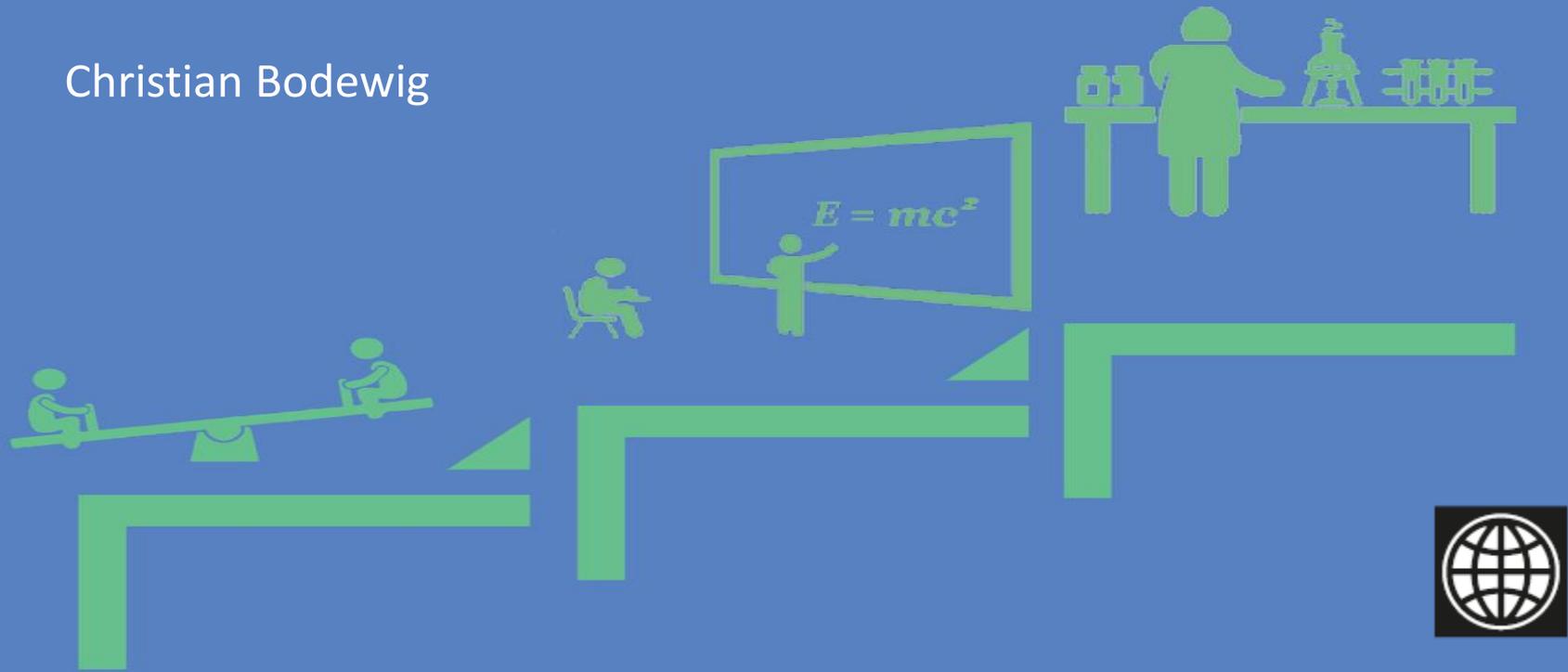


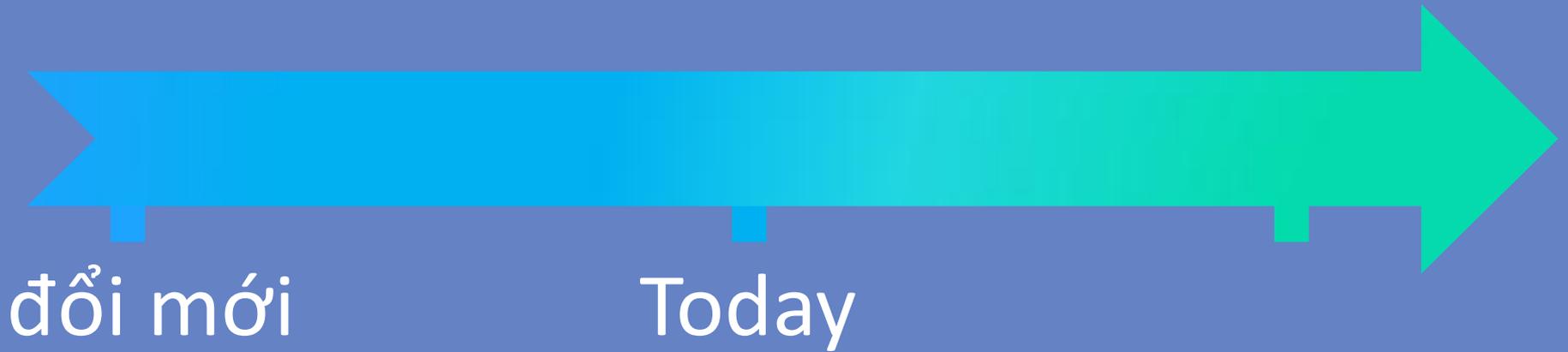
Skilling up Vietnam: Preparing the workforce for a modern market economy

