



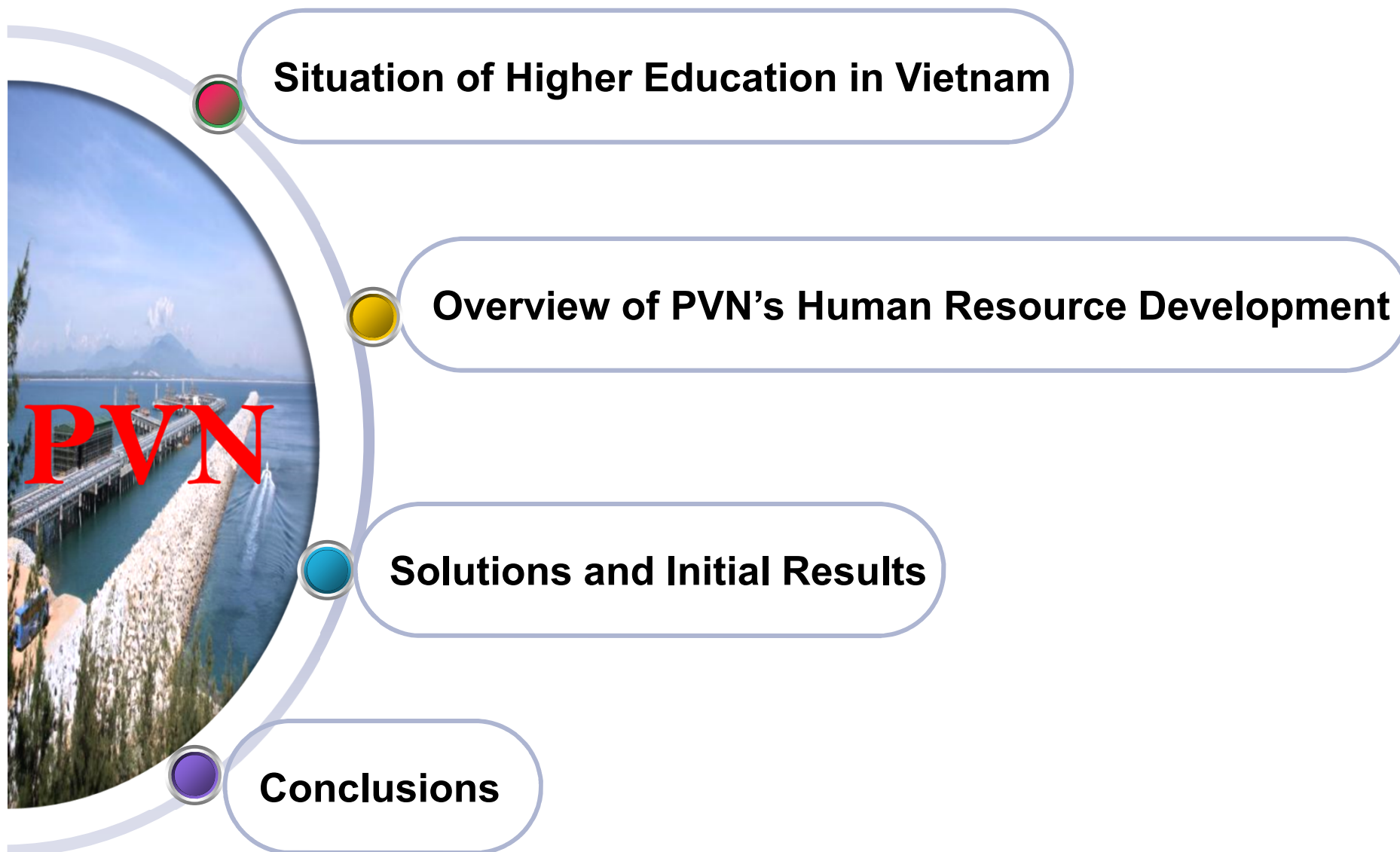
VIETNAM NATIONAL OIL & GAS GROUP  
**PETROVIETNAM UNIVERSITY**

**CHALLENGES AND SOLUTIONS TO  
THE EDUCATION AND DEVELOPMENT  
OF HIGHLY QUALIFIED HUMAN RESOURCES  
FOR THE OIL AND GAS INDUSTRY IN VIETNAM**

