

Training and Development of Human Resources in the Context of International Integration in Vietnam

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Abstract: After the implementation of Open Policy from 1986, Vietnam has been facing many opportunities and challenges of globalization. Enhancing the training capacity of human resources has become the most important discussion topic as it is a decisive factor for the survival and development of the country in this context of international integration. Therefore, the training and development of human resources in Vietnam must also meet the requirements set by international integration. The content of the article refers to the current situation of Vietnamese human resources towards the trend of international integration and solutions to reform the education system in line with the international integration.

Keywords: *Education, training, international integration, human resources, high quality human resources.*

Introduction

Vietnam is now witnessing a better and deeper globalization which bring great opportunities for the country development in all sectors. In education and training, new opportunities are opened for Vietnam not only to integrate in science and technology, but also to promote cooperation in training and developing high quality human resources, in order to prepare Vietnam to enter the knowledge economy. However, in the context of international integration, in order to meet the human resources requirements for domestic economic development and international cooperation, the training and development of human resources of our country is also facing many challenges.

1. Opportunities and challenges for human resources in the context of international integration in Vietnam

1.1. Tendency in labor migration among labor markets

On December 31, 2015, the ASEAN Economic Community (AEC) officially launched, comprising 10 countries with a population of over 630 million people. In particular, the workforce accounts for more than 50%, about 322 million people. Three countries with more than 70% of the workforce are Indonesia (40%), Philippines (16%) and Vietnam (15%). One of the constituent purposes of the AEC is "to create a unified market and production base via a free flow of goods, services, foreign direct investment, capital and a freer flow of skilled labor". This goal will lead to big changes in the

labor market. It not only provides more job opportunities for workers when the labor market is no longer delimiting the boundaries of the territory and the higher requirements for workers but also poses challenges that require resources. Human resources of our country must have skills along with professional knowledge and ability to integrate.

1.2. Opportunities

Joining the AEC Economic Community, in the coming time, Vietnam has increased the number of jobs which are mainly competitive in cheap labor such as textiles, footwear and a small proportion of skilled human resources including information technology, telecommunications, etc. Since 2015, eight professions have been able to move freely through equivalent recognition agreements in ASEAN countries. These include accountants, architects, dentists, doctors, engineers, nurses, transporters and tourist guides. In addition, high quality human resources including university graduates who are proficient in foreign languages, particularly in English are able to move freer. Thanks to these agreements, Vietnamese cadres will have the opportunities to study and work in the professional environment of AEC countries, and to develop human resources, especially for young people which helps to build a sense of self-study, improve workmanship, and importantly practice English.

With domestic employers, opportunities for recruiting high-quality human resources also increase because labor markets are opened up within ASEAN. Employees are no longer constrained by national boundary barriers.

1.3. Challenges

With the tendency of labor migration between countries participating in international links, the greatest challenge for Vietnam in terms of human resources is the pressure on basic knowledge, skills, knowledge of internationalization and adaptability of workers. While Vietnam's unskilled labor force occupies a large proportion, the number of highly qualified and skilled workers is still in shortage in quality and quantity.

According to statistics from the General Statistics Office, as of the second quarter of 2016, the country has more than 1 million unemployers. Notably, there are 418,200 people with technical qualifications, in particular 191,300 people with university degree or above; 94,800 people with college degrees; 59,100 people with intermediate level. This shows that Vietnam has abundant human resources, trained through the school system, but there are many limitations on quality, skills and ability to cooperate. This has become a major challenge for Vietnam's human resources during the integration period.

Another World Bank (WB) figure in 2015 indicated that Vietnam is in shortage of skilled labor and high-tech workers. Regarding the quality of human resources, if the scale of 10 points, Vietnam only reached 3.79 points, ranked 11/12 Asian countries to participate in the ranking of the WB. Meanwhile, Thailand and Malaysia were 4.94 and 5.59 points respectively.

The quality of human resources in Vietnam is generally too low in comparison with other ASEAN countries. We have the advantage of abundant and cheap labor, but in the integration period this is not a long-term, sustainable advantage. When labor migration is free and active, the risk of losing at

homeland is enormous. This challenge requires close coordination among stakeholders, towards a competitive Vietnam when opening up the economy.

Free movement of skilled labors will create both opportunities for the Vietnamese labor market and challenges when a large workforce from AEC countries enter Vietnam, making a competition with domestic workers.

The integration era will require harder to the labors including higher recruitment criteria requiring the human resources with soft skills rather than professional knowledge such as ability to communicate, ability to work in a team, reporting skills and IT skills.

Thus, integration also puts Vietnam's education under a great pressure to constantly improve the quality of training in order to train and develop highly competitive human resources. In the context that the training requirements are in line with the regional and international standards, the Vietnamese workforce must compete not only in the foreign labor market but also right in Vietnam.

1.4. The tendency of knowledge updating and obsoleting also creates new challenges for human resource training and development

All educational experts accept that university education provides only the basic intellectual capacities that equip the ability for people to learn in the future. The multiplication of the knowledge and the rapid change of science and technology is another new trend in the context of integration under globalization. International education experts have asserted that in the next seven to 10 years, human knowledge will be doubled. The results of knowledge and skills that are equipped in each person will quickly become obsolete.

The Australian Weekly Newspaper met with educators in gathering predictions about the usefulness of the bachelor's knowledge gained from the university and adjudgement on the life time of undergraduate knowledge as follows: 1 year for computer science graduates; 2 years for electronics graduates; 3 years for accounting and medical graduates; 4 years for business graduates; 5 years for construction and biotechnology graduates; 10 years for dentists and 15 years for architecture graduates.