Vietnam Development Report 2014

Christian Bodewig

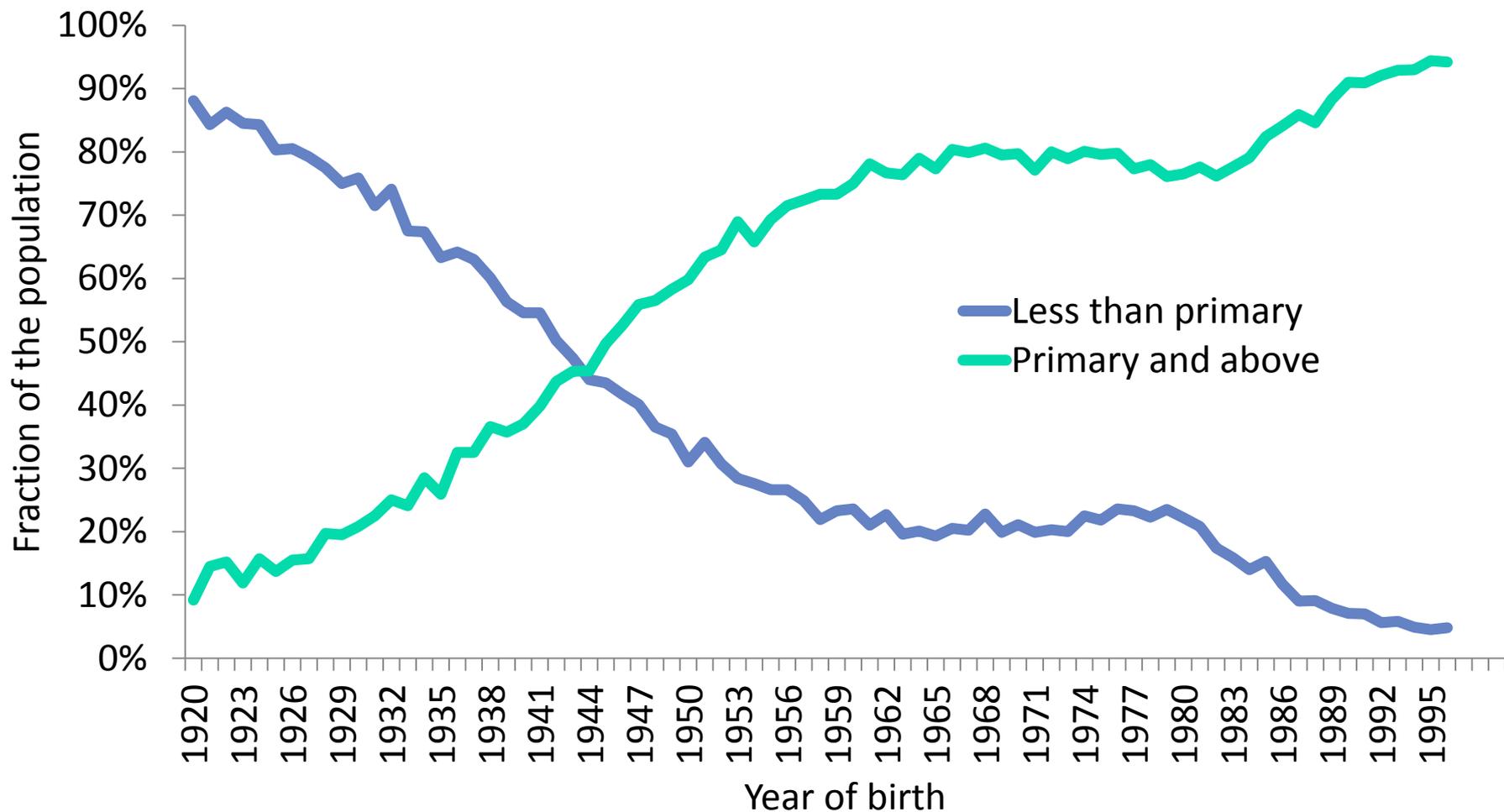


Looking Back



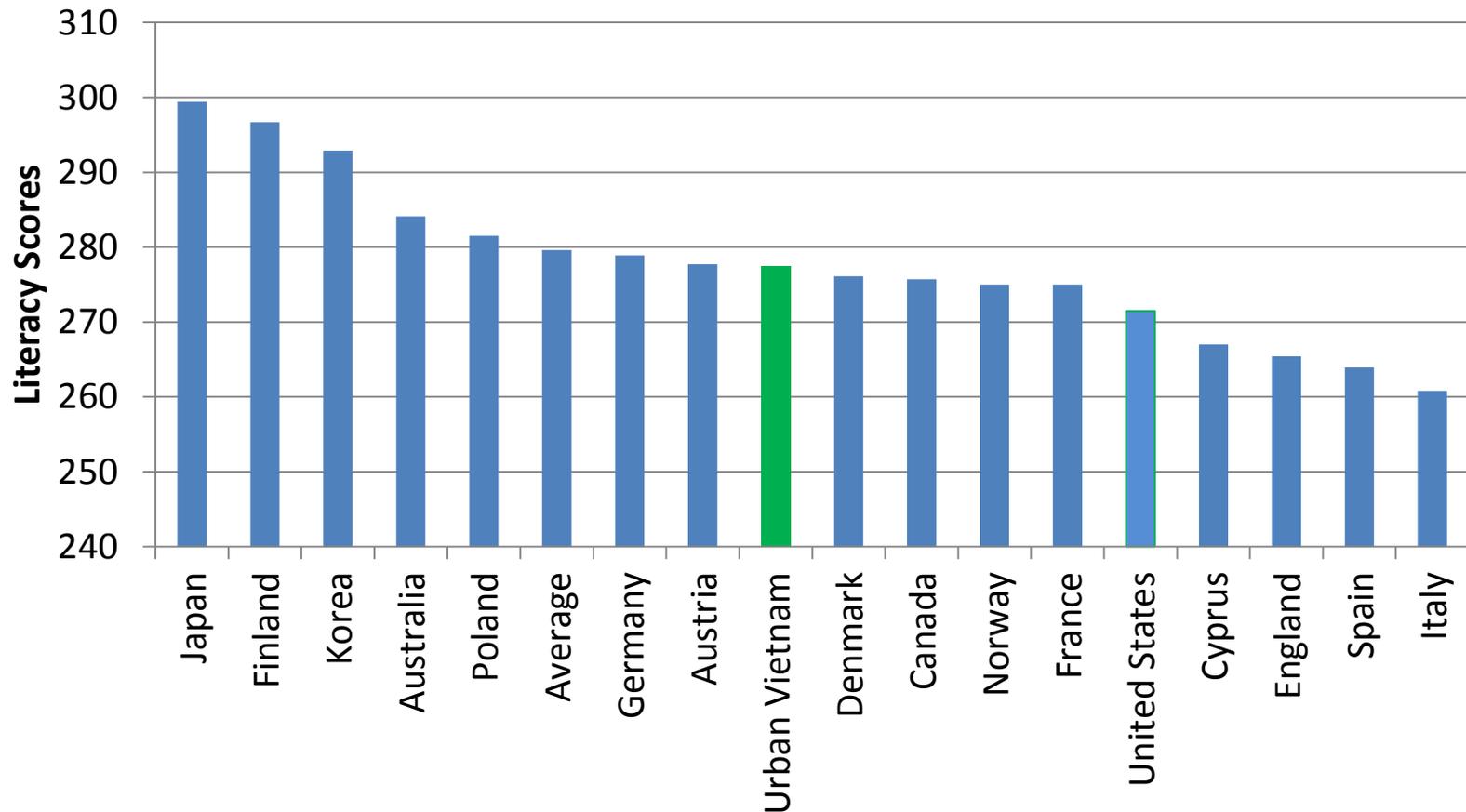
Vietnam's success story: Fast growth and poverty reduction in the wake of a rapid