

# Dual-Cooperative Training (DCT)

**“Better  
Skills  
for a  
brighter  
future”**



# About Dual-Cooperative Training (DCT)

Increasing quality of TVET and employability of graduates through work experience

**Background:** Companies in Lao PDR find it hard to employ skilled workforce. At the same time, TVET graduates often do not find employment that matches their qualifications. To ensure graduates are prepared with the skills that match the demands of enterprises, Dual-Cooperative Training (DCT) as a modality of Technical Vocational Education and Training (TVET) was introduced. It is supported by the Vocational Education Lao PDR (VELA) project, which is implemented by the Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH together with the Ministry of Education and Sports (MoES) and its institutions, and the Lao National Chamber of Commerce and Industry (LNCCI).

**Concept:** Dual-Cooperative Training (DCT) combines school-based with workplace-based training. Companies and vocational schools jointly plan, deliver, and assess the training to ensure that skills and attitudes of graduates meet the needs of companies. With DCT, public and private stakeholders share the responsibility for:

## Design & Delivery:

- Development of curricula and training packages which define the relevant skills, knowledge and attitudes required to perform a job, ensuring the content reflects the labour market needs.
- Delivery of training by both TVET colleges and companies, with 50% taking place at the workplace in companies.

## Examination & Certification:

- Conducting the practical and oral part of the exam with examiners from companies and vocational schools.
- Certificates, issued by MoES and LNCCI upon successful completion.



## Coordination & management:

- Interested companies and students can contact either the DCT Service Center of LNCCI, the TVET Help Desks of the Provincial Chamber of Commerce and Industry or a vocational school which offers DCT.
- A Memorandum of Understanding (MoU) is signed to clarify cooperation objectives and the roles and responsibilities.
- The company selects the student(s) out of a pool of students which have been pre-selected by the school. A contract between the student and the company is signed.
- An active exchange and visits between both sides help to monitor or adjust the implementation of the training.



## Contributions:

- Vocational schools provide training and premises, e.g., infrastructure, equipment and tools as well as vocational teachers.
- Companies contribute, e.g., accommodation, food, transport, and/or insurance and assign staff to instruct the students during their time in the company.

## Benefits of DCT:

### Companies



Can train their future workforce with required skills and competencies, reducing costs for recruitment and on-the-job training by hiring the DCT graduates.

### Vocational schools



Schools can save resources by delivering 50% or less of the training and gain a better understanding of labour market requirements.

### Students



Can develop skills in a real work environment, having the chance to receive support throughout the training as well as be better prepared for the world of work.

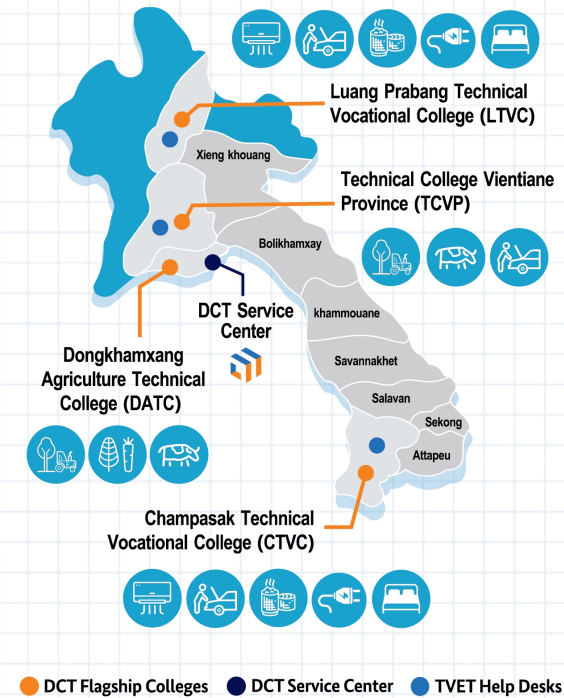
### Lao PDR



Will develop a higher skilled workforce which meets the needs of national and international investors, contributing towards economic productivity and a more sustainable growth.

## DCT Courses:

The following DCT courses have been developed and approved. While several of these courses are already offered at the **4 DCT Flagship Colleges** in cooperation with their partner companies, it is expected that more of these new courses will be offered across the country in the future.



## Development of 6 additional DCT courses

1. Farm supervisor
2. End-Line/In-Line Quality Controller (garment industry)
3. Power Plant Electrician
4. Industrial Electrician
5. Electronics Technician
6. House Builder



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