



Co-funded by the
Erasmus+ Programme
of the European Union



Project n. 609781-EPP-1-2019-1-IT-EPPKA2-CBHE- SP



MONITORING TRENDS IN VIETNAMESE GRADUATES EMPLOYMENT

MOTIVE

<http://motive-euproject.net/>

Almalaurea Interuniversity Consortium
Viale A. Masini 36, 40126, Bologna, Italy

- **Part 1. MOTIVE Project Sustainability**
 - **Milestones**
 - **Main Tasks**
 - **Sustainability Outputs**
 - **Next steps and discussion points**

- **Part 2. AlmaLaurea Sustainability Structure: an overview**

The “National Center for Graduate Tracking” creation

“The mission of the Center is the **monitoring** of the transition of the Vietnamese **graduates** from the university to the labour market as well as their employment status.

The Center, as a research and consultant unit at disposal of the Vietnamese Ministry of Education and Labour, of the university system and stakeholders in HE sector, represents an **innovative tool for supporting governance reform and policy making**.

The Center represents a **sustainable and permanent available tool for future studies or surveys based on universities students and graduates data (Graduates Profile, Graduates Employment Condition Survey, longitudinal studies)”**.

How to reach the milestone?

Definition of the structure of the center including management, services, functions, modalities for joining the center by new stakeholders.

Reaching of a sustainability agreement, detailing all aspects for guarantying the future of the Center as consortium engagement, source of financing, task of the consortium members



MOTIVE project sustainability' outputs:

- **Universities database creation (due data 30/09/2020)**
- **National Center Portal set up (due date 31/10/2022)**
- **National Center structure definition and sustainability agreement (due date 30/11/2022)**
- **Stakeholders network creation (due date 31/07/2022)**
- **Guidelines for Graduates Tracking Survey (due date 30/11/2022)**



➤ Universities database creation

DONE!

- HANU, PTIT, NUAE fully integrated under VOYAGE Project 2015/2018
- HUHA, HALONG, HALOU at the end of VOYAGE 2018
- VNUA, TNU, AJC integrated at the beginning of MOTIVE 2012

October 2018	May 2022
6 Universities	21 Universities
5.727 registered students	almost 30.000 registered students (48% response rate to questionnaire)*
4,285 CVs stored	14,373 Cvs stored
89 companies registered	266 companies
63 job offer	152 job offer

* 9 universities have list of courses, but no graduates records (CVs and questionnaires)

Important!

The university database needs to be continuously updated with new graduates information

The CV must be certified by the staff of MOTIVE universities



National Center for Graduates Tracking Portal set up (work in progress)

-IT team of HANU and the AJC staff are developing the Portal linked to the enlarged VOYAGE Platform (voyage.hanu.vn/) and to the MOTIVE project website.

The portal will provide the following info:

- information about the center and its mission;
- structure of the center and management;
- national Center' staff;
- functions and Services;
- main publication (Graduates Tracking and Graduates Profile Survey);
- Working Paper Series;
- how to join (to be added on the Portal)
 - as suggested by HANU IT: **Code of conduct**
- database on Center' National Stakeholders.
- The Portal will provide an e-mail contact for new users and externals.

MOTIVE consortium will hyper link the National Portal website on their organization' website.

The Portal will be presented in the specific session



Stakeholders network:

- ✓ Create a **database of main stakeholders** to be periodically enquired by the beneficiary universities and MOET to tune up graduates' survey contents before survey launch.
- ✓ The **network is composed by** independent experts, organizations, associations and other **entities acting in the field of higher education and labour market in Vietnam** and willing to **provide their experience and suggestions** for running graduate tracking survey in Vietnam - **CONSULTANT UNIT**
- ✓ The network will capitalize at initial stage from the contact established by the MOTIVE Consortium members than **to be enlarged with dissemination activities.**
 - ✓ ICHAM will contribute to the network creation by inviting experts from its own network to join.
 - ✓ HCMCOU as associated partners will contribute to disseminate project objectives and expected results, notably for the enrichment of the stakeholders network.

