



# **Professional Development for External Quality Assurance Officials: An Essential Factor for the Sustainable Development of Vietnam's Higher Education Accreditation System**

Never Stand Still

Faculty of Arts & Social Sciences

School of Education

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# Central Research Problem

*Investigating the importance of professional development for quality assurance officials at macro level in Vietnam's higher education accreditation system.*

# OUTLINE

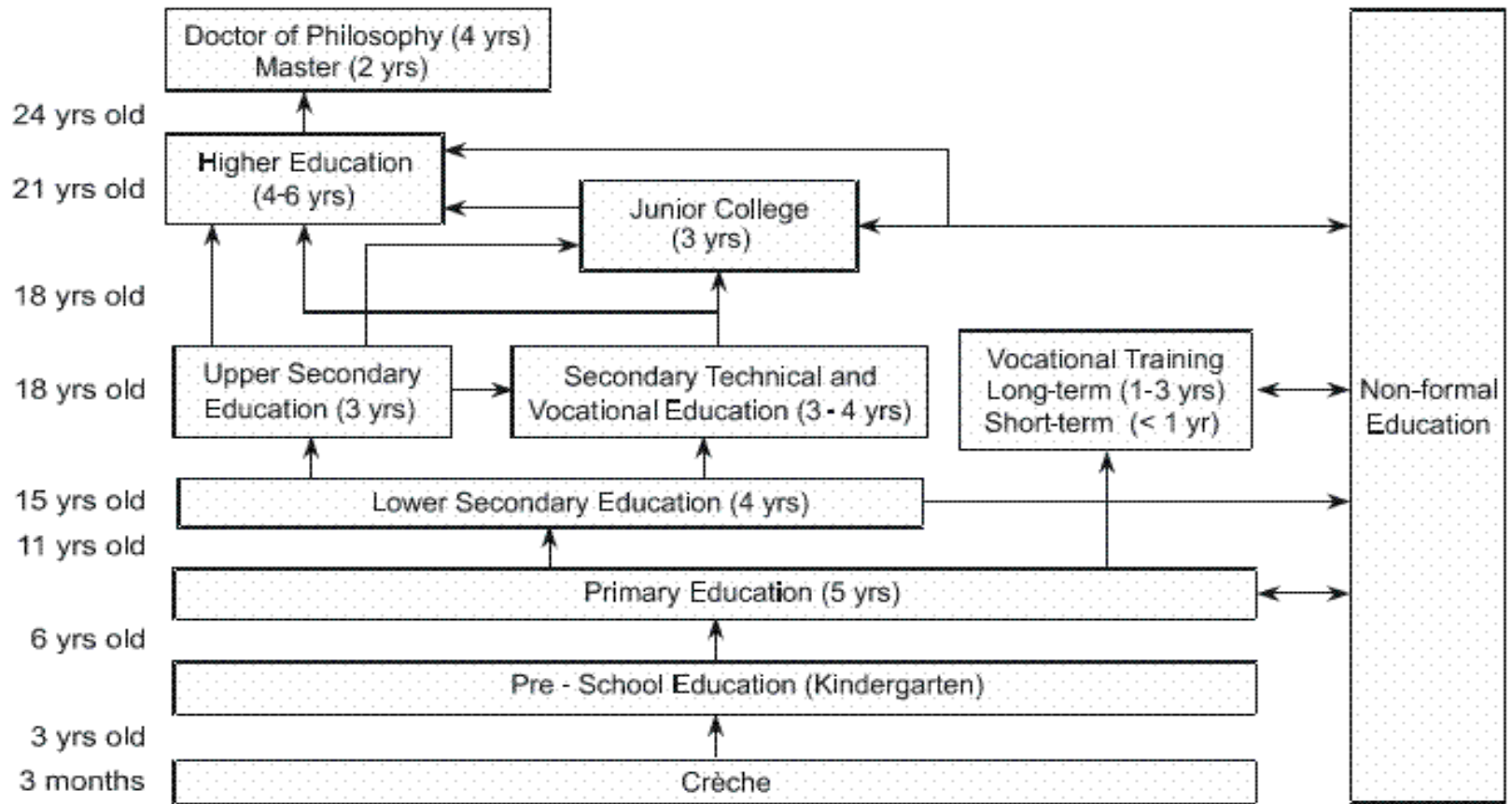
- 1. Introduction**
- 2. Background**
- 3. Officials Working at National EQA Agency in Vietnam**
- 4. Importance of Professional Development for Success of EQA Agency**
- 5. Professional Development Policy for EQA Officials**
- 6. Professional Development Strategies**
- 7. Conclusion**

# INTRODUCTION

- ▶ PD: an important part for survival & growth of any institution/ organisation
- ▶ PD: typically significant for newly-established organisations/ system
- ▶ Establishment of Vietnam's National QA Agency, GDETA: 2003 (human resources, importance of PD, PD programs/ activities...)