transition of employment from agriculture to non-farm jobs

Education has played a critical role in Vietnam's success story...



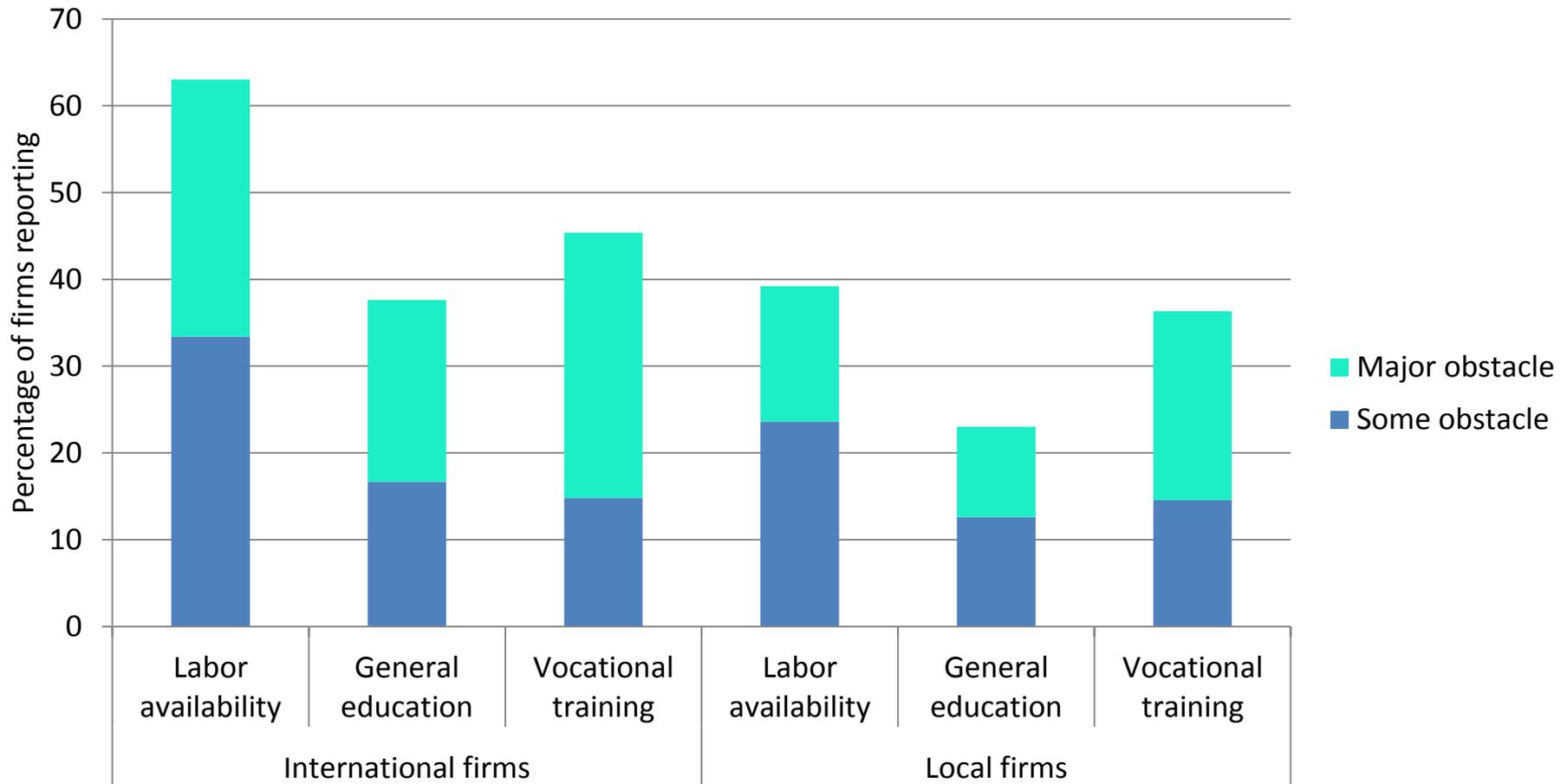
...and today Vietnamese urban youth have strong literacy skills

