

**JOINT DECLARATION OF INTENT
BETWEEN
THE FEDERAL FOREIGN OFFICE,
THE FEDERAL MINISTRY FOR
ECONOMIC COOPERATION AND DEVELOPMENT
OF THE FEDERAL REPUBLIC OF GERMANY
AND
THE MINISTRY OF EDUCATION AND TRAINING,
THE MINISTRY OF LABOUR, INVALIDS AND SOCIAL AFFAIRS
OF THE SOCIALIST REPUBLIC OF VIETNAM
ON HUMAN RESOURCE DEVELOPEMNT**

Sides

1. The Federal Foreign Office and Federal Ministry for Economic Cooperation and Development of the Federal Republic of Germany represented by the Embassy of the Federal Republic of Germany in Hanoi.
2. The Ministry of Education and Training (MOET) Vietnam, is in charge of the overarching policy and regulatory framework of the National Education System in Vietnam. Its Departments of Technical and Vocational Education and Higher Education are in charge of State Supervision (Administration) for relevant educational programmes and their implementation through education and training institutions.
3. The Ministry of Labour, Invalids and Social Affairs' (MOLISA) responsibilities include the policy, strategy and regulatory framework as well as administrative responsibility for the National System of Vocational Training. Its General Department of Vocational Training supports MOLISA in this regard and is in charge of State supervision of vocational training programmes and their implementation through various accredited vocational training institutions.

The Federal Foreign Office and Federal Ministry for Economic Cooperation and Development of the Federal Republic of Germany, the Ministry of Education and Training and the Ministry of Labour, Invalids and Social Affairs of the Socialist Republic of Vietnam (hereinafter referred to as "the Sides") have reached the following understanding:

Introduction

1. This understanding between the aforementioned Sides refers to the Hanoi Declaration signed in 2011 between the Chancellor of the Federal Republic of Germany, Angela Merkel, and the Prime Minister of the Socialist Republic of Vietnam, Nguyen Tan Dung, on the strategic partnership between Vietnam

and Germany which includes technical and vocational education and training (TVET) as one of three priority areas. The projects mentioned herein will be set out within the framework of the Agreement of 20 November 1991 on Technical Cooperation between the Government of the Federal Republic of Germany and the Government of the Socialist Republic of Viet Nam.

The Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH has been commissioned by the Federal Ministry for Economic Cooperation and Development (Bundesministerium fuer wirtschaftliche Zusammenarbeit und Entwicklung - BMZ) of the Federal Republic of Germany to cooperate as an implementing agency with MOLISA regarding the development of a demand-oriented high quality TVET system which includes the supply of qualified manpower in sectors of economic growth. In this regard MOET is also a partner in the realisation of this Joint Declaration.

The German Business Association (GBA) is representing more than 160 established German corporations in Vietnam. The GBA promotes and fosters business, economic and cultural ties between Vietnam and Germany and other interests of common concern for its members. Particularly, the GBA's objectives are to promote and increase business between Vietnam and Germany to the mutual benefits of both countries as well as its members.

The Delegation of German Industry and Commerce in Vietnam is a representation of the German Industry and Commerce in the world-wide network of German Chambers of Industry and Commerce (Deutscher Industrie- und Handelskammertag - DIHK) that promotes business exchanges between the Socialist Republic of Vietnam and the Federal Republic of Germany. Thanks to their close economic and social contacts as well as their services, the German Chambers of Industry and Commerce provide qualified support for the business activities of customers in both countries.

2. Based on the principles that both Sides have a common understanding of cooperation between MOET, MOLISA, GIZ, GBA and the Delegation of German Industry and Commerce and based on the results of the meeting between Deputy Prime Minister Nguyen Thien Nhan and the GBA representatives on July 13th 2012, the Sides concur that systematic in-company training embedded in the national system TVET and application-oriented universities is an important element of demand-oriented vocational education and that training will significantly contribute to the employability of the work force of future generations.
3. Both Sides share the view that the success of a systematic in-company training period in TVET will highly depend on the provision of appropriate in-company learning opportunities. These have to reflect learning objectives of

relevant education and learning programmes as well as conducive tax incentives as per Vietnamese Laws and Regulations granted to German companies facilitating the provision of these opportunities.

4. Additionally, the knowledge of English as foreign language for individuals participating in in-company trainings is a requirement, knowledge of the German language a welcome addition.

Section 1 Objectives

1. The understanding aims at enhancing the employability of Vietnamese apprentices and students in order to meet qualitative and quantitative labour demands of sectors which bear the highest potential for qualitative growth. At the same time it is aimed at enhancing the chances of graduates for adequate employment in such sectors. The active involvement of German enterprises operating in Vietnam in the provision of systematic in-company training phases is a particular focus of the Declaration.
2. In order to promote the cooperation between the education and training sector and the business community, the MOET and the MOLISA will together with the GBA and the Delegation of German Industry and Commerce Vietnam jointly decide to start the Apprenticeship and Internship program in accordance with the above mentioned principles in close cooperation with TVET institutions and application-oriented universities