# BACKGROUND

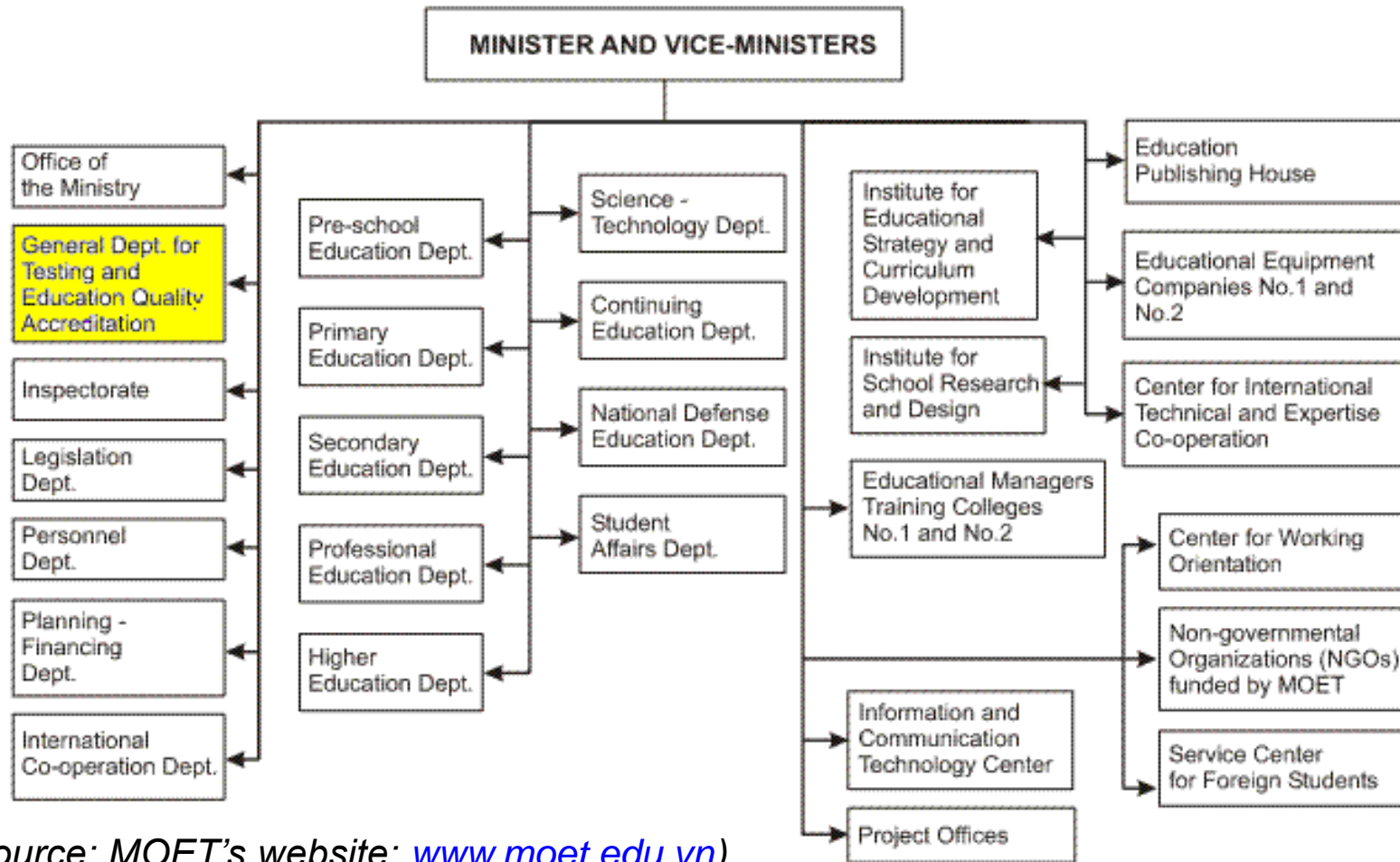
## Vietnam National Education System



(Source: MOET's website: [www.moet.edu.vn](http://www.moet.edu.vn))

# BACKGROUND

## Organisation Structure of MOET\*



(Source: MOET's website: [www.moet.edu.vn](http://www.moet.edu.vn))

