

No. 89/QĐ-TTg

Hanoi, January 18, 2019

**DECISION**

APPROVING THE PROPOSAL FOR ENHANCING COMPETENCIES OF LECTURERS AND ADMINISTRATORS OF HIGHER EDUCATION INSTITUTIONS MEETING REQUIREMENTS FOR RADICAL CHANGES IN EDUCATION AND TRAINING DURING THE PERIOD OF 2019 – 2030

**THE PRIME MINISTER**

*Pursuant to the Law on Government Organization dated June 19, 2015;*

*Pursuant to the Law on Public Employees dated November 15, 2010;*

*Pursuant to the Law on Education dated June 14, 2005; the Law on Amendments and Supplements to the Law on Education dated November 25, 2009;*

*Pursuant to the Law on Higher Education dated June 18, 2012 and the Law on Amendment to certain Articles of the Law on Higher Education dated November 19, 2018;*

*Pursuant to the Government's Resolution No. 44/NQ-CP dated June 9, 2014 on introduction of the Government's Action Program for implementation of the Resolution No. 29-NQ/TW dated November 4, 2013, issued in the eighth meeting of the XI<sup>th</sup> Central Executive Committee;*

*Pursuant to the Government's Resolution No. 63/NQ-CP dated July 22, 2016 on issuance of the Government's Action Program for implementation of the National Assembly's Resolution on the 5-year Socio-economic Development Plan during the period from 2016 to 2020;*

*Upon the request of the Minister of Education and Training made in the Statement No. 1216/TTr-BGDDT dated December 28, 2018,*

**HEREBY DECIDES**

**Article 1.** Approval of the Proposal for enhancing competencies of lecturers and administrators of higher education institutions meeting requirements for radical changes in education and training during the period of 2019 – 2030 (hereinafter referred to as Proposal), including the following main contents:

**I. VIEWPOINTS**

1. The training and retraining intended for enhancement of the competencies of lecturers and administrators of higher education institutions should be valued because this is the determining factor of higher education quality.
2. Promote the autonomy of higher education institutions, ensure equality between public higher education institutions and non-public higher education institutions in the process of implementing the Proposal.
3. Attract, utilize and promote the roles of scientists and persons holding doctoral degrees at home and abroad to work, participate in teaching and scientific research activities at higher education institutions in Vietnam.
4. Ensure practical and effective training and education, and share costs between the state, higher education institutions and beneficiaries of the Proposal; uniformly integrate with related programs and projects already or currently in progress.

**II. OBJECTIVES**

1. General objectives:

Build a contingent of lecturers and administrators of higher education institutions to ensure the quality and rational structure, conformance to the requirements of radical and comprehensive changes of education and training of high-quality human resources, development of science and technology for the country, adherence to the requirements of start-up, reform, innovation, and the requirements of the fourth industrial revolution.

2. Specific goals:

a) Provide the doctoral level training for about 10% of higher education lecturers in conformity with the requirements concerning the training quality and reasonable structure, of which 7% of lecturers are trained full time abroad; 3% of lecturers receive domestic training programs and joint programs between Vietnamese universities and foreign universities achieving regional and world quality standards;

b) Attract at least 1,500 scientists and doctorate degree holders who are working abroad or domestically outside of higher education institutions to work at Vietnamese higher education institutions;

c) Expect 80% of lecturers of culture, arts and physical education and sports schools to obtain master's degree or higher, receive full-time training programs provided by foreign educational institutions or domestic institutions meeting regional and world quality as well as structured reasonably;

d) By 2030, expect 100% of administrators and lecturers to be trained to improve their competencies with emphasis on: The competency in orienting training and educational programs towards modern training methods, scientific researches, foreign languages and information technology.

### **III. SUBJECTS OF THE PROPOSAL**

#### **1. Lecturers and administrators working for higher education institutions nationwide.**

2. Scientists and doctorate degree holders working abroad or at domestic entities, meeting lecturer's required standards and committed to working at higher education institutions in Vietnam.

3. Those who have been enrolled in or are taking a doctoral degree program at home or abroad or in a domestic or foreign joint program, but are not covered by the Proposal for training of lecturers holding doctorate degrees for universities and colleges in the 2010-2020 period (according to the Prime Minister's Decision No. 911/QĐ-TTg dated June 17, 2010), and who have made commitments to becoming lecturers at higher education institutions in Vietnam.

