

# Abstract

**Youth Employment Policy in Development Countries and ODA:**

**A suggestion of a 'labour market-oriented' Vocational Education and Training System**

A 'labour market-oriented' Vocational Education and Training System (VETS) was suggested in this study on the ground of base analysis on the character and changing trends of the labour market, industry structure, youth employment policies and vocational education and training for the youth generation and future significant industry sectors in Vietnam.

Conceptually, 'labour market-oriented' VETS refers to a country's demographic structure, structure, business conditions, unemployment conditions according to region, gender and educational attainment as well as the needs of the labour market and future industry sectors reflected in the system[p1]. Vietnam was the analysis of the target station, and the main research contents are as follows: 1) analysis of Vietnam's labour market in terms of the changing trends of the youth employment market, 2) analysis of Vietnam's VETS and its changing trends, 3) analysis of industry sectors according to youth employment expansion, and 4) suggestion of a new orientation and concept of VETS.

The results of this study are as follows: 1) The 'labour market-oriented' VETS should provide support to national vocational education training programs such as the National Qualifications Framework (NQF) and National

Vocational Qualifications Framework (2011–2020, NVQF) in Vietnam. 2) A mechanism for enterprises' strong participation in the building process of the 'labour market-oriented' VETS should be set up. 3) Vocational education and training institutions in development countries should have more autonomy and motivation than previously. 4) The 'labour market-oriented' VETS should include workplace learning and On the Job Training (OJT), which helps workers to adapt into the labor market effectively. 5) In order to supply skilled workers to the labour market, appropriate national occupational skills standards and competency standards are needed. Furthermore, a council like the Industry Skills Council should be organized. 6) In order to enhance training effectiveness and quality of training management as well as the analysis of economic and industrial structure, the labour market is important for building a database and accumulating analyses of statistics know-how. 7) In order to develop a new VETS model and promote innovation, international cooperation should be strengthened. As such, it is necessary to learn from the experiences of vocational education training institutions of other countries such as Japan, Korea, England, Germany etc., and the management know-how of institutions including ADB, World Bank, UNDP, ILO, etc.