung, Bosch, and Intel, organizing aptitudes preparing and work

fairs, making thousands of enrollment openings for students” [3]. Conversely, companies like “Honda and Canon frequently collaborate to recruit interns from vocational colleges, prioritizing those who interned at their facilities” [4]. This highlights enterprises’ recruitment advantages through school collaborations.

- For learners

Expanded openings for commonsense preparing and internships are a clear advantage for learners at colleges with broad undertaking collaboration, especially for professional college students. Given that roughly 70% of college preparing time is committed to practical training (due to its center on professional instruction), coordinate presentation to machinery, equipment, and work environment environments at endeavors amid preparing is significant and essential. This makes a difference understudies dodge introductory troubles when transitioning to proficient settings post-graduation.

Moreover, through scholarship programs and paid internship back, learners get financial assistance to cover think about costs whereas picking up proficient information and aptitudes amid internships. This can be a commonsense advantage, particularly for professional college students whose preparing programs are closely tied to particular professional aptitudes.

Presentation to proficient, taught work situations with strict labor directions permits learners to create delicate abilities such as communication, cooperation, time administration, perception, and problem-solving in real-world scenarios. These aptitudes are developed through work, hone, and internships at undertakings amid their preparing.

Besides, learners pick up hands-on experience with enterprises’ present-day hardware and advances, a few of which may not however be accessible at colleges due to financing or foundation restrictions. This empowers understudies to remain upgraded with down to earth technological information, preparing them to apply it quickly upon graduation and work.

Agreeing to a report by the Ministry of Labour - Invalids and Social Affairs, “the unemployment rate among graduates has continuously diminished, especially in areas with enterprise-school collaboration models” [5].

The “Triple Helix” show, including government, enterprises, and colleges (basically the state, colleges, and employers), is getting to be predominant in proficient preparing in Vietnam. This show “comprises covering organizational alliances, where one substance can accept parts of another through collaborative exercises. It cultivates a collaboration of information framework and cross-sectoral arrangements, emphasizing the part of linkages among stakeholders” [6]. Depicted as “an imaginative show conveying critical esteem to national advancement systems” [7], it has empowered numerous nations to construct development biological systems and prepare high-quality human assets to drive financial advancement.

- For society (counting learners' families)

+ Lessening unemployment and tending to work creation:

The decreased unemployment rate among graduates through school-enterprise collaboration viably addresses social welfare issues, especially work, easing societal burdens. Measurements appear that professional colleges in Hanoi and Ho Chi Minh City with endeavor associations accomplish over 80% of graduates securing employments in their prepared areas promptly after graduation.

+ Enhancing national human asset quality:

School-enterprise collaboration empowers colleges to straightforwardly lock in with bosses, understanding their down to earth labor needs. This advises educational programs alterations to create a workforce adjusted with real-world requests, assembly current down to earth necessities.

Besides, graduates who assistant at ventures amid preparing are not as it were well-equipped with hypothetical information but moreover capable in proficient abilities, having worked with hardware already. They create a proficient work ethic and extra aptitudes, empowering them to adjust promptly to manager desires.

+ Expanding labor efficiency and international competitiveness:

High-quality human assets boost labor efficiency and decrease costs and time for retraining unused contracts. A gifted workforce improves enterprises and the national economy’s competitiveness in the midst of worldwide integration. Numerous multinational enterprises presently select Vietnam for generation, mostly due to its progressively gifted workforce created through colleges -enterprise preparing programs.

+ Promoting innovation and technology transfer:

Colleges -enterprise linkages make an inventive environment, cultivating unused ventures, item advancement, and innovation exchange. This quickens societal get to logical and specialized headways, supporting national modernization. Endeavors commission investigate items from schools, which are at that point connected in generation and lifestyle.

+ Bridging the gap between preparing and labor utilization:

Shared understanding between colleges (human asset providers) and undertakings (labor clients) could be a key advantage of this collaboration. It guarantees arrangement between instructive yields and labor showcase inputs, minimizing jumbles in preparing, tending to the “surplus of scholastics, deficiency of talented workers” issue, and lessening asset wastage for the nation.

Numerous undertakings and territories presently collaborate with professional colleges to commission custom fitted workforce preparing, assembly particular improvement needs, especially in key mechanical segments.

+ Advancing maintainable socio-economic advancement:

Creating a workforce adjusted with national advancement needs drives financial development, draws in household and remote speculation, and cultivates community advancement. This lays the establishment for national industrialization, modernization, and feasible socio-economic improvement.

In outline, colleges-enterprises collaboration in preparing and human asset supply makes an ethical cycle of societal improvement: high-quality human assets – expanded efficiency, diminished unemployment – financial development and development – economic improvement.