### **IV. DUTIES AND SOLUTIONS**

1. Providing training with the aim of improving the qualifications of higher education institution's lecturers and, in particular, providing master's degree training only to lecturers in the culture, arts, physical and sports activity sectors:

a) Survey and evaluate the capability of providing doctoral and master's degrees of domestic and foreign higher education institutions; identify key sectors, disciplines and majors that should be preferred; publish the list of and information about good quality universities, enable learners to choose and actively participate in learning and research activities; provide favorable conditions for domestic higher education institutions to enter into training cooperation and affiliation;

b) Ensure the autonomy of higher education institutions in the selection, approval and listing of lecturers qualified for being sent to take part in doctoral and master's degree training programs organized in the following forms: taking full-time training programs at foreign universities that meet regional and world quality standards; taking training programs at domestic universities and joint training programs between Vietnamese universities and foreign universities conforming to regional and world quality standards;

c) Provide lecturers selected to study abroad with training in foreign language and necessary skills;

d) Increase the amount of investments in doctoral and master's training programs to meet the costs of training, scientific research, laboratory training, practice and internship and publish research results on prestigious regional and world magazines;

dd) Carry out the regular inspection, audit and supervision of doctorate and master's degree training programs of higher education institutions; strictly control the acceptance testing and assessment of theses, dissertations, recognize graduation and confer degrees as well as assure the graduate output quality;

e) Strengthen the propaganda and dissemination of regulations and plans to summon the strength of the whole society to pay attention to and take care of the training of highly qualified lecturers to serve the country.

g) Conduct the annual and periodic review and evaluation of training results in order to promptly draw experience, revise and modify plans and give commendations and rewards on time.

2. Attracting scientists and doctorate degree holders qualified to become lecturers at Vietnamese higher education institutions:

a) Regularly attract and stimulate qualified scientists and doctorate degree holders to become lecturers at Vietnamese higher education institutions;

b) Provide physical and spiritual advantages for scientists and doctorate degree holders qualified to become lecturers at higher education institutions in Vietnam;

c) Encourage domestic higher education institutions to actively attract scientists and doctorate degree holders qualified to work for these institutions.

3. Providing administrative competency enhancement training for administrators:

a) Design training programs and materials in enhancement of higher education management competency for key administrators, including school council chairmen, presidents and vice presidents (and equivalent) and administrators of subordinate units of higher education institutions;

b) Organize (domestic and foreign) refresher courses for the purpose of improving management competencies of key administrators and those of subordinate units of higher education institutions.

4. Providing training in enhancement of specialized and professional competencies for lecturers:

- a) Conduct researches on and adopt the framework of lecturer's competencies as a basis for designing training programs and materials for lecturers;
- b) Organize training in enhancement of specialized and professional competencies of lecturers with attention paid to training in competencies in designing training and lecturing programs towards modern methods, scientific research, and in foreign language and information technology competencies.

5. Reforming and perfecting regulatory mechanisms and policies:

- a) Review, revise, modify or promulgate new policies to ensure consistency and uniformity regarding job placement, recruitment, attraction of excellent doctorate degree holders and scientists, hire, utilize, train, assess and give preferential treatment to lecturers and administrators according to occupational positions and professional rank criteria; instruct higher education institutions to implement, ensure the principle of responsible autonomy and relevance to practical conditions;
- b) Gradually increase investment amounts, give finances to meet actual requirements concerning doctorate and master's degree training in the following three forms: overseas full-time training, joint or cooperative training and domestic training.

## **V. BUDGET AND SCHEDULE OF THE PROPOSAL**

### 1. Budget

a) The budget for implementation of the Proposal shall include: State budget allocations given under applicable regulations on delegation of authority over state budget allocations, funding sources of higher education institutions and other legally mobilized funds.

b) Principles and mechanisms for budget allocation:

- Central budget funding: Focus on performing tasks of researching and developing mechanisms and policies for implementation of the Proposal; cover expenses for scholarships, tuitions and other expenses of enrollees in doctorate and master's degree training programs;
- Funding sources of higher education institutions: Focus on performing tasks of training and enhancing competencies of lecturers and administrators, attracting scientists and doctorate degree holders; perform activities within the scope of the Proposal, depending on assigned powers and tasks of each higher education institution;
- Other funding sources: Concentrate on implementing tasks to meet actual requirements for training in enhancement of competencies of lecturers and administrators of higher education institutions.

