

Human Resource Training in the Mekong Delta

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1. FIGURES AND FACTS

1.1 Education system

Over the past years, the Mekong Delta's education sector has recorded a lot of achievements as indicated in the following table:

one primary or basic secondary school. Each province has at least one upper secondary school. The number of high schools rises unceasingly while the amount of technical secondary schools shows a slow growth.

Second, the number of

the scale of training remains small, with annual enrollment of less than 1,000 students.

Third, the number of junior colleges and technical secondary schools training in technique, agriculture, forestry, and fishery is still low. The whole region has only 3 technical secondary schools and one junior college of technology. The rest provides training course in culture, sports and pedagogy.

Fourth, until 2002, the Mekong Delta is home to 15 universities and junior colleges. However, they have still not yet met local needs.

Fifth, the teaching staff has increased fast, especially in primary and basic

have quitted job, especially in remote areas.

Sixth, at present, the network of training schools is extended to districts and towns. Many private universities and junior colleges are newly founded. In addition, industrial parks, research institutes (Cần Thơ IP, The Mekong Delta Rice Institute) also open vocational training courses to meet local requirements.

1.2 Scale of education and training

As for the 2000-2001 school year, the Mekong Delta's enrollment reached 1,902,181 at primary level (9,311, 011 for the whole country); 1,091,531 at basic secondary level (6,253,525 for the whole country); 364, 904 at upper secondary level (2,333,069 for the whole country) and 30,376 at tertiary level.

1.3 Structure of education and training

At present, the Mekong Delta is facing an irrational structure in human resource training, especially for occupation and asymmetry between tertiary education and technical secondary education - vocational training.

The above figures indicate asymmetry between industries, especially the Mekong Delta is the biggest granary of Vietnam but the amount of skilled workers in business and management, manufacturing, processing, farming,

Table 1: The number of schools and students in the Mekong Delta over years

| School year | General education (Parentheses are upper secondary education) | | Vocational secondary education | | Vocational training | | University and junior college | |
|-------------|--|------------------------|--------------------------------|---------|---------------------|---------|-------------------------------|---------|
| | School | Student | School | Student | School | Student | School | Student |
| 1995-1996 | 3,631 (262) | 3,191,552 (150,490) | 32 | 12,125 | 16 | 4,099 | 8 | 11,496 |
| 1996-1997 | 3,747 (267) | 3,298,031 (171,444) | 24 | 13,435 | 15 | 4,748 | 9 | 23,844 |
| 1997-1998 | 3,945 (276) | 3,375,856 (207,512) | 24 | 17,856 | 14 | 7,820 | 10 | 24,554 |
| 1998-1999 | 4,119 (297) | 3,418,524 (251,171) | 24 | 20,024 | 10 | 7,978 | 10 | 27,108 |
| 1999-2000 | 4,358 (324) | 3,408,094 (339,908) | 24 | 18,282 | 10 | 7,723 | 10 | 26,576 |
| 2000-2001 | 4,421 (337) | 3,358,616 (364,904) | 30 | 20,296 | 10 | 11,233 | 14 | 30,376 |

Source: Vietnam's Summary Socio-Economic Profile, 1975-2001, Thống Kê Publisher

The above table reveals some facts as follows:

First, each village, ward, or town has at least

vocational training schools indicates a sharp decline (down 28.5% in 2000 and 2001 as compared to 1998),

secondary education. Nevertheless, due to challenges in life, some of them

Table 2: The number of teachers in the Mekong Delta over years

| Level | 1996 - 1997 | | 1997 - 1998 | | 1998 - 1999 | | 1999 - 2000 | | 2000 - 2001 | |
|-------------------------------|-------------|---------|-------------|---------|-------------|---------|-------------|---------|-------------|---------|
| | Class | Teacher | Class | Teacher | Class | Teacher | Class | Teacher | Class | Teacher |
| Primary | 69,970 | 65,071 | 69,892 | 68,073 | 69,280 | 71,055 | 66,089 | 70,370 | 64,270 | 69,953 |
| Lower secondary | 18,927 | 24,649 | 20,833 | 27,331 | 22,680 | 29,945 | 25,213 | 35,365 | 26,618 | 37,621 |
| Upper secondary | 3,912 | 5,874 | 4,639 | 6,530 | 5,597 | 7,523 | 7,598 | 9,500 | 8,324 | 11,059 |
| Technical secondary | | 767 | | 746 | | 767 | | 844 | | 908 |
| Vocational training | | 463 | | 467 | | 360 | | 470 | | 570 |
| University and junior college | | 1,436 | | 1,508 | | 1,630 | | 1,800 | | 1,787 |