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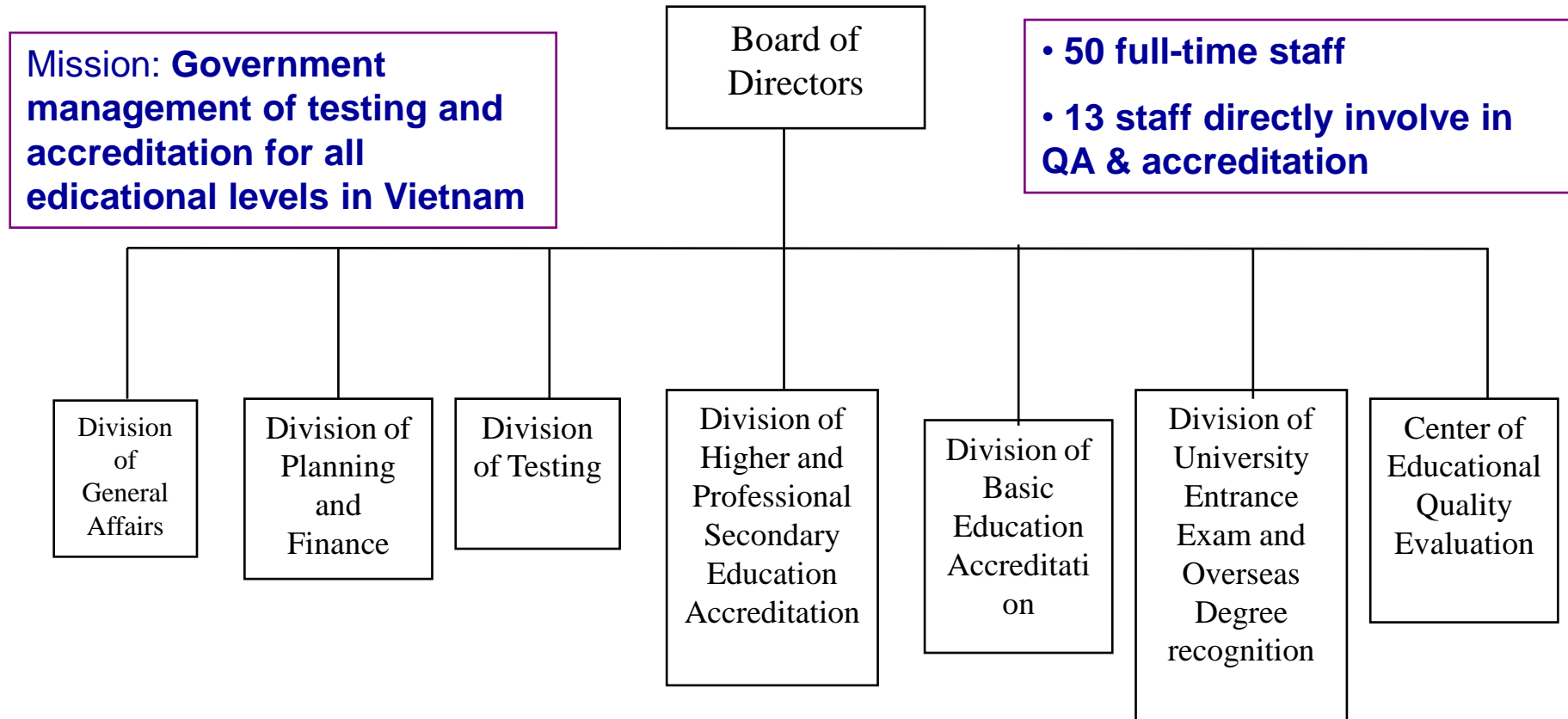
\*MOET: Ministry of Education and Training (Vietnam)



UNSW  
THE UNIVERSITY OF NEW SOUTH WALES

# BACKGROUND

## Organisation Structure of GDETA\*



*(Source: An Overview of GDETA, poster delivered at AQAN Conference 2013)*

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\*GDETA: General Department of Education Testing and Accreditation (Vietnam)



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THE UNIVERSITY OF NEW SOUTH WALES