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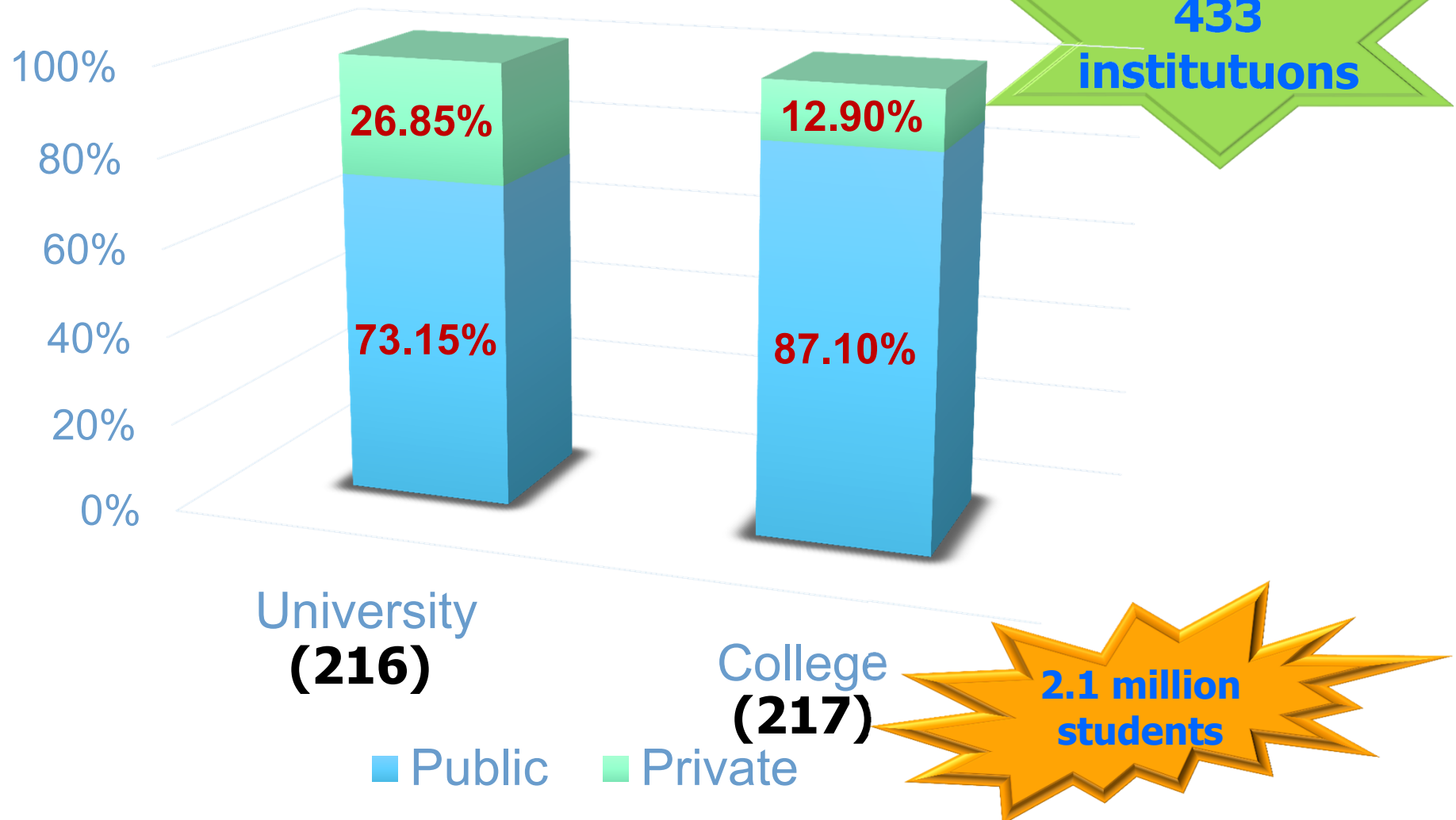
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# Situation of Higher Education in VN

