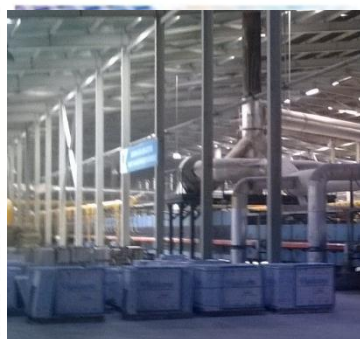
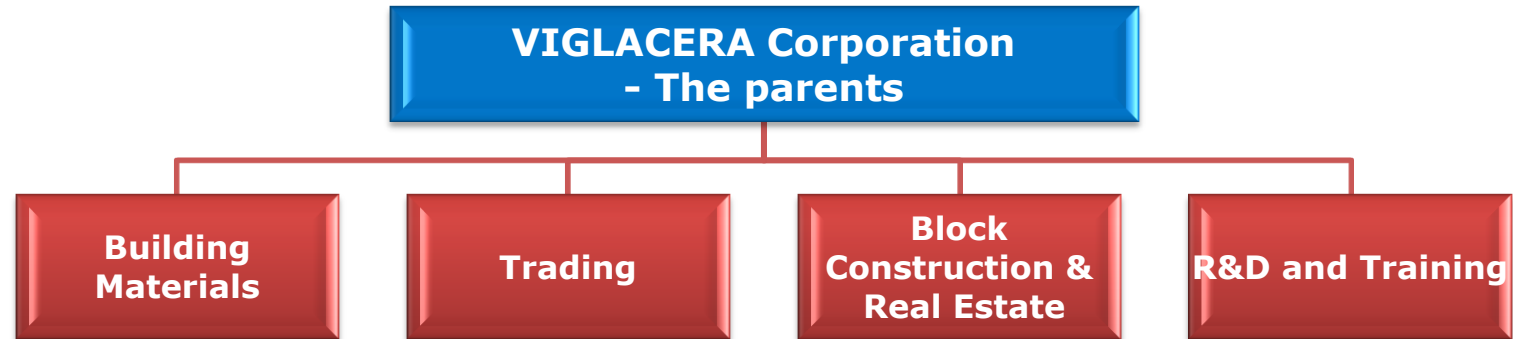


## Industrial / Education Partnerships



Presented by: Ms Yen Nguyen (Viglacera)  
Mr Jonathan Ledger (Proskills)

# Viglacera Corporation – An Introduction



- 3 manufacturing building glass companies
- 9 terracotta companies with system 15 production factories
- 1 company manufacturing refractories
- 3 ceramic tiles and Porcelain tiles companies
- 3 sanitary wares and fitting companies
- 5 companies operating in the field of production materials
- 8 companies operating in the field of investment and business infrastructure for industrial parks, housing and urban-office-commercial center
- The other units operating in the field of trade, R&D and training ... ..



# Viglacera – HR Requirements

## Quality of human resources



- *Having good knowledge*
- *Having professional skills*
- *Being responsible at work*
- *Having a strong attachment to company*

## Effectiveness for enterprises

- *Increasing labour efficiency*
- *Producing high quality products*
- *Decreasing product's price*
- *Employees have stable income*

# Viglacera – HR Requirements

## Production

expertise, vocational skills, experience, process control, updates, product orientation and technology innovation

## Trading

marketing, sales, market development, brand development and international trade, research / analysis of market forecasts, advice on production-oriented and customer relationship management.

## Real Estate

professional competence in the field of creation and exploitation of real estate, market acumen and knowledge of relevant legislation, have the ability to build and maintain business relationships and project management

## R&D and Training

knowledgeable about technology, modern production equipment, technical standards for materials, products, processes, production technology, capable of research, new technology and updated methods of marginal practices developed curriculum, modern teaching



# Viglacera – The Technical College

Established in 1998 as Viglacera Vocational School in Ha Noi

In 2011, Upgrade to Viglacera Vocational College and move to Bac Ninh province with the new facilities.