The database of stakeholders will be created and **stored on the Portal of the National Center for Graduates Tracking.**



Guidelines for Graduates Tracking Survey

The Guidelines, capitalizing the methodological notes and graduates profile's survey guidelines developed within 561656 project (<http://voyage-project.eu/node/91> document area) will provide **best practices and indications on how to proper deliver such studies to the new coming staff and/or to the newcomer universities.**

Main contents of the guidelines:

- online graduates database: kind of data;
- how to exploit graduates database for releasing the Graduates Tracking Survey (cohort, criteria, data cleaning and data publication);
- main recommendations on how to run Graduates Tracking survey;
- how to run graduates tracking survey: (i) how to develop the questionnaire; (ii) how to tune up the questionnaire.
- best methodology to track students in Vietnam: kind of survey, how to collect and identify graduates, how to plan the survey, how to design and implement the survey.

The Guidelines will be made at disposal of the National Center for Graduates Tracking and at disposal of the consortium staff. Guidelines will be uploaded on the document area of the MOTIVE project website.



Project Consortium will continue the discussion so to define the Center structure definition and reach the sustainability agreement

A **Sustainability agreement** will be agreed and signed by the project Consortium with a **Sustainability plan** detailing

- Center Mission:** survey release, promotion of research activities, networking
- Center configuration:** the Center is structured in a centralized way (only one node) to host data of the MOTIVE universities and allow a shared management of the system. The Center will use the students database (VOYAGE platform) as main repository of students' data for graduates tracking release
- Management:** decisional unit, staff, organigram
- Center Teams' main units and functions:** Consortium Coordinator, IT team, Research Unit, communication team, Quality Assurance unit, Stakeholders unit
- How to join:** Conditions and steps for joining the Center will be discussed during SC.



Center structure definition and sustainability agreement

(as by project proposal-2018)

What we know

- Center configuration:** HANU host the University Database and is a candidate to host the Center Portal in joint management with AJC university
- Management:** Universities joining the Center are committed to use their inner human resources, equipment provided by the project and the needed facilities for allowing the Center to work beyond project life
- Dissemination:** Consortium member, together with Ho Chi Minh Open University, as associated partner, and eventually new entrants, will contribute to disseminate project objectives and expected results in the Vietnam, notably for the enlargement of the National Center for graduates tracking



Center structure definition and sustainability agreement

Discussion points

Center staff appointment and functions

- Decisional unit** (some/all members of MOTIVE steering committee? other ideas?)
- IT team:** System (Voyage database) and Center platform management (at the moment HANU, AJC plus IT staff from each university for the update of the courses/faculties/departments list to HANU)
- Scientific Committee** (critical issues for survey release and studies)
and/or Research Team: graduates tracking surveys and other studies



Center structure definition and sustainability agreement

Other issues for sustainability agreement

- How to make and deliver the survey to the Center?** (i.e. each university makes its survey and the Center research team summarize the results at national level or on a rotating basis)
- Working Paper publication** (who manage the dissemination of the initiative, the revision and publication? Should be the Scientific Committee)
- Stakeholder network promotion and update** (all universities will send updates twice a year) through local dissemination events, annual meetings, on spot visits to new universities etc.
- Financing the Center beyond project life:** Universities contributions (staff in kind); public funds? Others?



Part 2.