Literacy Proficiency of 16-24 year olds

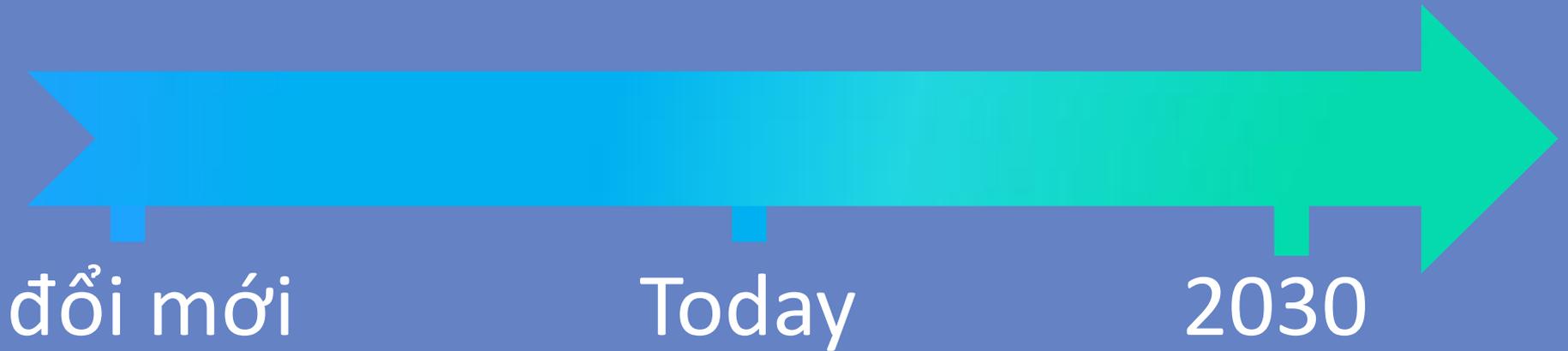


But employers are critical of the education system and concerned about skills shortages