Source: Vietnam's Summary Socio-Economic Profile, 1975-2001, Thống Kê Publisher,

Table 3: Trained labor by industry (person)

| Industry | 1999-2000 | 2000-2001 | Industry | 1999-2000 | 2000-2001 |
|-------------------------------------|----------------|----------------|-------------------------------------|----------------|----------------|
| Vocational training | 273,256 | 201,919 | Vocational training | 207,450 | 190,555 |
| <u>Including:</u> | | | <u>Including:</u> | | |
| + Teacher training | 114 | 689 | + Teacher training | 112,438 | 104,387 |
| + Business and management | 1,441 | 1,135 | + Business and management | 26,690 | 21,593 |
| + Natural science | - | 394 | + Natural science | - | 207 |
| + Construction and Architect | - | 394 | + Construction and Architect | 149 | 207 |
| + Agriculture, forestry and fishery | 27,022 | 15,673 | + Agriculture, forestry and fishery | 2,373 | 3,707 |
| + Hotel, tourism, service | - | - | + Hotel, tourism, service | - | - |
| + Manufacturing, processing | 1,526 | 726 | + Manufacturing, processing | 4,470 | 5,538 |
| + Transport | - | - | + Transport | - | - |
| + Health | 5,382 | 3,290 | + Health | 440 | 313 |
| + Veterinary | 104,712 | 80,127 | + Veterinary | 2,373 | 892 |
| + Others | - | - | + Others | - | - |
| | 34,711 | 35,643 | | 2,142 | 2,320 |
| | 2,378 | 3,032 | | 34,509 | 33,036 |
| | 1,173 | 1,174 | | 1,806 | 881 |
| | 94,824 | 60,036 | | 52,730 | 17,651 |
| Junior college | 58,907 | 49,083 | University | 75,465 | 66,130 |
| <u>Including:</u> | | | <u>Including:</u> | | |
| + Teacher training | 55,942 | 43,620 | + Teacher training | 17,639 | 18,087 |
| + Business and management | 218 | 249 | + Business and management | 17,777 | 12,175 |
| + Natural science | - | 514 | + Natural science | - | 990 |
| + Information technology | - | 85 | + Information technology | 2,561 | 990 |
| + Technology | 380 | 85 | + Technology | 356 | 884 |
| + Manufacturing, processing | - | - | + Manufacturing, processing | - | - |
| + Agriculture, forestry and fishery | 160 | 740 | + Agriculture, forestry and fishery | 3,186 | 2,524 |
| + Health | - | 79 | + Health | 292 | 158 |
| + Hotel, tourism, service | - | - | + Hotel, tourism, service | - | - |
| + Construction and Architect | 181 | 100 | + Construction and Architect | - | - |
| + Transport | - | 54 | + Transport | - | - |
| + Veterinary | - | 643 | + Veterinary | 10,441 | 7,853 |
| + Others | 396 | - | + Others | 955 | 568 |
| | - | - | | 1,819 | 2,362 |
| | 104 | 47 | | 450 | 435 |
| | - | - | | 636 | 297 |
| | 1,526 | 2,952 | | 19,353 | 19,797 |

Source: Vietnam's Summary Socio- Economic Profile, 1975-2001, Thống Kê Publisher.

forestry and fishery is very small.

Table 4 shows an irrational structure between educational levels. This has led to a severe shortage of skilled technical (blue-collar) workers for businesses.

vocational training accounts for only 10.72% of total labor (above only the northwest region, 8.78%).

In short, the Mekong Delta's educational structure has not met local needs in the trend of international integration. If it

2. FORECAST ON ENTRANTS IN THE MEKONG DELTA'S LABOR MARKET BY 2010

Based on population structure by age and ratio of entrants in the Mekong

Mekong Delta as follows:

- Unskilled labor, accounting 89.28%;
- Non-diploma skilled labor, 3.26%;
- Workers with primary level of technical skill, 0.6%.
- Workers having diploma of technical skill, 3.22%;
- Workers with secondary technical skill, 1.95%;
- Workers with degree of university and junior college, 1.68%.

Therefore, the Mekong Delta's untrained labor represents 89.28% of total working population. So the central and local governments' great supports and efforts will be required to boost the ratio of trained

Table 4: The number of students in universities, junior colleges technical secondary schools and long-term vocational training courses from 1996 to 2001

| Level | 1996-1997 | 1997-1998 | 1998-1999 | 1999-2000 | 2000-2001 |
|-------------------------------|-----------|-----------|-----------|-----------|-----------|
| Total | 42,027 | 50,230 | 55,110 | 52,581 | 61,905 |
| Vocational training | 4,748 | 7,820 | 7,978 | 7,723 | 11,233 |
| Technical secondary education | 13,435 | 17,856 | 20,024 | 18,282 | 20,296 |
| University and junior college | 23,844 | 24,554 | 27,108 | 26,576 | 30,376 |

Source: Vietnam's Summary Labor - Employment Profile, 1975-2001, Thống Kê Publisher,

The professional skill of workers in the Mekong Delta is still low (although their schooling is rather high). The workers obtaining certain certificate of

is not rectified on time, the region's educational good effects on economic development may be restricted.