Section 2 Involvement of Partners

GIZ

The Federal Ministry for Economic Cooperation and Development (BMZ) of the Federal Republic of Germany will commission the GIZ to cooperate with MOLISA (in particular the General Department for Vocational Training (GDVT)) as program partners in the Programme "Reform of Technical and Vocational Education and Training Vietnam". The BMZ develops the guidelines and the fundamental concepts on which German development policy is based. It devises long-term strategies for cooperation with various partners and defines the conceptual framework for realising that cooperation. In German-Vietnamese development cooperation TVET is one of the three priority areas, where Germany aims to promote partnerships with the private sector in the interest of improved quality of vocational training. Within the scope and terms of the program and the defined application period, GIZ will have the following tasks:

- to provide updated sector information to the German Business Community,
- to support contacts to relevant TVET authorities and TVET institutions
- to provide technical expertise in terms of concepts e.g. of cooperative training forms (using elements of the German Dual System)
- to provide experience in adaptation to labour market oriented training offers,
- to support training of in-company trainers (following the German "Ausbildereignungsordnung"),
- to provide management advice to TVET Institutes,
- to provide existing teaching and learning materials
- to conduct further technical and pedagogical (further) training to TVET teachers at schools
- to share lessons learned with a view to further reform of the Vietnamese TVET system.

GBA and the Delegation of German Industry and Commerce Vietnam

GBA and the Delegation of German Industry and Commerce Vietnam have made known that they will support the objectives of this Joint Declaration of Intent mentioned under Section 1 as follows:

1. The GBA and the Delegation of German Industry and Commerce Vietnam will inform the MOET and the MOLISA once a year about the immediate and medium term workforce demand of German companies operating in Vietnam (estimate of number of students and apprentices, core occupations, location).
2. The GBA and the Delegation of German Industry and Commerce Vietnam will compile a list of required standards and job demands of German companies in Vietnam and distribute it to the MOET and the MOLISA.
3. The GBA and the Delegation of German Industry and Commerce Vietnam will assess relevant existing occupational standards and give recommendations for the requirements and needs of German companies with reference to German occupational standards.
4. The GBA will encourage its member companies to host students for in-company training for 3 to 6 months (in exceptional cases 12 months subject to approval by MOLISA). Students will be remunerated on a monthly basis if financial incentives are ensured by the Ministry of Finance in Vietnam.
5. The Delegation of German Industry and Commerce Vietnam will cooperate with MOET and MOLISA to manage in-company training (Training of the Trainer (ToT) and their assessment and certification according to German standards.
6. Where possible, the GBA member companies should aim to cooperate with the GIZ and Delegation of German Industry and Commerce Vietnam in the form of Public Private Partnership schemes, on exchanging information, providing existing learning and teaching material as well as approaches to

- cooperative learning modules (apprenticeship program using elements of the German Dual System).
7. The Delegation of German Industry and Commerce Vietnam intend to suggest a proposal for a pilot project to the MOET and the MOLISA in cooperation with GBA for quality assurance according to the German Chamber of Industry and Commerce Vocational Training Certification.
 8. GBA will encourage its Member companies to participate at job fairs which bears the potential to recruit internship students.

MOET

1. The MOET will allow students at colleges and universities in Vietnam to do extended practical training of 3 – 6 months duration in suitable German companies.
2. The MOET will encourage colleges and universities to engage experts from GBA members in teaching as well as supporting the Advisory Board of disciplines of learning and in curriculum development activities.
3. The MOET will circulate the information on training opportunities in German companies through its technical and vocational education and higher education channels.
4. The MOET encourages high school students who learn German at school to visit German enterprises for vocational oriented education activities.
5. The MOET encourages colleges, universities and German companies to develop the research and development (R&D) cooperation.

MOLISA

1. The MOLISA will provide the GBA with existing occupational standards of occupations in demand in English.
2. The MOLISA will consider to incorporate in-company training periods of 3 to 6 months duration into their overall training period. For an Internship up to 12 months the MOLISA will decide on a case to case basis.
3. The MOLISA in cooperation with the MOET will consult with the GBA to include representatives of GBA member companies into the Advisory Board responsible for vocational education and training, skills assessment and curriculum development process in TVET institutions.
4. The MOLISA will support and monitor pilot cooperative/dual training programmes in several training institutions together with German enterprises, will analyse the experience and will channel best practices into the reform process of the vocational training sector (in cooperation with GIZ).
5. The MOLISA will circulate the information on training opportunities in German companies through its channels.

Section 3 Final Provisions

1. For these activities, the content, timeframe and necessary resources, attributed with commitments on grants by GBA and Delegation of German Industry and Commerce Vietnam , GIZ(*), MOLISA and MOET will be specified in an annual plan of cooperation.

() Based on its mandate provided by the Federal Ministry of Economic Cooperation and Development (BMZ) defined in the terms of reference of the German-Vietnamese vocational training programme*

2. The Sides jointly decide to hold regular consultations at least twice a year to monitor the progress of the existing pilot schemes and adjust where necessary.
3. For the purpose of establishing an internship program, a working group will be set up. Each Side will appoint a maximum of two representatives to join this working group.
4. This Joint Declaration of Intent is not meant to create any legally binding obligations for any of the Sides, but serves as a basis for annual planning.
5. This Joint Declaration of Intent will come into effect on the date of signature and is intended to continue to be in operation until 31 December 2015.
6. The collaboration according to this Joint Declaration of Intent may be prolonged in writing with the consent of all Sides.

Signed in duplicate in Hanoi on March 18, 2013.

**FOR THE MINISTRY OF
EDUCATION AND
TRAINING
OF THE SOCIALIST
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**Tran Quang Quy
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**Nguyen Ngoc Phi
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