# BACKGROUND

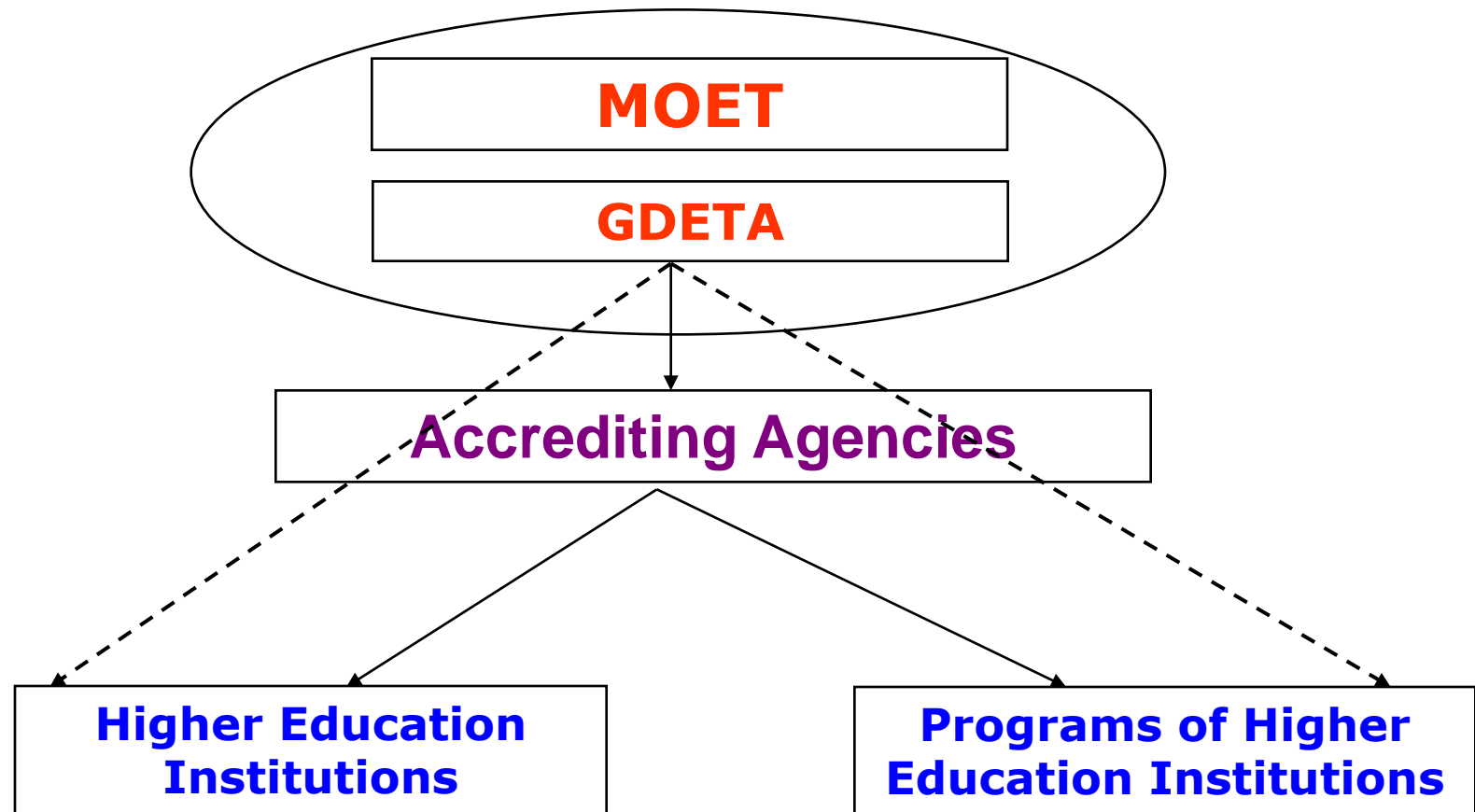
## GDETA's Missions

- Developing standards and promulgating regulations and guidelines on QA and accreditation;
- Organizing workshops on quality assurance (both internal and external) for managers, lecturers, staff of institutions;
- Developing regulations for the establishment and operation of accrediting agencies;
- Designing the training programs for accreditors;
- Evaluating the application for the establishment of accrediting agencies.