Obstacles to firm operation and growth



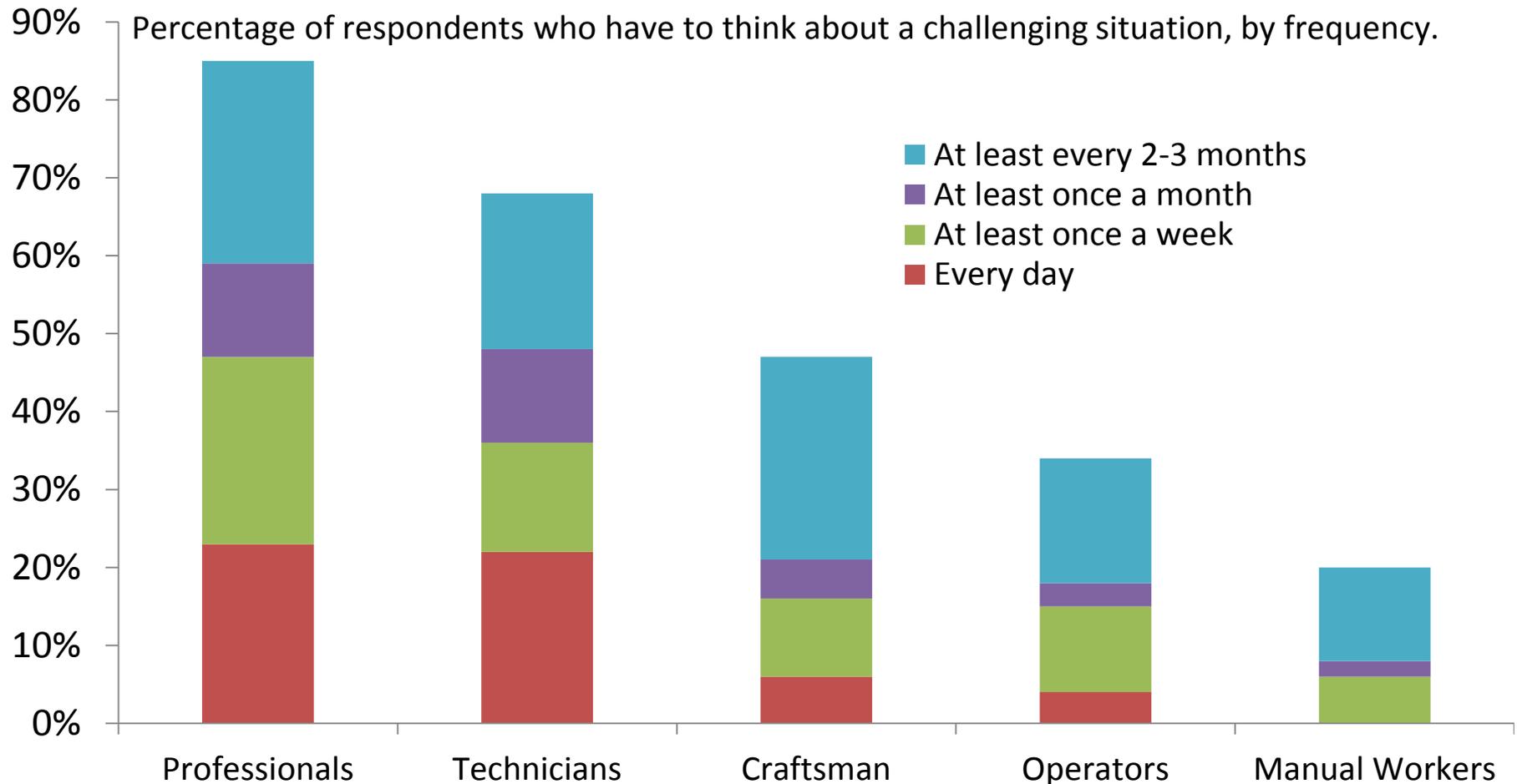
Looking Ahead



What skills are demanded today
and tomorrow?

A look at Hanoi and HCMC

Economic modernization: new types of jobs require new types of skills



What do we mean by “skills”?

Cognitive

Involving the use of logical, intuitive and creative thinking

Raw problem solving ability vs. knowledge to solve problems

Verbal ability, numeracy, problem solving, memory (working and long-term) and mental speed

Behavioral

Soft skills, social skills, life-skills, personality traits

Openness to experience, conscientiousness, extraversion, agreeability, emotional stability

Self-regulation, perseverance, decision making, interpersonal skills

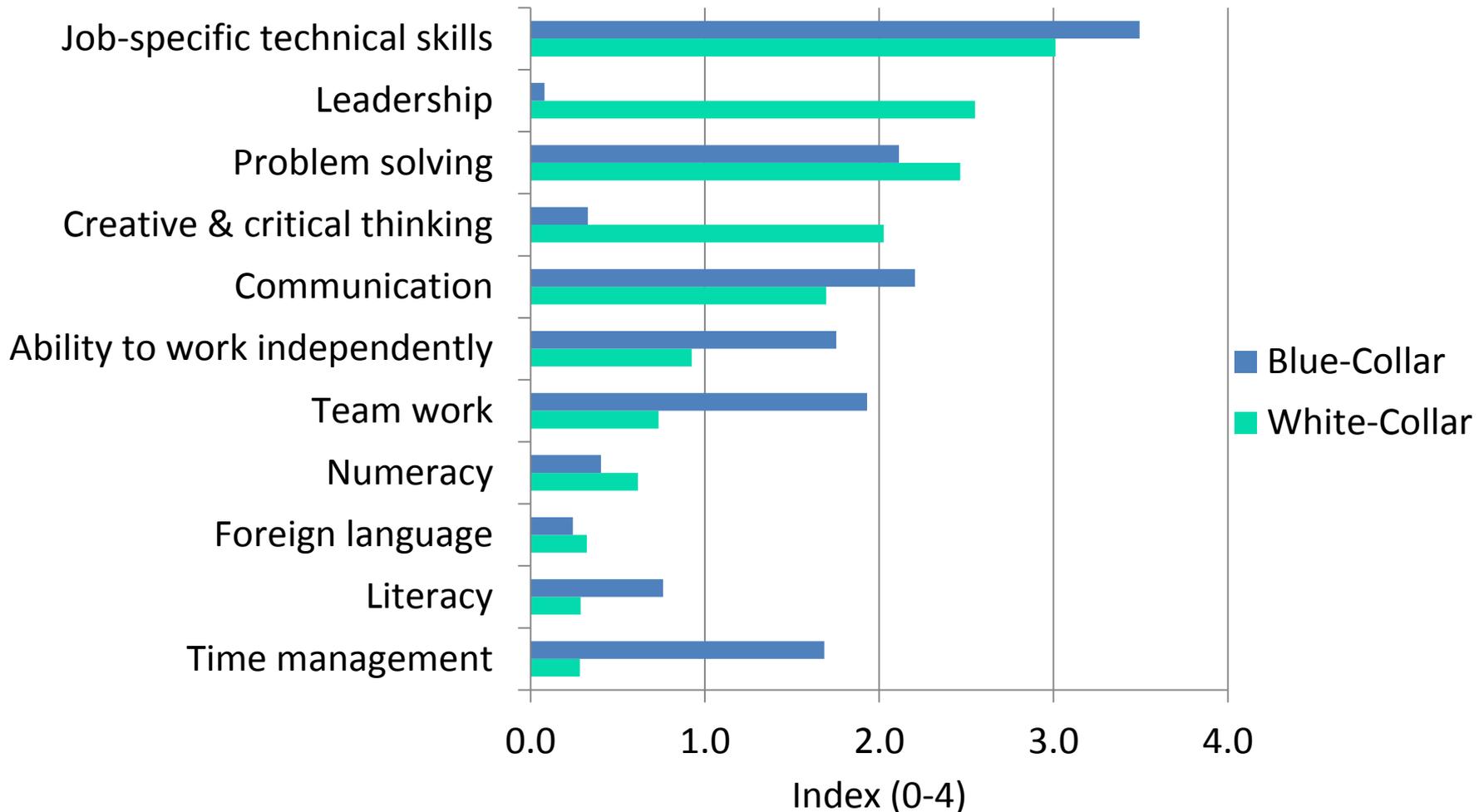
Job-specific

Involving manual dexterity and the use of methods, materials, tools and instruments

