

Measures to Develop the Human Resource for the Vietnamese Aviation Business up to 2010

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1. Objectives

The Vietnamese aviation business by 2010 needs an army of officials who have enough skills and knowledge to carry out jobs in the chain value of the air transportation, supply services of international standards, and deal with technical problems in order to make the civil aviation business profitable, effective and competitive.

The human resource of the business should meet the following requirements:

- Acquiring technical skills and expertise at medium level in comparison with regional airlines, and reaching the ISO 9002 standards in all services.

- Enhancing the labor productivity by three or four times in comparison with the current one.

- Acquiring a basic knowledge of national culture and applying it to the services.

- Acquiring firm political viewpoint, being faithful to the country, and paying full attention to accuracy, safety and efficiency of their services.

- The number of required pilot doesn't include those who are in training, and is based on the average number of pilots for a plane (5 crews x 2 = 10 pilots)

- The required addition means the difference compared with the previous year

- Increases of 20% and 50% are assumptions.

2. Policies and measures

To achieve future developments, the Vietnamese aviation business should train some 9,300 officials

Table 1: Targets for 2010 in terms of the fleet and army of pilots

Year	Passenger plane (all 5 kinds)	Cargo plane	VASCO plane	Total	Additions	Required pilots	Additions
2000	19	1	3	23	-	115	
2001	21	1	4	26	2	130	15
2002	23	1	4	28	2	140	10
2003	24	2	5	31	3	155	15
2004	26	2	6	34	3	170	15
2005	28	2	6	36	2	180	10
2010	41	3	12	36	20	280	100

Note: - Data about the fleet are from "Strategy to Develop the Vietnamese Aviation Business"

Table 2: The maximum number of pilots of the Vietnamese aviation business by 2010

Year	Pilots according to medium plan	Increasing by 20%	Required addition	Increasing by 50%	Required addition
2000	115	138	23	172	57
2001	130	156	18	195	23
2002	140	168	12	210	15
2003	155	186	18	232	22
2004	170	204	18	255	23
2005	180	216	12	270	25
2010	280	336	120	420	150

Note: - The number of pilot taken from the Table 1

comprising 3,500 ones of postgraduate level and 5,800 technicians of secondary level.

As for the tertiary training, priority should be given to professional courses in aviation economics, business management, finance and accounting, international law, etc.

In training skilled laborers in technical secondary education, it should aim at training pilots, steward and stewardess, technicians, ground personnel, etc.

It's necessary to develop the army of pilot for

commercial planes with a view to replacing the gross charter with the bareboat one, and then, owning the whole fleet of planes. Investment should be needed for sending pilots to international training centers and training new pilots at home. The objective to train pilots at home according to international standards.

For the time being, pilot should be given training courses in flying new kinds of plans. Those who fail to do it should retire or take other jobs. The aviation authorities should make plan to train young pilots because the demand will

rise remarkably by 2010. Training young pilots requires a bigger investment than the training in any other businesses. Up to now, the Vietnamese aviation business has only 13 learners in basic courses and 200 pilots trained in new kinds of planes. This number is very small in comparison with the planned target.

The main cause of this situation is the lack of fund. This problem could be solved by:

- increasing the investment from the State

- attracting investment from the finance market

and foreign partners, issuing bonds and shares and borrowing from the ODA fund.

- increasing the investment in training from 2.1% to 3%.

- negotiating with foreign airlines in order to include the training courses in the charter or buying contract.

The training program must be diverse, cheap and flexible in terms of forms and content, and reach the international standards. The training center must develop both pilots and trainers needed for developing crew members. The training program must also meet international requirements. New training methods must be applied and courses in work ethics, political platform and international practices are also needed.

As for the army of flight attendants, the target is to train some 1,500 attendants by 2010. This army must acquire knowledge of national culture besides technical skills so they can work for both local and foreign airlines. A training center for this army is also much needed.

The fund for training and re-training laborers could be considered as part of the production cost and



reinvestment for development. Employees should be encouraged to take training courses to improve their performance.

Training and human resource development should be based on job requirements and interests of both employees and the whole business. This task must comply with the development strategy of the business and prevent tendency to get diplomas and certificates for promotion that usually disguise as the "standardization of officials." The aviation author-

ity must concentrate possible resources in major training projects to develop pilots, managers and flight attendants that have been included in the plan to standardize the aviation business.

The fund for training and R&D activities could increase according to the demand for developments of the business and it could reach some 5% of the total sales by 2010.

Training programs and forms must be suitable to tasks and conditions of

each department. Training at home with low costs must be prioritized. Making studies abroad is a measure to develop experts and good teachers. Incentives could be used to attract the talent outside the business.

International cooperation programs are useful measures to get new technologies transferred, joint ventures formed, young personnel trained abroad, and R&D activities promoted.

An aviation training center must be established before 2006 to train necessary technicians and officials of various roles. More investment should be put in the Institute of Aviation Science and other research centers under the Aviation General Bureau. New recruits must be helped to integrate into the working environment. This important task hasn't been carried out properly by most departments under the Bureau. After a training course, results and training methods must be reviewed and assessed.

Besides technical training, courses in the national culture and values of the aviation business are also needed. ■



Photo by C.T.V