3. Solutions to improve the viability of collaboration between colleges and enterprises to maximize stakeholder benefits

- *Collaboration between colleges and enterprises in creating and overhauling preparing educational module*

Through overviews and input from undertakings, colleges can consolidate experiences to overhaul and alter preparing educational program to adjust with labor requests, cutting edge generation innovations, and advertise patterns. Exercises to actualize this incorporate building up admonitory sheets or proficient interview bunches including undertakings and colleges to create preparing programs. Colleges ought to frequently conduct studies on venture enlistment needs and analyze study comes about to alter educational program, joining modern mechanical patterns into preparing programs.

- *Growing and enhancing internship substance through experiential semesters*

Expanding internship length through experiential semesters at endeavors gives understudies with openings to sharpen proficient abilities, lock in with working environment situations, and pick up viable involvement. This can be a key arrangement to fortify colleges -enterprise collaboration, profiting all partners. Conceivable exercises incorporate marking long-term, paid internship programs, permitting understudies to attempt graduation ventures amid internships in case they meet scholarly prerequisites. This improves learner benefits, abbreviates preparing time, and cultivates understudy proactivity. colleges can execute performance-based targets by doling out quantities for the number of understudies taking part in endeavor internships yearly, empowering scholarly offices to require activity.

- *Enterprises proactively commission preparing and recruit students amid their studies*

Based on commonsense generation needs, endeavors can proactively “commission training” from colleges, indicating the number of laborers, required proficient abilities, and other competencies. This empowers colleges to create custom fitted preparing plans and alter educational program to meet venture prerequisites, guaranteeing understudies secure pertinent aptitudes and information, securing work openings and steady wage.

- *Encouraging workforce and master exchanges for enterprise association in educating*

Collaboration including workforce trades and welcoming venture specialists to instruct at colleges could be a crucial and successful arrangement. With their proficient ability, viable administration involvement, and agility in receiving unused technological patterns, enterprise experts offer critical preferences in educating, making a difference understudies remain upgraded with generation substances and rising patterns whereas making work association openings.

- *Creating inquire about, development, and innovation exchange projects*

Colleges and undertakings ought to collaborate on ventures to trade investigate results, with ventures contributing in inquire about gear and financing, and colleges mobilizing analysts and understudies to take an interest in extending groups. Making investigates items connected to generation based on venture “orders” could be a key arrangement to fortify collaboration, profiting all partners whereas improving students’ abilities and creativity.

- *Establishing long-term, straightforward, and authoritative participation components*

Creating memoranda of understanding (MOUs) between colleges and ventures, clearly sketching out duties, rights, and benefits for all parties, guarantees common benefits. This bolster ensured enlistment commitments, internship back, grant financing, and assessment of collaboration adequacy.

- *Advancing communication to move societal recognitions of professional education*

Colleges and enterprises ought to upgrade the picture of professional instruction through communication endeavors, such as narrating, informing, workshops, career introduction programs, and different media designs. These endeavors point to alter societal discernments approximately the part and need of professional preparing, directing students’ career choices toward professional colleges, decreasing the surge to colleges, tending to the “surplus of scholastics, deficiency of talented workers” issue, and making advancement openings for professional colleges confronting enlistment challenges.

III. CONCLUSION

Based on a hypothetical outline and investigation of practices in Vietnamese colleges, this think about clarifies the particular highlights of professional college preparing, emphasizing practice-oriented instruction,

proficient ability advancement, and coordinate arrangement with labor market needs. The discoveries illustrate that school-enterprise collaboration in preparing, and human asset supply isn't as it were an inescapable drift but moreover conveys multidimensional benefits to partners. These incorporate upgrading the quality and common sense of preparing programs, expanding business openings and proficient competencies for understudies, and empowering ventures to get to and enlist reasonable human assets, diminishing retraining costs. At a large-scale level, this collaboration show reduces unemployment, progresses national human asset quality, advances advancement, encourages innovation exchange, and cultivates economical socio-economic improvement.

The consider proposes particular arrangement groups to enhance school-enterprise collaboration, counting setting up instruments for co-developing and upgrading preparing educational module, growing commonsense internship encounters, creating connected inquire about and advancement ventures, encouraging staff and master trades, empowering ventures to commission custom fitted preparing, building up straightforward and economical participation instruments, and advancing communication to raise societal mindfulness of professional education's esteem.

These discoveries give a profitable reference for policymakers, instructive institution pioneers, and endeavors in creating and actualizing compelling collaboration procedures, contributing to made strides preparing quality and human asset improvement to meet the requests of a present day, universally coordinates economy.

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