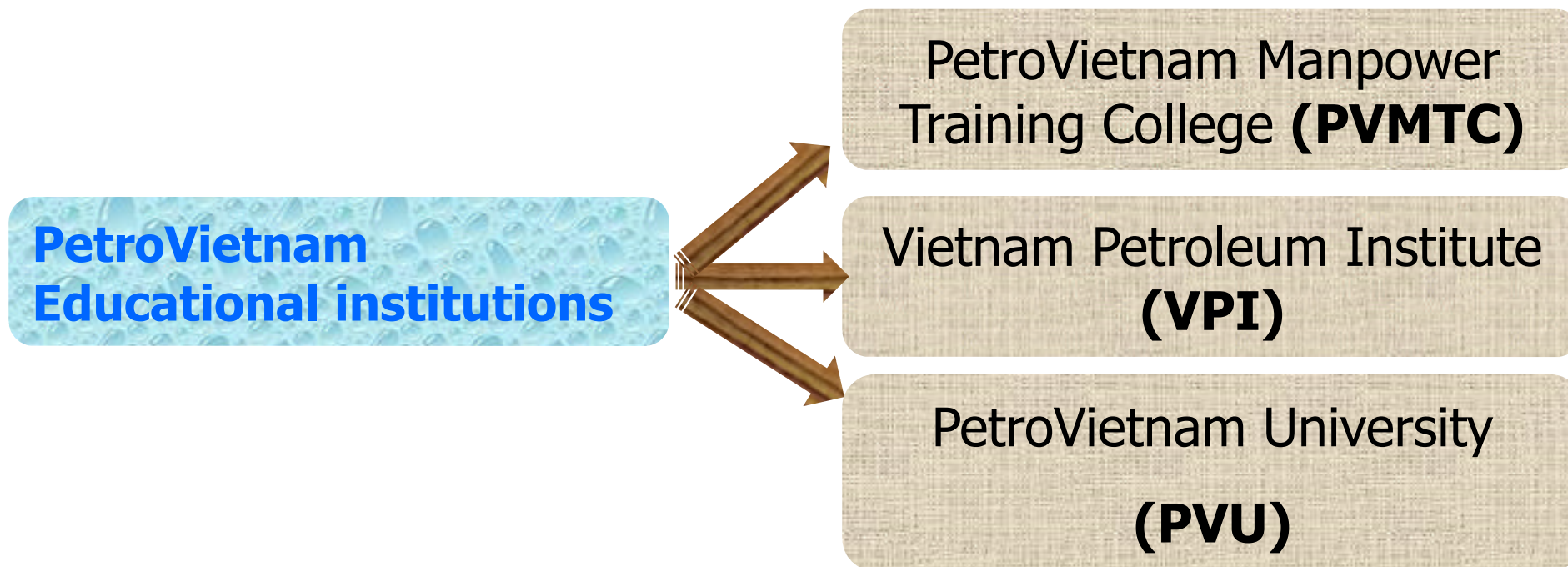
## National Training & Education System





# PVN's Education and Training System

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# Main shortcomings

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## In higher education

**Not associated  
with the needs  
of society**

**Imbalance  
between  
majors**

**Equipment /  
practice**

**University –  
company  
collaboration**

**Soft skills**

**English  
competence**



# Main shortcomings

## Initial training

- 1 • Less career-oriented workforce
- 2 • Outdated training program
- 3 • No standard training system



