GOOD PRACTICE

What is a good practice?

A good practice is not only a practice that is good, but a practice that has been proven to work well and produce good results, and is therefore recommended as a model. It is a successful experience, which has been tested and validated, in the broad sense, which has been repeated and deserves to be shared so that a greater number of people can adopt it.

Element	Description
Title*	**Cooperative Vocational Training (CVT) and Dual System Framework: Empowering Industry-Driven Technical Workforce Development at Lilama 2 International Technology College**
Name of the VET Provider	**Lilama 2 International Technology College**
Thematic domain	What is the thematic domain covered by this good practice? More than one domain can be indicated ☒ Innovation ☒ Digital ☐ Green ☐ Inclusion ☐ Entrepreneurial ☐ Career guidance ☐ Lifelong learning ☒ Creating partnerships/skills ecosystems
Introduction*	To effectively bridge the gap between TVET instruction and real-world industrial demands, Lilama 2 International Technology College (LILAMA2) implemented the Cooperative Vocational Training (CVT) and Dual System Framework. Launched in strategic partnership with Bosch Vietnam (for Mechanical Equipment Fabrication and Mechatronics) and expanded with Mercedes-Benz Vietnam (for Automotive Mechatronics) and Schaeffler, this practice transforms VET delivery in Vietnam. Under this framework, LILAMA2 offers two complementary cooperation paths: 1. **German Dual VET Model:** A landmark 3-way partnership between

	LILAMA2, Bosch Vietnam, and AHK (German Industry and Commerce) operating, where learning is split into 25% foundational theory/practice at LILAMA2 and 75% specialized hands-on training at Bosch's Training Center and production plant. 2. **Cooperative Vocational Training (CVT):** A flexible, highly scalable workplace learning model tailored for enterprises (including SMEs) without dedicated training centers, utilizing active production lines for On-the-Job Training (OJT). The practice has been operating continuously and scaling up from 2012 to the present.
Stakeholders and Partners	**Target Group & Direct Beneficiaries:** VET students enrolled in High-Tech Mechanical Engineering, CNC Machining, Mechatronics, Industrial Automation, Automotive Technology, and Industrial Electricity. **Implementing Institution:** Lilama 2 International Technology College (teaching staff, technical instructors, curriculum development team). **Corporate & Industry Partners:** Global enterprise leaders (e.g., Bosch, Mercedes-Benz, Schaeffler) and regional industrial suppliers/SMEs participating via the CVT framework. **In-Company Trainers:** Enterprise technical staff and engineers who receive pedagogical training from LILAMA 2 to directly instruct and evaluate trainees on factory floors. **International Support:** German Development Cooperation (GIZ) and German/French ODA project frameworks.
Impact*	**Nearly 300 German-Standard Graduates:** Over 13 years of implementation, nearly 300 students have graduated under strict German dual training standards (certified by AHK and Bosch Vietnam), with many advancing to key management and senior technical positions. **100% Corporate Recruitment:** All trainees enrolled in Dual System and CVT programs are directly recruited by partner corporations or FDI companies upon graduation with competitive starting salaries. Overall graduate employment rate exceeds 93%. **SME Efficiency & Reduced Re-training Costs:** Participating enterprises save significant capital by training apprentices directly on live production lines, eliminating the need to establish separate training centers or re-train new hires. **International Labor Mobility:** Certified quality under German standards has enabled graduates to qualify for international labor placement, including employment in Germany under GIZ-supported schemes. **Institutional & Regional Growth:** Established LILAMA2 as a

	recognized Center of Vocational Excellence (CoVE) and a key talent provider for the Southern Key Economic Zone and major national infrastructure projects such as the Long Thành International Airport.
Innovation and Success Factors *	**Systemic Innovation in TVET:** Shifted from traditional, supply-driven classroom instruction to a demand-driven dual education ecosystem. Corporate partners are co-educators who participate in joint curriculum development, trainee selection, continuous performance tracking, and final occupational examination boards aligned with German standards. **Digital & Technological Integration:** Modernized preparatory training through advanced technologies—such as Virtual Welding simulators and Siemens Tecnomatix VR factory simulation software—allowing trainees to master complex machine operations safely and efficiently before stepping onto factory floors. **Critical Success Factors:** 1. Institutional autonomy (Group 1 unit) enabling flexible public-private joint operation agreements. 2. Adherence to international benchmarks (German DIN/DIHK dual standards). 3. High corporate commitment to long-term human resource development.
Constraints*	**Challenges Encountered:** 1. Synchronizing national TVET legal/educational frameworks with international corporate quality standards. 2. Meeting technical foreign language requirements (English/German) for international enterprise environments. **Solutions Applied:** LILAMA2 incorporated foreign language modules and soft skills into standard Dual VET programs and conducted joint "Train-the-Trainer" programs for both college instructors and company in-plant trainers.
Lessons learned *	**Cooperative Ownership Creates Win-Win:** Enterprises transition from passive employers to active co-educators, securing job-ready technical talent while reducing onboarding and re-training costs. **Upskilling In-Company Trainers Ensures Quality:** Pedagogical training for enterprise engineers is essential to transform everyday production environments into effective, structured learning spaces. **Structured CVT Beyond Traditional Internships:** CVT is a co-designed, systematic educational pathway—encompassing joint curriculum adjustment, workplace training, and co-assessment—rather than simple student work placement. **International Benchmarks Drive Institutional Excellence:**

	Implementing structured German/French dual system standards elevates overall institutional capacity, faculty competence, and student motivation while driving regional technology transfer.
Replicability and/or up-scaling	The CVT & Dual System practice is highly replicable for TVET institutions in developing and emerging economies aiming to modernize technical education. **Key prerequisites for replication/up-scaling:** - Policy and legal framework enabling public-private partnership (PPP) in TVET. - Formalized bilateral contracts specifying financial responsibilities, insurance, stipend coverage, and training hours between the VET provider and companies. - Certified in-company trainers to guide apprentices on production lines.
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Related resources that have been developed	**Cooperation Agreements (MoUs / Contracts):** Bilateral and multilateral cooperation agreements signed between Lilama 2 International Technology College and partner enterprises (e.g., Bosch, Mercedes-Benz, AHK). **Detailed Joint Training Curricula:** Comprehensive training programs detailing theoretical modules at LILAMA2 and practical workplace modules at partner enterprises. **Training Implementation Plans:** Scheduled operational timelines, training rosters, and facility allocation plans for college and in-plant training phases. **Photo & Media Documentation:** Photo archives and media documentations covering opening ceremonies, workplace training activities, and graduation ceremonies.