Viglacera Vocational College is the top ranking college for training workers and technical staff in the Building Material industry.

**5 faculties and  
Center**

- **Construction and Building Material Faculty**
- **Engineering Faculty**
- **Business Management Faculty**
- **Informatic Technology Faculty**
- **Foreign language Center**

**3 Support Depts**

- **Training Department**
- **Personnel and Administration Dept.**
- **Accounting Department**

**Total: 103  
Employees**

- **01 Associate.Prof.Dr**
- **01 Doctor**
- **15 MA & MS**
- **72 BA & BS**

# Viglacera – Action Plan

- Design training programmes for the production of glass, ceramic tiles, granite tiles and sanitary wares,
- Developing the curriculum structure and content to meet the NOSS, the training materials and quality assurance system.
- Develop and implement competence testing methods for these subjects
- Train the teachers in glass, ceramic tiles, granite tiles and sanitary wares manufacturing and then as teachers/ trainers/ assessors to teach and assess competence
- Issue a UK certificate for Viglacera Training Programme



# International Cooperation



## May 2014

- Conducted an initial scoping visit
- Resulted in a long term cooperation agreement

## Aim

To create a long-term cooperation and collaboration in piloting a model that places employers as the lead in ensuring skills standards are relevant to the needs of employers, in line with regional and international standards



# Proskills Transnational Strategy





# Understanding Viglacera

To assess and conduct an initial exchange of information on the processes of occupational standards development, based on the UK experience.

## **Business Scoping Visits:**

- ✓ 6 x visits to different business units
- ✓ Covering flat glass, cut glass, sanitary ware, ceramic tiles (x2) and granite tiles
- ✓ Met with business Directors, Managers, Team Leaders and production staff
- ✓ Viewed some of the production sites to understand the business context

## **College:**

- ✓ Discussion with Viglacera Vocational College regarding skills standard development and use within vocational education and training.

## **Viglacera Managers:**

- ✓ Provided with some initial training regarding the UK vocational skills system and understanding the impact of learning on the business.



# Key Issues Summarised

## Recruitment

- Occupational standards are not yet used to shape the job specification or role descriptions or the recruit process

## Induction Training

- A standardised or common induction process has yet to be developed within each site or from site to site and so there is variable quality and content of induction training between the delivery staff

## Training /Curriculum Delivered

- Quality of training delivery is variable according to who delivers the training
- Training delivery is not yet evaluated for improvement, and does not yet link to the business strategy