Technical skills developed through vocational schooling or acquired on the job

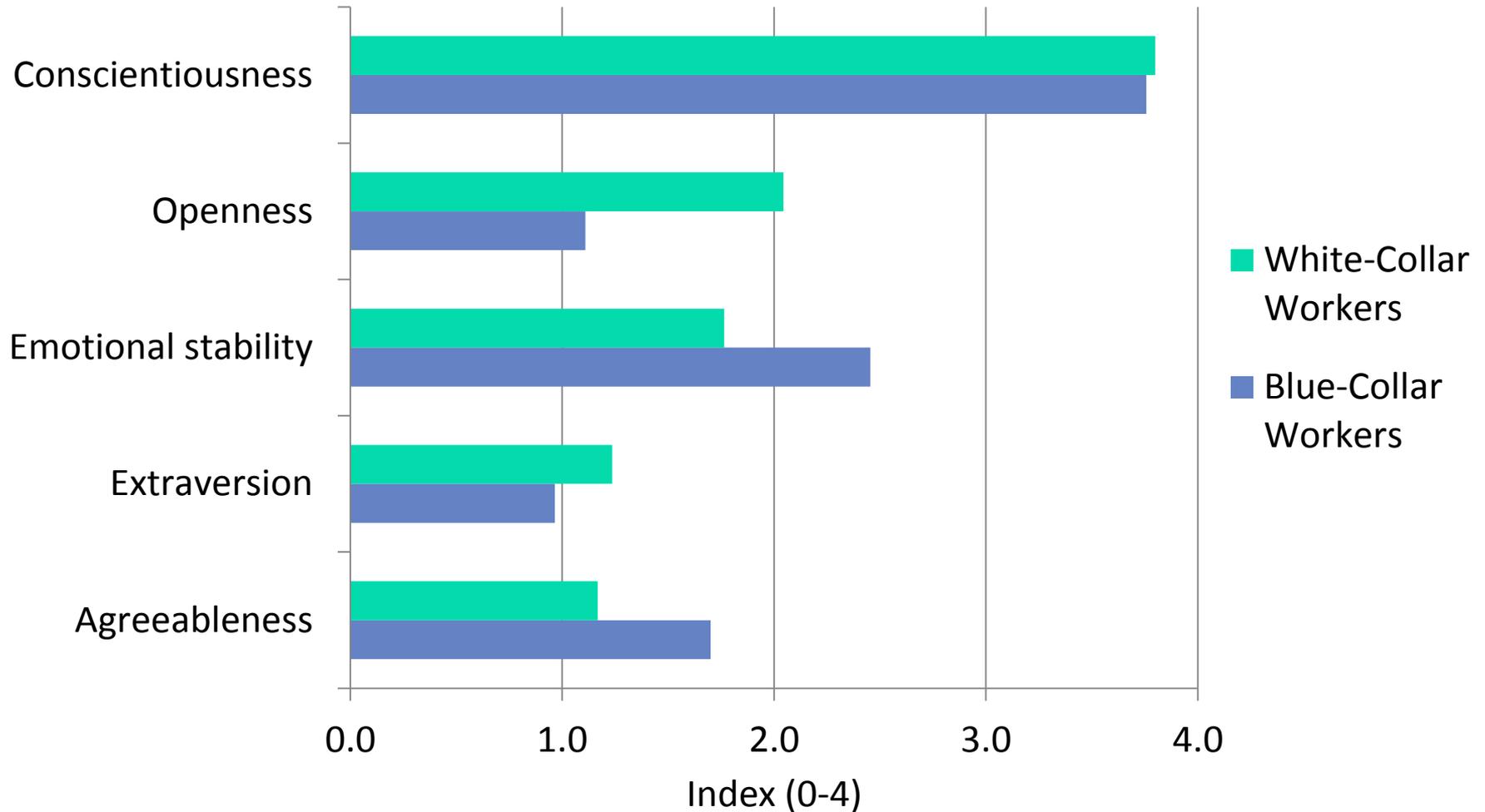
Skills related to a specific occupation (e.g. engineer, economist, IT specialist, etc)