The AlmaLaurea sustainability' model

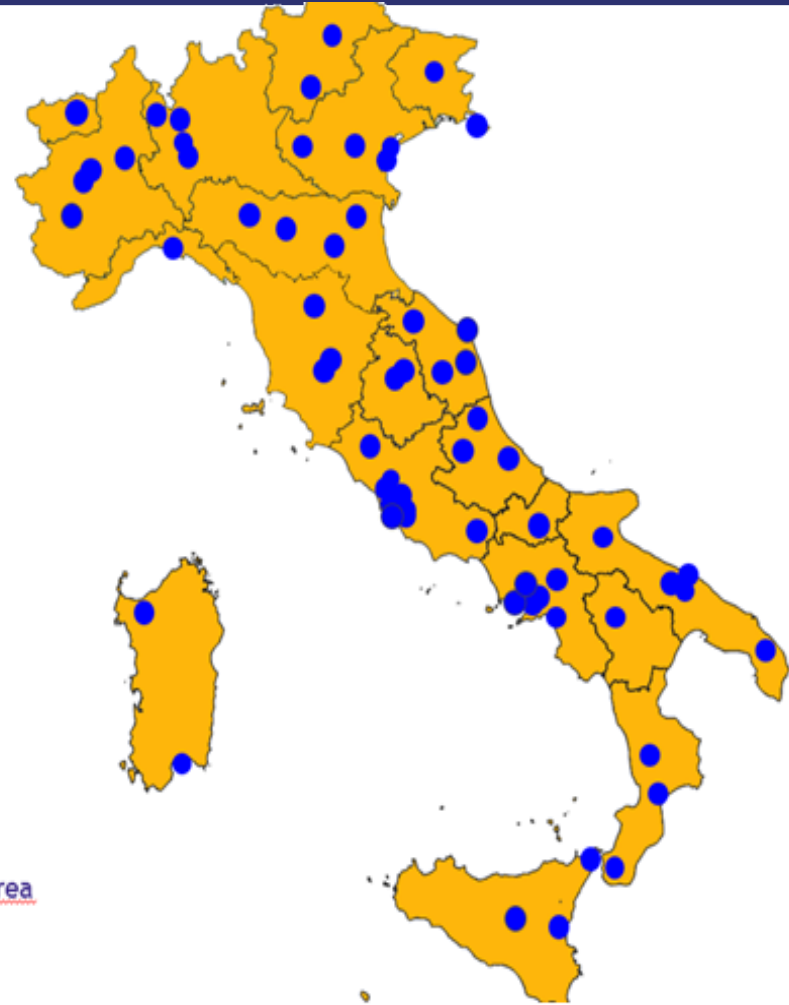
A brief overview



AlmaLaurea

is an Inter-university Consortium,
founded in Italy in 1994, at the University
of Bologna.

It is a *bottom up* initiative which
involves, nowadays, **79 Universities** and
about **90% of graduates in Italy.**



• Universities in AlmaLaurea

Since 2015 AlmaLaurea is in the
SISTAN system, the network of units
that can provide official statistical
information in Italy

AL Management Structure

Technical and scientific direction: for research activities planning, surveys production, technical development planning, human resources management, relations with Universities presidents and other stakeholder involved.

Marketing and services dissemination unit: dissemination of the offer of services linked to the database for the best and quickest professional insertion of graduates

Quality control: unit in charge of guaranteeing the data quality, maximizing graduates' participation rate, ensuring full and correct transmission of administrative data by universities.

Help Desk for graduates: help desk for graduates and graduands, automated processes management (password recovery process, web operations, FAQs, etc.) and a second level (help by mail and telephone) of support to graduates for the correct insertion of registration data and for filling the questionnaire.

Surveys team: team of statisticians for the surveys production from collected data in the database, planning the survey on professional insertion, subcontracting, external agency for phone interviews (mixed method CATI-CAWI)³. Analysis and report writing.

IT systems: team in charge of the maintenance and development of the web platform and equipments, IT equipments, purchase and maintenance of equipments. Development of database production tools to be provided to the Quality and Research Unit.

Administration and HR: accountability, HR management, Executive Secretariat.

Italian Ministry of Education and Research

Progressive membership of universities.

membership contribution and participation sum involves a **one-off payment**, depending on the total number of graduates of each university (min. 2.582 €, max. 5.164 € . Moreover, in order to remain part of the consortium and being inserted in the databank, each university has to pay a **yearly participation sum** proportionate to the total number of graduates of each university (6 euro per graduate).

Service to companies

Placement services as search of certified CV among more than 3 million CVs; AL selection and CV screening, job offer publish, employer branding



THANK YOU
FOR YOUR
ATTENTION

Il servizio base è la ricerca e lo scarico di CV che parte da 30 €-**SEARCH THE GRADUATE**

Poi abbiamo l'annuncio di lavoro, pubblicazione più invio email al target dei potenziali interessati 199€-**JOB OFFER TO TARGET AUDIENCE**

I servizi di preselezione partono da circa 1.000 € poi sono da stimare in base al profili ricercato-**CV AND PROFILE SELECTION ACCORDING TO THE REQUESTED PROFILE**

La partecipazione agli eventi varia in base alla tipologia di evento, il digitale a partire da 1.300 euro quello in presenza intorno ai 3.000€-**PARTICIPATION TO JOB FAIRE**

Le pagine dei company profile per presentare l'impresa e lavorare sull'employer branding ha un costo di circa 3.000€-**COMPANY PROFILE PUBLICATION AND EMPLOYER BRANDING**

Obviously at the basis of the costs of the services there are the reflections on the sustainability of our work and on the fact that as **LTD company we are indirectly controlled by the public**, therefore once the costs are covered, the profit is invested on the shareholder, this is reflected in a policy at a different commercial level. to our other "competitors" who primarily take into account the institutional mission that we share as a system and the urgent need to respond to companies but above all to graduates.

