Hanoi University of Industry: Shinning Spot in System of High Quality Human Resource Training

Hanoi University of Industry (HaUI) is one of public institutions specialized in multi-level and multi-occupation training. The university has an ideal learning and practicing environment for every type of learners and it has been a prestigious research, development and technology transfer center. At the same time, HaUI is also one of a few vocational institutions being able to develop vocational curriculums of Japanese standards that suit needs of the national industry. Particularly, success of all the projects implemented in cooperation with Japan International Cooperation Agency (JICA) has enabled HaUI to get high appreciation from governmental agencies and vocational institutions both at home and overseas.

Being proud of the HaUI trademark
Hanoi University of Industry has a development history of more than 115 years with its predecessors being Hanoi Vocational School and Hai Phong Vocational School. Throughout its building and development process, the university has been awarded with numerous noble rewards such as Labor Hero of Renovation Era and Ho Chi Minh Medal in 2013 by the Party, State, different ministries and agencies in Vietnam. At present, HaUI employs 1,860 officials and civil servants, including 1,558 teachers and lecturers, 75% of whom have graduate degree, 20 exemplary teachers of nationwide level and many professors and PhD degree holders from other universities and research institutes are teaching at this university. With the scope of training more than 40,000 students per year, HaUI supplies to the labor market from 10,000 to 15,000 high-quality technical laborers every year. More than 80% of its students have got jobs that suits their trained occupations 6 months after their graduation. HaUI has succeeded in setting up a connecting network with domestic and overseas training institutions and enterprises in order to improve training quality and be able to meet demands from the labor market.
In implementing policy of the Party and State in totally renovating vocational activities, HaUI has always paid special attention to improving training quality, including vocational training aimed at developing human resources in order to meet needs from domestic and overseas enterprises. During the process of implementing this policy, the university has always received assistance and support from different concerned ministries, branches and agencies as well as overseas organizations, including JICA. On such a basis, JICA funded project on "Strengthening Technical Worker Training Capability for Hanoi College of Industry" was officially launched in year 2000. In the initial phase of the project, the college formulated and completed its objectives, training programs and curriculums, training machines and equipments for 3 occupations, namely mechanical processing, metal sheet processing, and electrical - electronic control of Japanese standards. Particularly, the contingent of its 32 trainers has got training and upgrade training on technologies and teaching methodology in Japan. Project on "Developing Technical Human Resources at Hanoi University of Industry" was implemented from 2010 to 2013 and the institution succeeded in developing new training programs and training materials for mechanical, electric and electronic occupations as a means for upgrade of knowledge, skills as well as teaching methods for trainers in educational and vocational training establishments.

PhD Tran Duc Quy, Rector of the university says: “During phase 1 of the project implemented from 2000 to 2005, HaUI was able to experience preparations and organization of secondary vocational training courses following the Japanese standards; our contingent of trainers got their specialized skills apparently improved after being trained in Japan. This is a very important factor for the project to be continued in its phase 2. Based on success of phase 1 of the project, introduction of a cycle-training managerial mode, phase 2 of the project has helped the university improve its training programs, materials, equipments and facilities; conduct enterprises' needs oriented training courses, and evaluate efficiency of these training courses. HaUI formulated and conducted short-time training courses on mechanical and electrical system maintenance in March and April 2012 as a pilot scheme for the cycle-training circle. The courses were successfully conducted, attracting a number trainees from Vietnamese and Japanese enterprises that doubled its expected one. In furthering what have been achieved, HaUI continues multiplying, helping other vocational institutions in their training and upgrade training activities for high quality human resources”.

**Success from 5S model**

Behind the successes gained by the HaUI - JICA project have been endless efforts made by teachers and students of Hanoi University of Industry in more than a decade. PhD Tran Duc Quy affirms: “Right at the time that we got the project, teachers and students of HaUI have not wasted a single moment and taken initiatives in implementing the project and making full use of the assistance from JICA”. Thanks to these initiatives, JICA has highly valued the determination, capability as well as potentials of HaUI in the network of vocational training institutions of the whole country. This is an initial step that has led to successes and continuation of the project. Particularly, PhD Tran Duc Quy stresses that application of the 5S model is an important factor for the HaUI - JICA joint project to achieve such praiseworthy outcomes as they are now.

Hanoi University of Industry is also the first ever training institution that has applied the 5S model in its training activities. With determination and unanimity from the Board of Directors to
officials and teachers, the university was committed to applying the 5S model at working and public sites; setting the 5S Committee and the 5S Action Team. The 5S Committee is comprised of 19 members and under it, there are 5S Action Teams in every unit. Each unit nominates from 1 to 3 responsible people to monitor implementation specific 5S activities according to the schedule of the university.

Mr. Motonori Tsuno, Chief Representative of JICA Vietnam Office says: "After implementation of the two projects with technical assistance from JICA, we feel proud that HaUI has been acknowledged as a vocational training establishment able to provide vocational training programs that meet the Japanese standards and such a high appreciation comes from governmental agencies, other vocational training establishments and enterprises". And up to now, the project has entered a new phase (2013-2016), promising new successes and breakthroughs of HaUI in speeding up development of human resources between Vietnam and Japan in the coming time.