2. Proposal implementation schedule: The Proposal shall be implemented from 2019 to 2030. The enrolment for domestic and foreign training programs defined in the Proposal shall end in 2030.

## **VI. IMPLEMENTATION PROVISIONS**

### 1. The Ministry of Education and Training:

- a) Preside over and cooperate with concerned ministries and sectoral administrations in planning and guiding the implementation and preparing the annual and periodic synthesis reports on the Proposal implementation results nationwide for submission to the Prime Minister;
- b) Preside over and cooperate with involved ministries and sectoral administrations in formulating regulations on requirements, standards, norms, mechanisms, policies and regimes for beneficiaries of the Proposal;
- c) Direct higher education institutions to implement solutions and tasks defined in the Proposal; carry out the inspection of implementation of the Proposal.

### 2. The Ministry of Finance:

Preside over and coordinate with the Ministry of Education and Training, concerned ministries and sectoral administrations in balancing and allocating funding from the state budget, disbursing funds for the implementation of the Proposal according to the provisions of the State Budget Law; formulating regulations on financial support for postgraduate students in the Proposal which ensures feasibility, efficiency and relevance to actual conditions.

### 3. The Ministry of Home Affairs:

Preside over and cooperate with the Ministry of Education and Training in conducting reviews and researches in order to modify, revise and promulgate, within its jurisdiction, or appeal to competent authorities to promulgate, regulations regarding: Policies and regimes for lecturers and administrators sent to take competency enhancement training programs; preferential policies and regimes aiming at attracting scientists and doctorate degree holders to work for higher education institutions in Vietnam.

### 4. The Ministry of Planning and Investment:

Preside over and cooperate with the Ministry of Finance and the Ministry of Education and Training in balancing development investment funds of the central budget and Government bonds used for developing infrastructure facilities of higher education institutions according to the Proposal approved by the Prime Minister.

5. The Ministry of Foreign Affairs:

Preside over and cooperate with the Ministry of Education and Training in intensifying cooperation with countries in the education and training sector; recommend plans, policies and solutions for improvement of efficiency of overseas lecturer training programs to seek the State's approval.

6. The Ministry of Science and Technology:

Preside over and cooperate with the Ministry of Education and Training in identifying key sectors and disciplines over periods of time; combine assignment of the scientific and technological tasks with the training of research students and postgraduate students; evaluate the training results and develop the strategy for training scientific officers at higher education institutions.

7. Ministry of Public Security:

Preside over and cooperate with the Ministry of Education and Training and Vietnamese representative missions abroad to successfully perform the task of protection of internal politics; provide entry and exit advantages for students studying abroad, highly qualified Vietnamese lecturers and scientists working abroad, foreigners entering into Vietnam to implement combination training programs.

8. Ministries, sectoral administrations and People's Committees of centrally-affiliated cities and provinces:

Direct their affiliated higher education institutions to develop plans for training and education of lecturers and administrators, and to implement the Proposal before reporting to the Ministry of Education and Training.

9. Higher education institutions:

Develop the detailed Proposal for training and education of lecturers and administrators for the purpose of implementing the general Proposal; exercise the autonomy in enrolment, approval and listing of lecturers and administrators qualified for participating in training programs. Ensure that lecturers, facilities and prestigious foreign partners are available to provide doctoral and master's degree training programs; cooperate with relevant competent entities in implementing the Proposal; formulate specific regulations on eligibility standards of lecturers and administrators, mechanisms for attracting, using and giving incentives to lecturers and administrators.

**Article 2.** This Decision shall enter into force from the signature date and shall replace the Prime Minister's Decision No. 911/QĐ-TTg dated June 17, 2010 on approval of the Proposal for training of lecturers holding doctorate degrees for universities and colleges during the 2010 – 2020 period and the Prime Minister's Decision No. 599/QĐ-TTg dated April 17, 2013 on approval of the Proposal for training of officers working abroad by using the state budget allocations during the period of 2013 – 2020.

**Article 3.** Minister of Education and Training, Ministers, Heads of Ministry-level agencies, Heads of Governmental bodies, Chairpersons of People's Committees of centrally-affiliated cities and provinces, Heads of other entities and persons concerned shall be responsible for implementing this Decision./.

**PP. PRIME MINISTER  
DEPUTY PRIME MINISTER**

**Vu Duc Dam**