## Skills Assessments

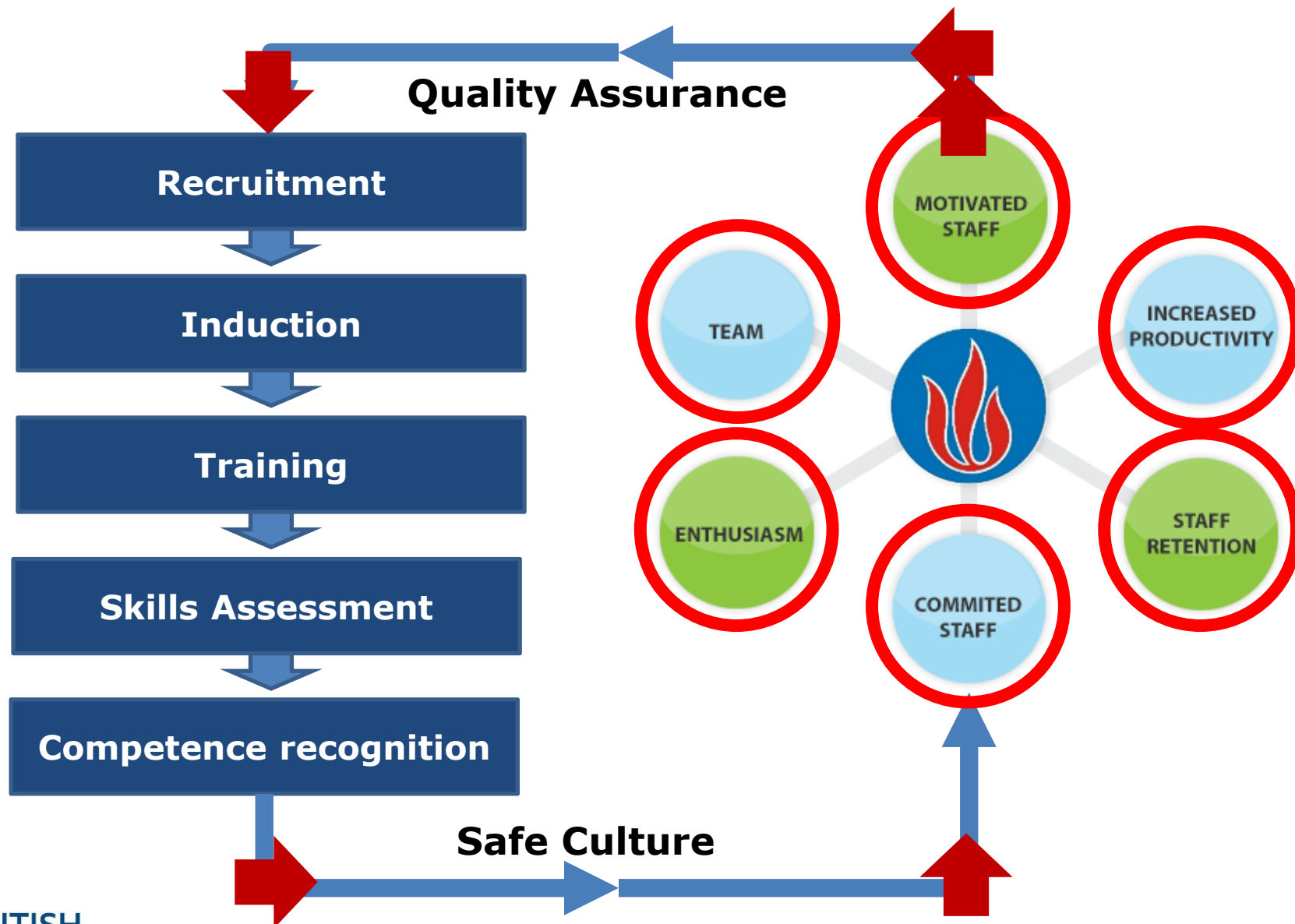
- There is no systematic approach in place at present to conduct or record workplace assessment against occupational or company standards