# Main shortcomings

## Human resource development

1

- Lack of post-training evaluation

2

- Inadequate benefit and compensation policies after training

3

- Title standards and training process not strictly set

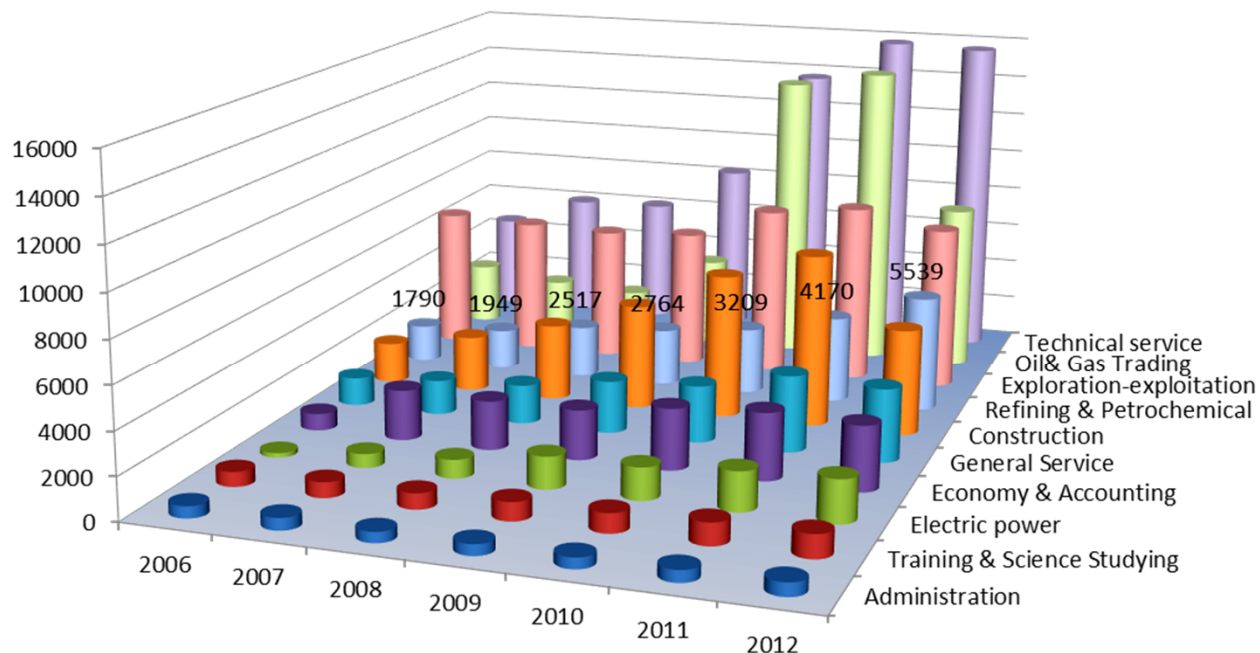
4

- Weak in English competence, life skills and knowledge of financial management



# Overview of PVN's HRD

## PVN Manpower in Occupational Areas

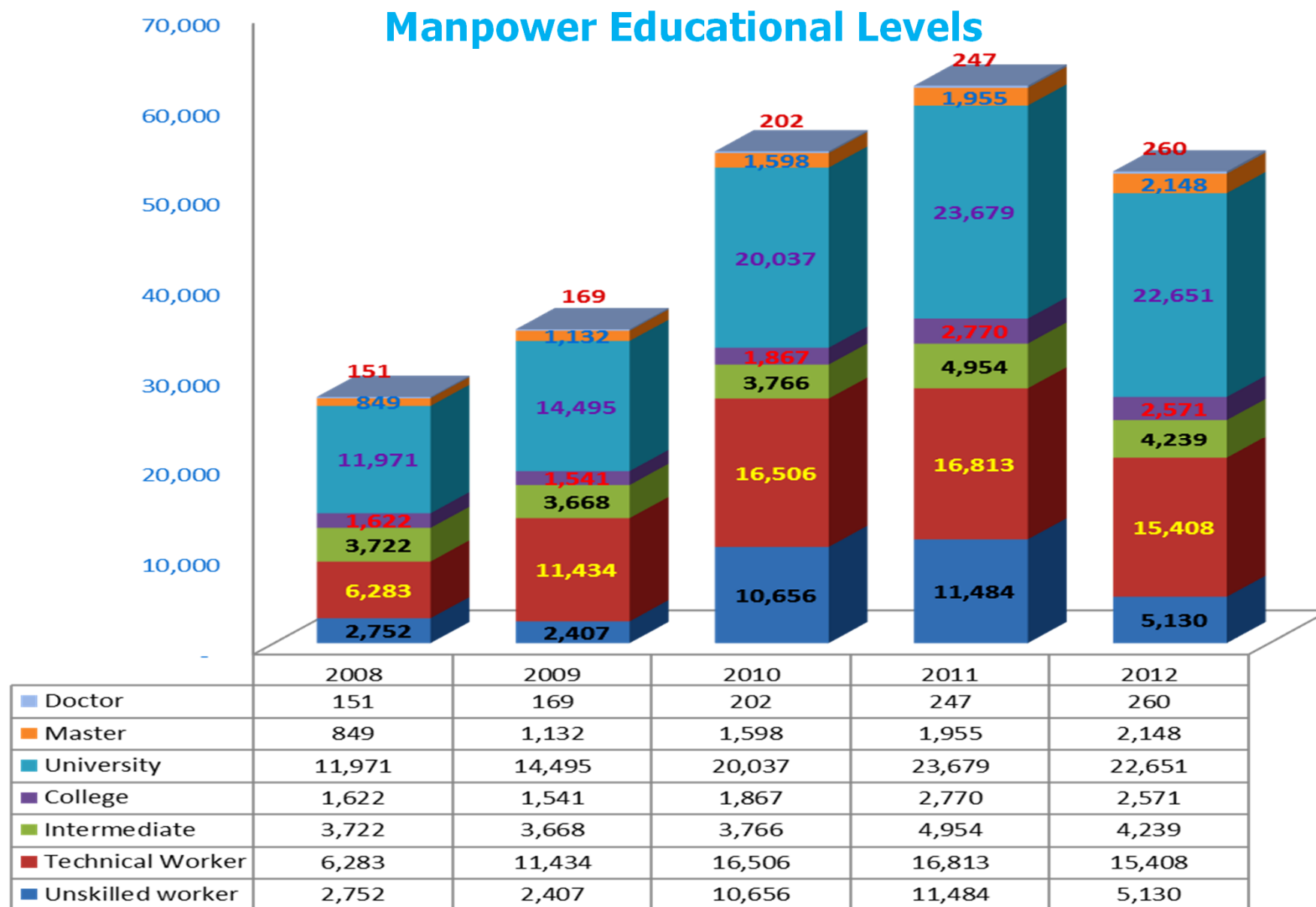


	2006	2007	2008	2009	2010	2011	2012
Administration	545	560	489	510	498	542	604
Training & Science Studying	688	724	736	865	905	1030	1079
Electric power	211	655	876	1515	1520	1848	2002
Economy & Accounting	800	2385	2313	2351	2887	3156	3039
General Service	1351	1654	1858	2488	2704	3630	3457
Construction	1982	2707	3700	5063	6909	8252	5079
Refining & Petrochemical	1790	1949	2517	2764	3209	4170	5539
Exploration-exploitation	6757	6590	6482	6704	8214	8696	7927
Oil& Gas Trading	2961	2456	2247	4291	14057	14784	8023
Technical service	4634	6058	6132	8295	13729	15794	15658





# Overview of PVN's HRD



Source: Dinh V.N, 32<sup>nd</sup> JCCP (2014)



# Solutions and initial results



**Main reforms**

**Training programs based on enterprises' demands**

**Enterprises – oriented international integration**



## **TARGETS**

**Highly Qualified Human Resources for Oil & Gas Industry in Vietnam**



# Solutions and initial results



## Main reforms

Promulgation of Educational Law (modified in 2009) and Higher Education Law (2013), National Committee for Educational Reforms headed by the Prime Minister (5/2014)

## Changes

Stratification of universities

Improving autonomy and self-responsibility

Change from quantity models to quality models

Classification of educational institutions

Changes in Higher Education Government Management

Permission to raise tuition fee



# Solutions and initial results



## The Government and the Ministry of Education & Training

1

- Established several Excellent Universities