# BACKGROUND

## Vietnam's HE QA System



# OFFICIALS WORKING IN QA AT GDETA

Total	QUALIFICATIONS		
	PhD	Masters	Bachelors
	5	6	2

MAJORS	
Ass&Eval, Ed. Management	Others
3	10

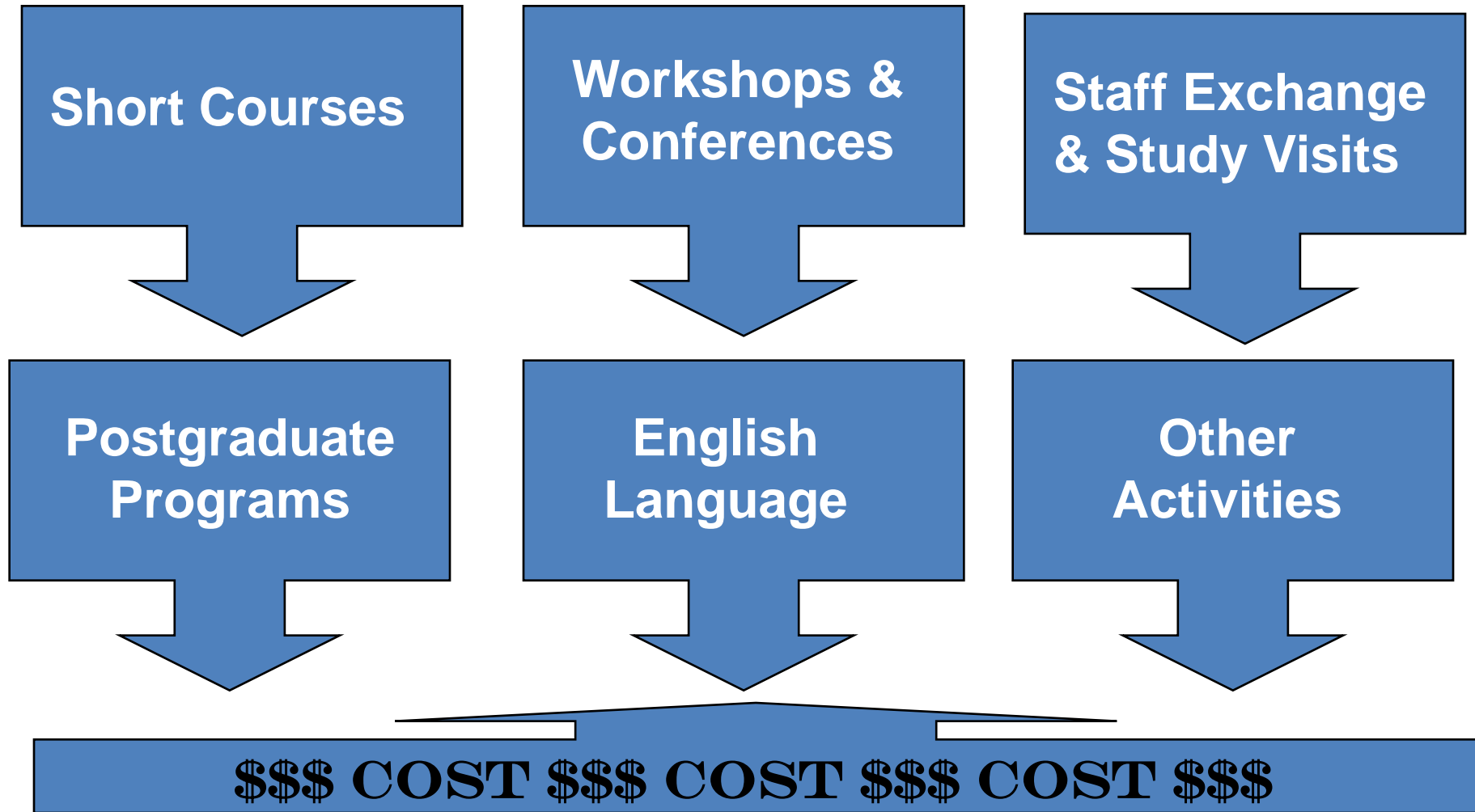
# IMPORTANCE OF PD

- PD provides knowledge & skills (policy-making)
- PD: a solution for those not professionally, academically trained
- PD (in form of internship, staff exchange, study visit): hands-on experiences
- PD: attract talents

# PD POLICY

- **Compulsory**; periodically organised (annually)
- **Program contents**: HE, Ed. Leadership & management, assessment, evaluation, QA, accreditation
- **Activities**: formal + informal
- **Studying English**: an important activity
- **Young staff**: take postgraduate programs in assessment, evaluation, QA, Ed. Leadership & management
- **Costs**: government, organisation, scholarships, fellowships, individuals
- Officials are encouraged to take part in PD programs

# PD STRATEGIES



# CONCLUSION

PD: central to organizational existence and enhancement; assist staff to perform their present tasks more productively or to prepare them to assume new duties and responsibilities (Jones & Walters, 1994).

For EQA officials: both formal and informal activities should be implemented and participation in core programs is mandatory.

PD + LLL: vital for individual, organisational success. Should be implemented as soon as possible.

***THANK YOU!***

