

Improvement of efficiency of education and training management

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Abstract: Vocational education still has many challenges ahead, especially when the 4th industrial revolution is taking place. In fact, awareness of vocational training of the society is not high, investment of the state and society, of businesses for vocational education is very low, subsidized thinking of many vocational training institutions is still low. Large, weak capacity of human resource development of enterprises leads to low activeness of enterprises in cooperation with vocational schools ... From that fact, the process of renewing and improving the quality of vocational education must ensure close and effective cohesion between enhancing the effectiveness of state management, mobilizing and effectively using all resources for vocational education development, enhancing autonomy and accountability of vocational education institutions to encourage encourage active and creative capacity of vocational education institutions, increase the participation of enterprises and units s Employers in developing GDNN. Reforming vocational education must attach special importance to quality, harmoniously addressing the relationship between quantity and quality, between mass and large-scale training and intensive and high-quality training.

Keywords: efficiency, education, vocation

1. Introduction

The year 2018 was chosen by the Ministry of Labor, War Invalids and Social Affairs as a breakthrough year in vocational education, with the goal of creating a clear and substantial change in the quality and effectiveness of vocational education to meet the needs of learners and labor market. and enterprises, especially in industries with large labor demand, requiring technical and high-tech factors. MOLISA has synchronously implemented solutions from institutional building, network planning, strengthening engagement with businesses, implementing enrollment with recruitment, scaling up 9+ training models associated with streamlining, innovating communication, cutting administrative procedures and business conditions ... Therefore, the awareness of society, businesses and management levels on vocational training has initially changed. positive; the work of enrollment enrollment training levels in vocational education reached, exceeded the planned targets and improved in quality. Training activities have changed from "supply" to "demand", associated with the needs of human resources and labor use needs of enterprises, especially enterprises and employers' units with capital. Foreign investment, businesses, employers use direct skilled workers in the field of advanced technology. The rate of students who have a job is high, about 70-80% find a job or create a job right after graduation, in some professions at some vocational training institutions, the rate This is over 90%, especially in industries and trades where 100% of graduates have jobs right in accordance with their trained specialties. At many vocational education institutions, businesses sign contracts to admit students to work right at the graduation ceremony, even from the start of internship in the enterprise. Improving the effectiveness and effectiveness of education and training management is the first task and solution in the education sector's action plan. To formulate plans on training and retraining of contingent of cadres, civil servants and employees who have good ethics, working capacity, responsibility and professionalism; To renovate the recruitment, training, use, appointment, evaluation and classification of cadres, civil servants and employees to ensure their capability, qualities and prestige to meet the set requirements. Stepping up the fight against corruption, wastefulness and bureaucracy; defining the rights and responsibilities of heads of agencies and units in the prevention and fight against corruption and waste needs to carry out to increase discipline and discipline of cadres, civil servants and public employees in the performance of their tasks and raise the responsibility of the head in the observance of the discipline and discipline of the units, carry out the work of ideology and internal politics within the unit. Advise the Government for submission to the National Assembly for inclusion in the legislative program of the National Assembly, the Law on Higher Education (amended), the Law on Education (amended), the Law on Teachers; To submit to the Government for promulgation the Decree amending the Government's Decree No. 115/2010 / ND-CP of December 24, 2010, defining the responsibilities for State management over education and complete the decentralization of state management of spear education; Implementing autonomy for education and training institutions. To review, adjust, supplement and finalize legal documents in the field of education and training, ensuring the uniformity, uniformity, publicity, transparency and coherence between the construction and Organizing the enforcement of law; To strictly implement the mechanism of explanation of educational and training establishments. Promote the reform of administrative procedures, reform civil service