2

- Profession-Oriented Higher Education Project (2005-2015) supported by NUFFIC

3

- CDIO (since 2008)

4

- More Budgets for Higher Education

5

- Establishing 2 centers for quality inspection of training

6

- Classifying and ranking institutions and training programs

7

- Establishing the Association of Universities and Colleges



# Solutions and initial results



## PetroVietnam

1

- Updating the awareness of highly qualified HR training

2

- Developing a complete educational system

3

- Establishing PetroVietnam Academy

4

- Developing HR management system

5

- Training senior management experts, lecturers, researchers

6

- Completing compensation system, incentive and beneficial policies



# Solutions and initial results



## PetroVietnam University

Developing training programs with outputs CDIO standard (Conceive – Design – Implement – Operate)

**PVN**

**NOEX & JCCP**

**Schlumberger**

**TU Delft**

**UOP  
Honeywell**

**Integrgraph**



# Solutions and initial results



## Enterprises – oriented international integration

1

- Initially implemented a gradual restructuring business process.

2

- Invite foreign consultants to support Competency Development Management Systems, Competence Appraisal, build up fostering programs.

3

- Adopted advanced management models.



# Conclusions

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1

- **Vietnam:** abundant human resources, growing in terms of quantity and quality but not met the requirements of the economic and social development.

2

- **The structure of the petroleum human resources:** better in quality compared with those in Vietnam but still worse than those in the region.

3

- Innovations in institutional policies and strategies of management agencies, external relation and training institutions to improve the quality of training.

4

- Most important solution: international collaboration.





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