Job-specific technical skills are highly valued - but there is more

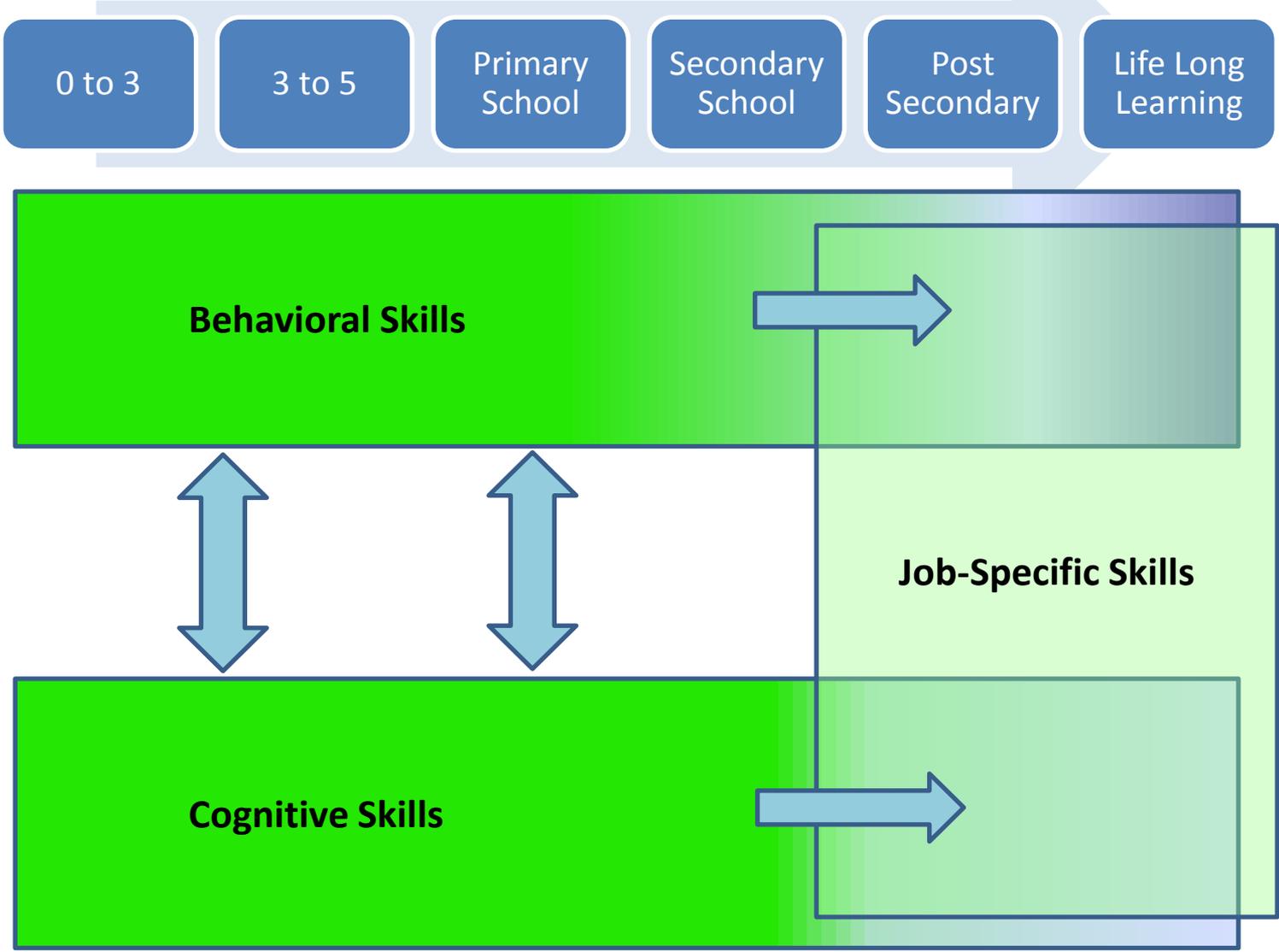


Source: WB staff estimations with 2011 Vietnam STEP Employer Survey

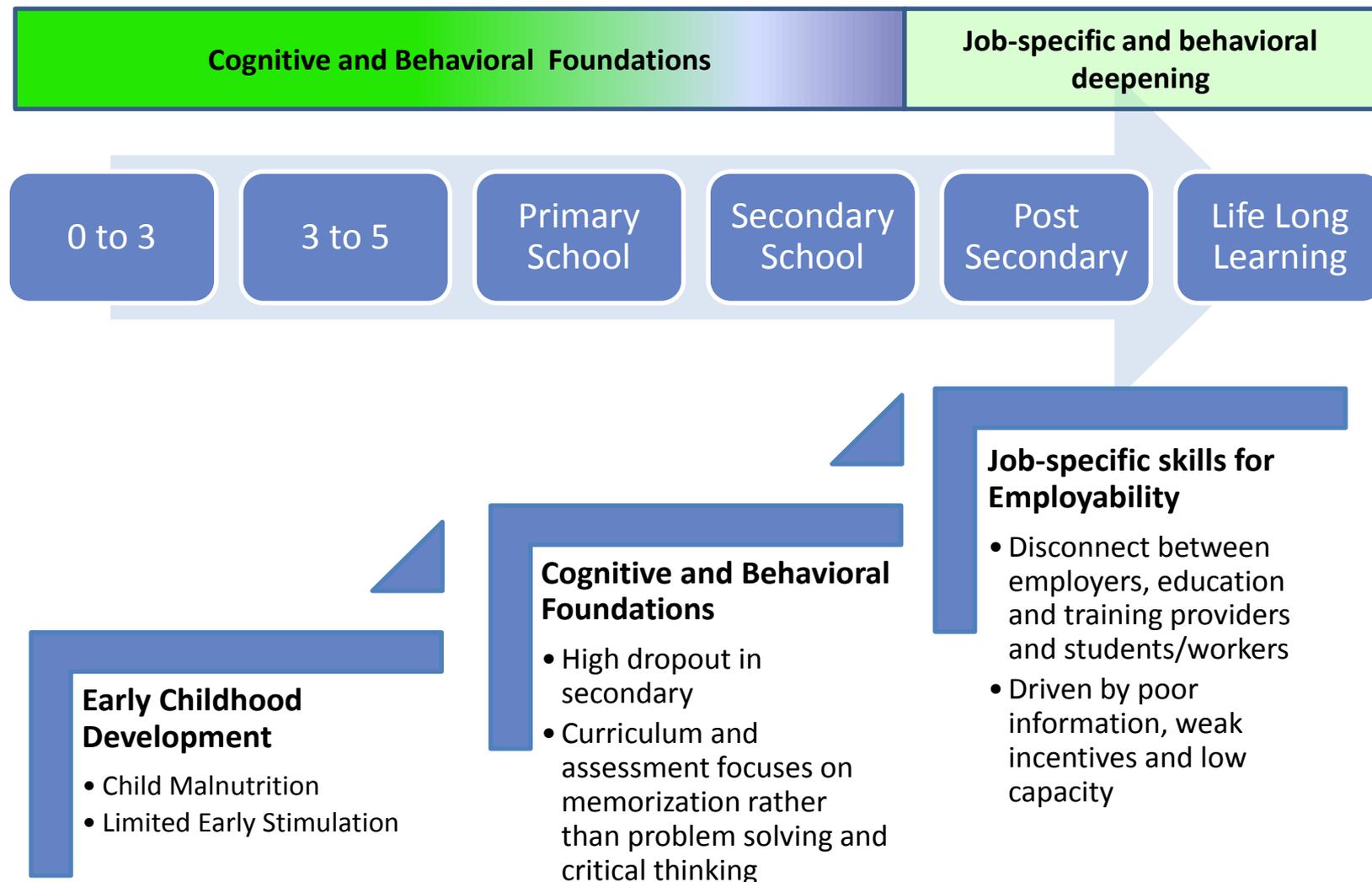