and civil servants to ensure efficiency in accordance with the Resolution of the Government on the overall program of state administrative reform in the period 2011-2020, Decision of the Prime Minister State administrative reform plan for the period 2016 - 2020; seriously implement the Ministry of Education and Training's PAR Plan 2016-2020; reviewing administrative procedures, cutting unnecessary administrative procedures, and enhancing the application of information technology in addressing public administrative procedures. Strengthen the application of information technology in the management, direction, administration and deployment of tasks, accomplish the goals of building e-government. To formulate and promulgate mechanisms on inspection, examination, supervision, raising the effect and effectiveness of the implementation of policies and laws. To direct the Education Inspectorates at all levels to renovate and raise the quality and efficiency of administrative inspection and specialized inspection activities at all educational levels and levels; To step up the inspection and examination of educational activities; To concentrate efforts on resolving complicated and prolonged complaints and denunciations and addressing negative phenomena causing social unrest. To enhance the management of the quality of care and education at pre-school education establishments, general education and continuing education; To closely control the quality of output of tertiary education institutions and training programs with foreign partners so as to ensure the quality of human resources and high-quality human resources to meet the labor demand of localities. economic, social and economic needs, while meeting the requirements of international integration. To direct localities and educational and training establishments to renovate the emulation and commendation forms so as to ensure publicity and transparency with clear and specific criteria along the direction of associating them with work efficiency and attachment. Focusing on the position of the branch, encouraging in time, creating positive motivation for teachers, spreading the whole sector; organize the emulation movement with practical criteria to ensure feasibility; Have a roadmap for specific implementation, regular inspection, inspection, prevention of disease achievement. Strengthening the role of State management over science and technology, management science and science education; To raise the efficiency of scientific research in tertiary education institutions, meeting the requirements of fundamental and comprehensive renovation of education and training. To seriously implement the State Budget Law in 2015, the Law on Public Investment and documents guiding the implementation of the Law; To restructure state budget expenditures in the direction of efficiency and rationally allocating investment expenditures to raise the quality of education and training; to increase efficiency and diversify financial resources for education and training development; improve the quality and efficiency of public investment. Thoroughly save the regular expenditures, especially meeting, traveling abroad. To implement the principle of price management according to the market mechanism, speeding up the implementation of the state market price mechanism with the regulation of the prices of educational services according to the appropriate roadmap. Completing and submitting to the Government for promulgation the Decree amending the Government's Decree No. 73/2012 / ND-CP on foreign cooperation and investment in the field of education and the mechanisms and policies for investment attraction. into education. Promote socialization of education and training.

Promoting propaganda on education reform and training; To renovate the information and communication work so as to unify the awareness, create consensus and mobilize the participation, evaluation and criticism of the society towards the renewal and development of education and training; diversifying forms of information and communication; To take initiative in propagating and disseminating the law and supervising and inspecting and adopting sanctions for the implementation of educational policies and law.