Delta's labor market per year, we make a forecast on these entrants as follows:

We also figure out forecasts on labor demand by

Table 5: Labor structure by educational level in 2001 (%)

| | Untrained skill | Trained skill | Level | | | | |
|-------------------|-----------------|---------------|---------------------|----------------------|-------------------|-------------------------------|-------------------------------|
| | | | Primary/Certificate | Obtaining no diploma | Obtaining diploma | Technical Secondary Schooling | University and junior college |
| The whole country | 82.95 | 17.05 | 1.33 | 4.55 | 3.89 | 3.61 | 3.67 |
| The Mekong Delta | 89.28 | 10.72 | 0.60 | 3.26 | 3.22 | 1.95 | 1.68 |

Source: Vietnam Economy, 2001, Chính trị quốc gia Publisher, Hà Nội,

Table 6: Forecast on entrants in the Mekong Delta's labor market by 2010 (1,000 persons)

| Age | Ratio of entrants (%) | April 1,1999 | April 1,2004 | April 1,2009 |
|---------|-----------------------|-----------------|------------------|-------------------|
| 15 - 19 | 70.6 | 1,742.5/1,230.2 | 1,920.9/1,356.2 | 2,042.1/1,441.7 |
| 20 - 24 | 91.3 | 1,434.2/1,309.4 | 1,722.5/1,572.6 | 1,898.9/1,733.7 |
| 25 - 29 | 93.1 | 1,372.6/1,277.9 | 1,414.2/1,316.6 | 1,696.4/1,579.3 |
| 30 - 34 | 92.4 | 1,272.4/1,175.7 | 1,351.8/1,249.1 | 1,392.7/1,286.8 |
| 35 - 39 | 90.9 | 1,177.1/1,069.9 | 1,250.9/1,137.1 | 1,328.9/1,207.9 |
| 40 - 44 | 87.6 | 956.5/837.9 | 1,153.2/1,010.2 | 1,225.5/1,073.5 |
| 45 - 49 | 82.3 | 658.4/541.8 | 932.2/767.2 | 1,123.8/924.9 |
| 50 - 54 | 74.7 | 452.9/338.3 | 635.7/474.9 | 900.1/672.4 |
| 54 - 59 | 62.0 | 382.4/237.1 | 431.2/267.3 | 605.3/375.3 |
| Total | | 9,449.0/8,018.2 | 10,812.6/9,151.2 | 12,213.1/10,295.5 |

Source: General Department of Statistics

Table 7: Forecast on labor by industry

| Industry | 2000 | 2005 | 2010 |
|--------------------------------|---------|-------|-------|
| Manufacturing - construction | 10.477% | 14.0% | 16.0% |
| Service | 26.79% | 30.0% | 34.0% |
| Agriculture, forestry, fishery | 62.79% | 56.0% | 50.0% |

Table 8: The number of students in secondary education by 2005 and 2010

| | 2001 | | 2005 | | 2010 | |
|---------------------------------|------------|-------|------------|------|------------|------|
| | Amount | % | Amount | % | Amount | % |
| Students in secondary education | 3,358,616 | 20.82 | 4,360,250 | 25.0 | 5,647,500 | 30.0 |
| Population | 16,519,400 | | 17,441,000 | | 18,825,000 | |

labor to 20% by 2005 and 30% by 2010.

3. MEASURES TO DEVELOP HUMAN RESOURCES IN THE TREND OF INTEGRATION

3.1 Universal education

Until 2010, the region is required to fulfill the universalization of basic secondary education and most of children in the cohort must graduate from one among upper secondary, technical secondary or vocational training schools. In addition, local authorities should create favorable conditions for lifelong learning of everyone.

According to statistics, until September 30, 2001,

the whole region had 3,358,616 students from primary to secondary education and 99,212 classes but only 62,460 classrooms. As a result, each room accommodates 54 students. Based on this rate of accommodation, if the number of students reaches 4,360,250 by 2005, 18,548 more classrooms must be built, and the figures by 2010 are 5,647,500 students and 42,386 classrooms respectively. Nevertheless, this accommodation is much higher than the Ministry of Education's criterion of 30-35 students per classroom by 2005. Moreover, students must attend classes both in the morning and the afternoon. As such, if following this criterion, the number of classrooms to be built

will amount to 100,982 classrooms or an average of 10,098 classrooms per year. This is a thorny problem for costs because it costs around VND50 million to build a classroom. (For lower secondary education only).

3.2 Education service privatization

The Government should positively facilitate privatization of educational services to reduce its burden of costs. On the one hand, it has to give incentives, for example, cover a part of costs or offer soft loans, allocate land or lease land with low rent in the long term to establish more universities and junior colleges (at present, the Mekong Delta's amount of universities and junior col-

leges is only one-third of that in the Hồng River Delta), on the other hand, retired professors should be encouraged to participate in the academic council of new institutions.

3.3 Innovation of technical facilities and reformation of curriculum

High schools have to establish laboratories and libraries. Students at secondary level must be taught foreign language and information technology across the country. At present, when

attending universities and junior colleges, in cities, many students from rural areas begin learning foreign language and information technology, so they cannot catch up with those living in cities.

3.4 Increasing quantity and quality of the teaching staff

Based on the criteria of the Ministry of Education and Training, the Mekong Delta will require more 64,400 teachers. To train a qualified army of teachers right now, the Delta's provinces have to select good students in high schools and encourage them to attend junior teacher training colleges in provinces or teacher training colleges in Cần