## Recognition of Competence

- Recognition of employee competence is a developing process



# Proskills Transferable Skills Process



# The Planning Process



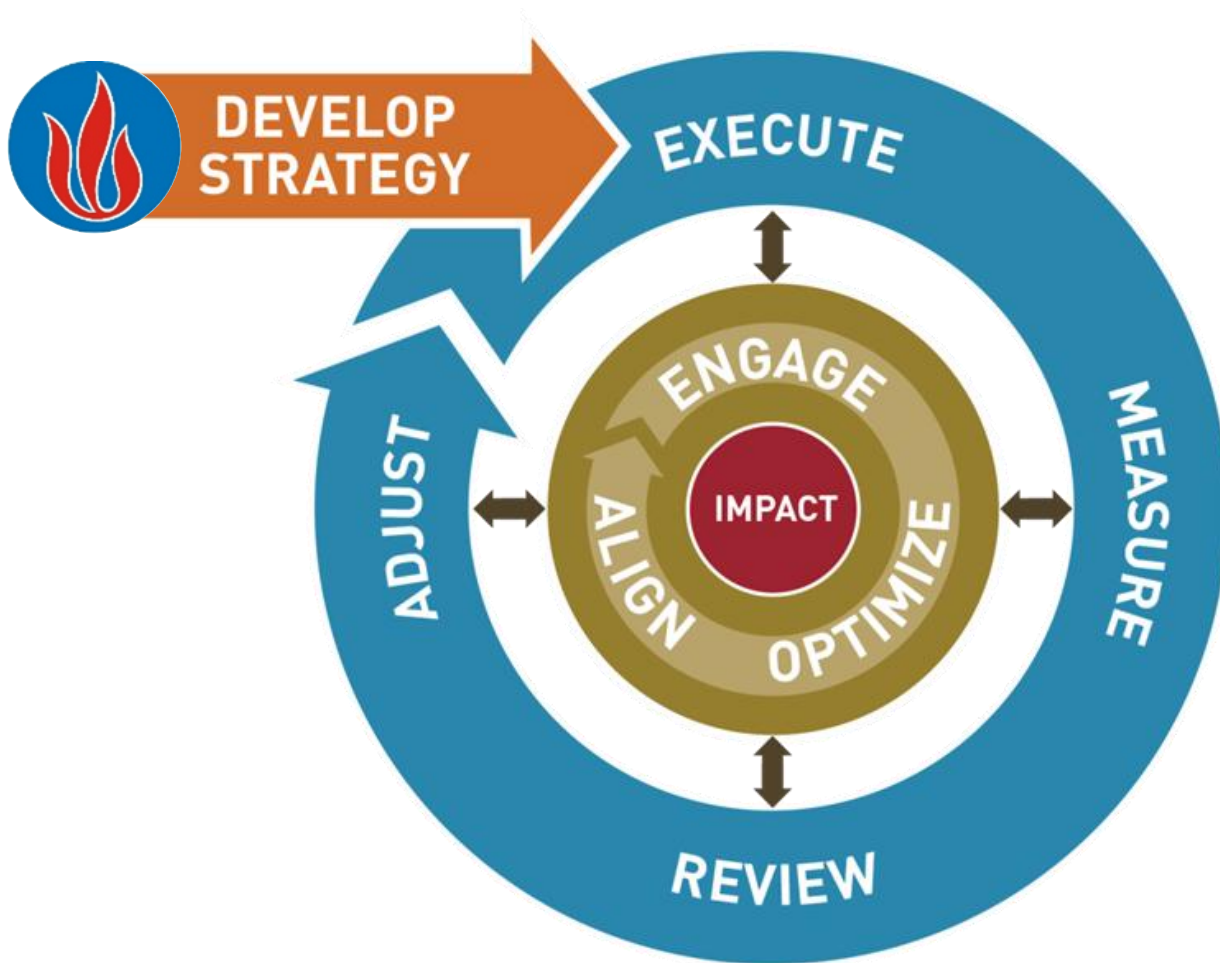
← **UNDERSTAND**

← **ALIGN**

← **PLAN**

← **IMPACT**

# A Viglacera Centric Model

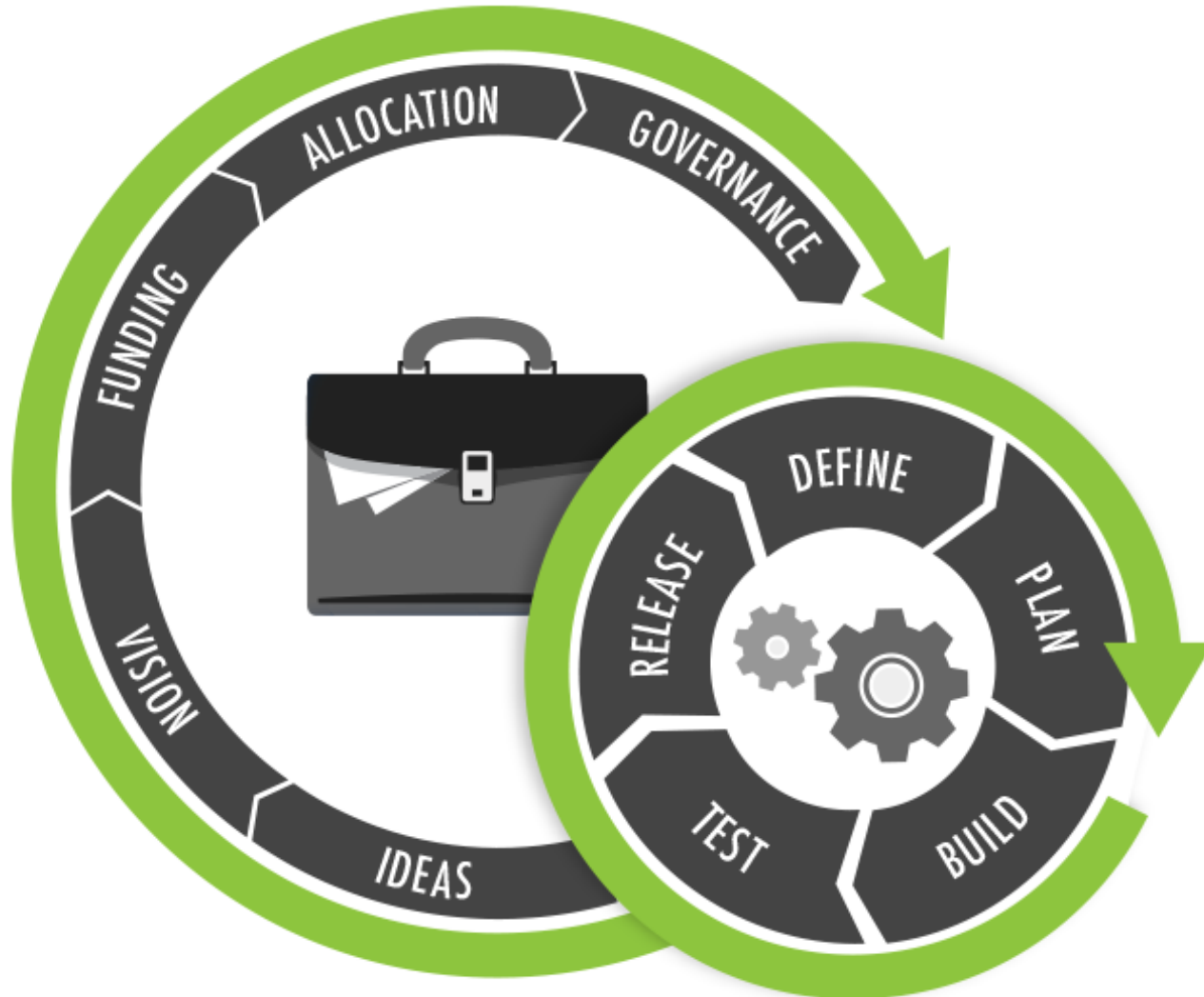




## Commercial Partnership Key Actions

1. Re-engineer and update the Vietnamese National Occupational Skills Standards (NOSS) based on UK National Occupational Standards (NOS) as a template, contextualised to meet Vietnamese industry requirements (covering glass, ceramic tiles, granite composite tiles and sanitary wares)
2. Re-develop training courses delivered by both the Viglacera Vocational College and the business sites to ensure the content matches the NOSS
3. Implement a programme of Skills Assessor and Train the Trainer training for all intended skills assessments;
4. Develop, implement, deliver and report on a vocational skills pilot programme using the newly developed National Skills Standards across the 4 occupational areas identified.
5. To develop the Viglacera Vocational College expertise and quality processes so as to enable it to become an Approved Centre of a UK Awarding Organisation (UK AO) or an UK National Skills Academy.
6. Undertake a Labour Market study within relevant parts of the business in order to develop a new and appropriate skills strategy for Viglacera, and which will provide skills demand intelligence for the Viglacera Vocational College

# Our cooperation plan



# Schedule of activity

Estimate schedule of activity							
		QTR 1	QTR 2	QTR 3	QTR 4	QTR 5	QTR 6
1	NOSS Development						
2	Programme Development						
3	Curriculum Development						
4	Assessment Training						
5	Research/Strategy						
6	Impact Measurement						
7	Pilot Programme						
8	Acceditation with UK						