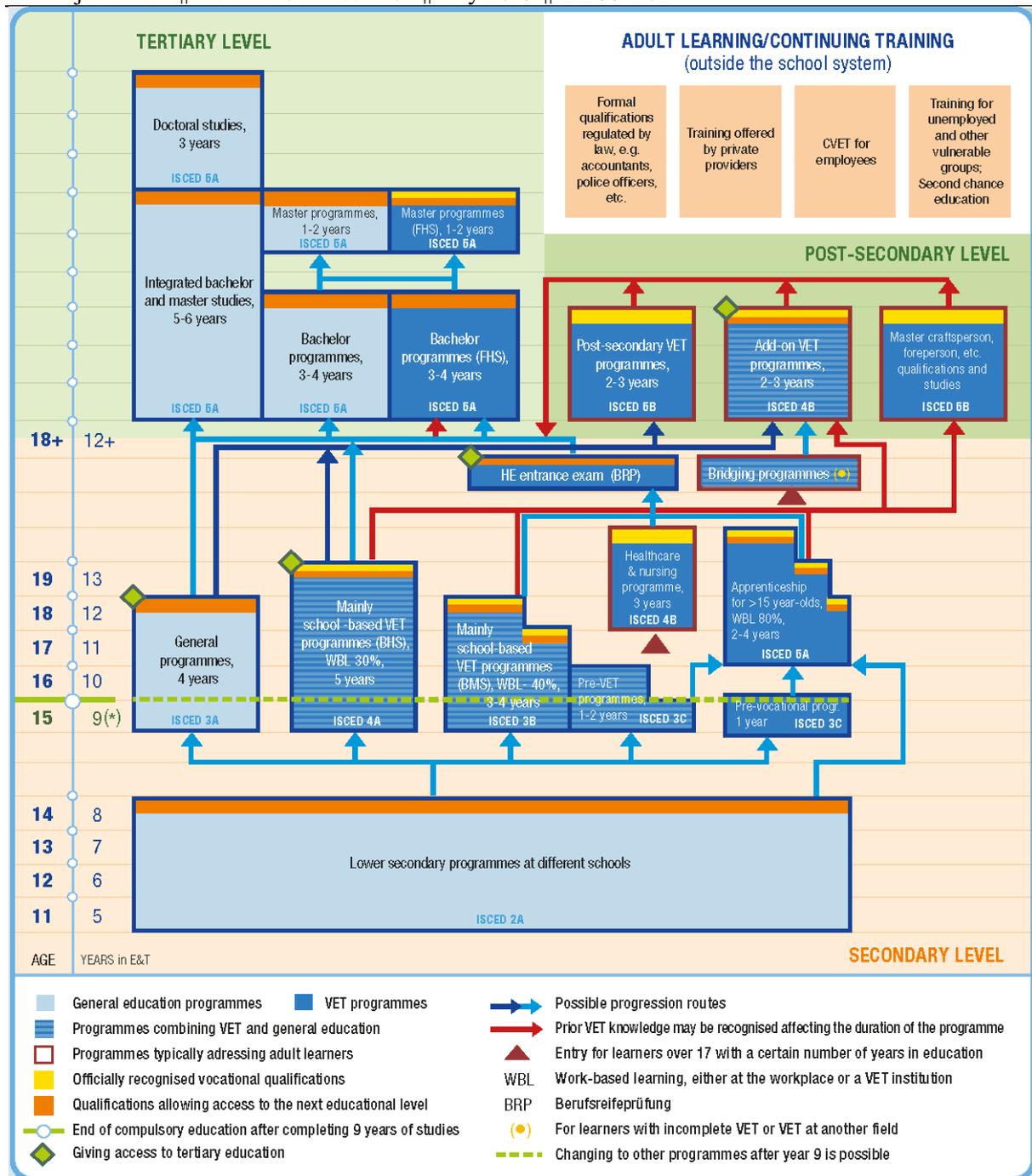


Figure 1. The education system

Over the past decades, Vietnam's education has developed, has remarkable achievements, contributing significantly to improving people's knowledge, training human resources for construction, protection and innovation country. The Vietnamese education and training characterizes:

Education and training are still limited, weak and inadequate; the quality of education is low, interest in the development of more quality; Compared with the development requirements of the country, many contents have not been met; Not really a top nationality.

Educational contents, programs and methods are backward, slow to be reformed, slow to modernize, not closely linked to social life and professional labor; Not to promote the creativity and practical ability of students and students.

The quality of education has been loosened, reduced, especially moral education, lifestyle; new education has paid much attention to teaching "the word", teaching "people" and teaching "occupation" is still weak; Ethical, ethical, lifestyle, national history, creative thinking, practical skills, life skills.

The national education system is unreasonable, inconsistent, unconnected, unbalanced.

State management in education is still weak, inadequate, slow to innovate, is the main cause of many other causes; The educational management mechanism is slow to be reformed, there are many confusion and perceptions, especially in the context of market economy and international integration. We have not kept up with the innovation in other areas of the country.

There are many inadequacies in education management and teachers, and the morality and capacity of a lower body.

Not fully aware of the socialization of education; the orientation of linking with foreign countries in education development is more confused and unclear.

The thinking of education is slow to innovate, not meet the requirements of innovation and development of the country in the context of developing market economy and international integration; education has not been properly concerned, the quality of scientific research education is still inadequate.

Functioning agencies slow to concretize the Party's views into mechanisms and policies of the State; lack of sensitivity in consulting, lack of synchronous and reasonable decision at the macro level (sometimes the policy is issued but directed implementation is not arrived in place, ineffective); Some policies on education are subjective, independent, far from reality, lack of consensus of society.