Behavioral skills are important, too



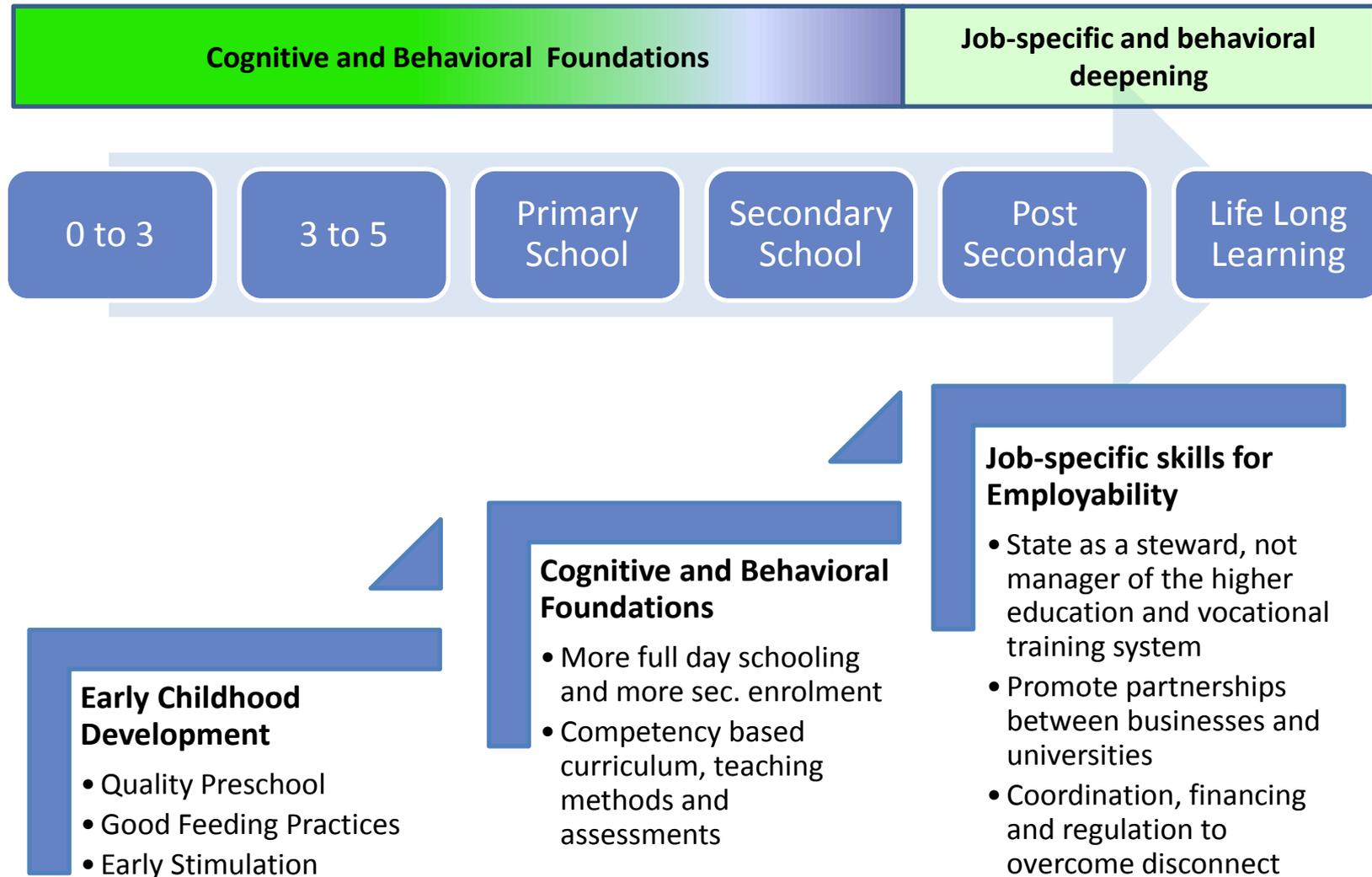
When and how are these skills formed?



3 Steps for Skills: Challenges



3 Steps for Skills: Solutions



Thanks