The problems, weaknesses and inadequacies of education cannot be solved by basically solving the problems of local, individual, temporary surface, lack of strategy and long-term vision, lack of synchronism and system, has not reached the depth of nature of the problem. To solve the problems posed, leaders, managers, scientists and educators must have a holistic, complete and objective view, as the Party documents have deeper, more substantive than what is reported in the press and performance reports.

2. Limitations

The college has a staff of qualified and enthusiastic teachers and educators. In recent years, the school's board of directors has always paid attention to cooperating with other universities or enterprises to expand the training scale and meet the social requirements. Due to the influence on the regulations on training and enrollment, regulations on program development by the Ministry of Education and Training, resulting in difficult and effective management training for many years in universities. a number of the following provisions:

Not giving autonomy to schools, including autonomy in enrollment;

The method of enrollment varies from year to year by the Ministry of Education and Training, which has many limitations and inadequacies, greatly affecting the active enrollment of schools;

The quality of the input of non-public schools is low;

The program is rigid when the Ministry of Education and Training stipulates the amount of knowledge required to be included in the training program.

In addition, the volume of knowledge is hard to change, theoretically and figuratively, class schedules, school schedules, and content, adjustment program does not keep pace with scientific and technical progress and real application. Specialized subjects still invite guest lecturers at some major universities, leading to difficulties in the management of lecturer, quality and time of program implementation.

Although the curriculum is flexible and flexible in terms of credit, the school-based training method is still biased in combination with the module and has not met the requirements of the curriculum. due to the difficulty of the facilities and staff and lecturers. Moreover, the proportion of staff and faculty members is low, so the management of teaching is difficult to improve the quality of training associated with scientific research; The managerial staff is unstable, leading to the development and application of the program into the training organization is more disturbing. New training programs will be implemented each year following the change of training managers, leading to the instability of training policies, directions and objectives; wasting time, effort and budget for learners. Besides, the school has not managed and evaluated the stage of self-study of students but must follow the school's schedule, the study schedule of students is so thick that students are not allowed to study high. The teaching schedule, the promotion time of many lecturers, the inspector lecture hours under the training regulations are not tight, the work is only the form should put pressure on teaching in the direction of self-study. Answering questions in class for students is difficult because the time available for lecture is just enough, also answered questions outside the class for students have no remuneration mechanism as well as specific binding for the teacher; Innovative teaching methods have not impacted the progress of teachers using new teaching methods, teachers lack of knowledge in interdisciplinary, so they have not taught many subjects, lack of support and management skills. Self study In addition, the management of the library has not created the

motivation to buy books from teachers, there is no electronic documents for teachers to reference, the number of computers is still low. The investment in equipment in information technology and machinery is limited, so the lack of practical equipment, practice, experiment led to students have to do with other friends; The method of organizing the final examination and evaluation of the course has not created the real motivation of teaching, lack of information on the process of implementing training objectives. Teachers do not know the true weakness of the students, but students do not know exactly what the weaknesses, leading to teachers and students do not work. Due to the lack of information in the course of implementing the training objectives, the teaching and learning management units only pay attention to the progress of the training plan, the lecturers 'and lecturers' time, the learning conditions are relatively Is not the training goal needed to be adjusted properly or not. In addition, teachers are weak in applying computer software to support teaching. The preparation of the lecture of the screening instead of the reading still occurs daily. The school is slow to renovate administrative work through e-portal transactions; E-learning materials have not been developed so students exploit information on them very limited, mainly using the function of searching information and reading materials on the Internet, By using computers, exchanging forums, the use of Email is limited so the school has difficulty promoting the positive teaching movement with the support of computers and information networks.

3. Solutions to improve the effectiveness of education and training management

From the above practice, it is necessary to improve the training management capacity. The basic measures to improve management capacity are shown in the following aspects:

3.1. Planning

To plan training, first of all: Properly defining the training objectives of the University in each period of socio-economic development and labor market requirements. Develop the content of the curriculum in the fields of study in accordance with the training objectives and strictly implement the standard curriculum of the Ministry of Education and Training, applying local practical. Manage training programs, training framework closely to ensure the logic and regulations of the Ministry of Education and Training. Develop a long-term training plan for both the training course and the short-term plan for each school year to mobilize resources for the implementation of the plan.

3.2. Training arrangement

The colleges need to organize training for teachers to understand and design the module. At the same time, organizing workshops and professional activities throughout the school helps to understand, analyze, and develop consistently the content of standards and criteria for the structure of training programs. At the same time, training programs, refer to training programs of countries with good education, consult with experienced trainers; Then adjust and supplement in the direction of increasing the necessary subjects, useful and increase the proportion of subjects to practice, practice to train skills for students, surveys of alumni and employers to develop and adjust training programs. These are two objective and useful information channels, as more than anyone else, the alumni themselves will know what knowledge and skills they lack while working directly and the employer will tell us what they need. in the laborer to complete the assigned work. In order to organize good training with high results, the following contents should be implemented well: Unifying the contents, training programs and having enough textbooks and means to equip pupils and students to study, practice and experiment effectively; Organizing the management of the work of lecturers and students according to the regulations and other regulations promulgated by the State; Organize the process of up and down class, in accordance with the profile of the lecturer; Examination organization; graduation exams, graduation exams and re-examinations to ensure proper procedures and regulations of the Ministry of Education and Training, to strengthen the management of pupils and students at all stages in the training process; Organizing marking and examinations, examining the results of the graduation exam in accordance with the provisions of the regulations, evaluating the results of students, students honest, accurate, objective and fair; Regularly organizing class time, grasping the quality of teaching and learning for students and lecturers; The training room coordinates with the Student Affairs Office, the Examination and Examination Department closely monitor the progress of the lecturer's time and attendance; Organize extra-curricular learning, seminars on teaching methods for lecturers and plan to foster young lecturers; Monitoring the discipline of pupils and students on the observance of internal rules, regulations and the implementation of commitments on prevention of social evils in schools; To regularly launch emulation movement among cadres, lecturers, employees and pupils, to intensify the work of educating the political ideology for lecturers and vocational education for pupils and students to firmly grasp the policy of the Party, State law.

3.3. Education and training management

To achieve the objectives of the training plan, one of the basic factors is to organize and direct the implementation of the following contents: There must be close coordination between the Party, the administration and mass organizations. The direction and supervision of the committee and the training on the teaching and learning process are very necessary. There is a coordination between professional training between departments and specialized departments and departments. Strictly implement the regulations of the Ministry of Education and Training from the management board to pupils and students, take measures to strictly handle the lecturers and students violate the regulations. To bring into full play the dynamism and activeness in the assigned tasks of officials and lecturers has to be carried out.

3.4. Supervision

The quality of the training of students, students is enhanced, it depends on a lot of factors such as learners themselves, teachers and management training capacity. Training management capacity is reflected throughout the work, in which the inspection and supervision is one of the factors that affect the quality of training. Specific measures are: Periodically conduct a comprehensive examination of the training from enrollment to management, results of study, promotion and graduation examinations. Assign staff to monitor each task, evaluate the pros and cons, find the cause, measures to overcome. Checking the lesson plan of the instructors up and down, regularly assessing and rating must carry out. Conducting classroom observation or conducting lectures to test professional competence and pedagogical skills for lecturers

4. Conclusion

Training quality is a very important issue, which is very important for schools today, while ensuring the prestige of the college as well as the conditions for development to improve the quality of training for the needs of socio-economic development. Training management capacity is only a small issue that affects the quality of training, but it depends on many other factors that require careful attention of all levels and sectors, the inherent condition of the college, the teachers, and the community. In the framework of this article, the author has focused on theoretical and practical basis of training management at colleges in Vietnam in order to meet the task of renovating higher education in the current period. of the Party, State and people. In addition, the Ministry of Education and Training needs to launch a campaign to innovate teaching and learning in university according to the new concept of objectives, content and methods to create people with potential types of learning, creative research, personal development linked to society, self-seeking and self-employment. Compile, enter and translate, publish advanced curricula for subjects, link open educational resources. Building a data center for training and scientific research, a learning resource center, a national e-library supporting colleges. Develop appropriate procedures for assessing faculty in general through managers, colleagues and students to encourage the development of prestigious external quality assurance organizations with the Ministry of Education and Training.

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