The rapid development of new knowledge and rapid technological change has raised the need for continuous and continuous updating of knowledge while increasing international co-operation in education and training. Schools and education and training institutions will have to pay attention to equipping them with learning and engaging lifelong education and training needs for their students. Continuing updates of education and training programs will not only be carried out by the education and training authorities, but also by the initiative and involvement of trainers, scientists, professionals, business owners, creating a social trend of lifelong learning in the younger generation and in human resources.

Recognizing the important linkage between education and human resources, in recent years, Vietnam has issued many related policies to improve the quality of human resources, meeting the requirements of international integration. The Asia-Europe Meeting (ASEM) on Creative Education and Human Resource Development for Sustainable Development is an initiative from Viet Nam, co-sponsored by five member countries, including Finland, India, Indonesia, Japan and Korea. This is the most important inter-regional meeting of ASEM hosted by Vietnam in 2017 to implement the Prime Minister's initiative adopted at the ASEM 11 Summit and also the first initiative on education and human resources development in the third decade of ASEM.

2. International cooperation in education and training in Vietnam: First of all, considering international integration along the history since the country's unification, we have seen a remarkable change in Vietnam. From being completely isolated and closed to the outside world in the period from 1975 to 1986, Vietnamese universities quickly took the opportunity when the country embarked on a multi-faceted economic reform and open to foreign investment. Economic openness has led to the indispensable demand for human resources with high-skills, foreign-language competency, knowledge of the world economy and intercultural communication skills.

Along with the objective needs mentioned above, the tendency of privatization, commercialization and marketization is gradually taking place in the field of education and training. These trends were further strengthened by the mass movement of higher education in the 2000s and the development of the market economy in general in Vietnam. Cross-border education has grown to an unprecedented level, both in terms of the number of short-term and associate degree programs offered by international partners and the number of Vietnamese students. Apart from self-sufficiency, government scholarships and non-governmental organizations are also abundant for oversea study. In the United States, from 2010 up to now, the number of Vietnamese students ranks 8th among all countries who send students to study in the US. Exchange programs for lecturers, students, international lecturers and workshops with the participation of foreign academics are also taking place in most Vietnamese universities.

Many universities have specific policies that promote the internationalization of training: Foreign Trade University, Polytechnic University, University of Industry, FPT University and many others are leading universities in applying foreign curriculum and English language instruction in their training and education. Foreign language centers and study abroad consultancy are opened widely. All of these expressions represent a new face of Vietnam's education and are distinct from the last decade before Vietnam's Open Policy.

2.1. An unprecedented increase in the signing of agreements for cooperation of academic and culture exchange, research and training collaboration

This form of international training cooperation has taken place since 60 years ago in the history with different forms from time to time. In the 60s - 70s, Vietnam had mainly focused its training cooperation with socialist countries. Currently, in the trend of strong integration, the signing of exchange cooperation between Vietnam and over 30 developed countries has been strengthened both in quantity and quality.

According to the MOET's latest statistics, about 60,000 Vietnamese students are currently studying at foreign institutions. More and more people are applying to study in universities in the United States, Australia, New Zealand, the UK, Singapore, China, etc. Many students said they want to get a degree from abroad to gain advantage when looking for jobs in Vietnam as well as looking for career opportunities abroad. Of the current 60,000 Vietnamese students, with the exception of more than 4,000 people studying under the Vietnamese Government's 322 Project, several thousands are enrolling in government scholarships, under the Debt Settlement

Agreement between Vietnam and Russia, Scholarships from non-governmental organizations, universities, and the rest by self-sufficiency.

According to the Ministry of Education and Training, from 2000 to 2007, 2,684 foreign students were nominated to study in 30 countries under the 322 Project. Most of them were sent to Russia (496 people), Australia (357 persons) and the United States (334 persons) with the highest proportion of science and technology (41.49%), natural science (14.55%), economic management (14.42%). In the second phase of the 322 Project (which lasts from 2007 to 2014 with the estimated budget of VND 260 billion per year), up to 2016, the Ministry of Education and Training has granted 400 to 500 scholarships, of which 50% has been for doctoral training in advanced countries such as the USA, Canada, the UK, Germany, France, Netherlands, Russia, Australia, New Zealand, Japan and Korea. Prioritized majors of training include information technology, biotechnology, materials technology, nanotechnology, high technology, etc.

Sources: Vietnam Ministry of Education and Training, 2016.

Many schools and universities encourage the admission of foreign students to study in the "summer school" program and allow Vietnamese students to participate in their activities, as it is an opportunity to truly increase the understanding about other cultures, promoting peaceful coexistence among nations. Collaborative research is a way to share and update scientists' knowledge, as well as an opportunity to enhance the research capacity and strengthen their internal strength. Field trips for university managers have also become quite common in recent years.

2.2. State-level cooperation aimed at building a system of new international schools in Vietnam

The Vietnamese government has never prioritized the integration of education and training as now, especially at higher education. Besides over 350 universities are present in 63 provinces and cities of Vietnam. In big cities like Hanoi, Ho Chi Minh City, Vung Tau, Nha Trang there have appeared more and more international schools which are operating quite effectively. In Ho Chi Minh City, the number of international schools at all levels reaches nearly 30, of which nearly 50% are international universities or colleges (some may be named). Hanoi has at least 10 universities (RMIT, BVIS Hanoi, FPT University, Vietnam-Russia University, Vietnam France, Vietnam Germany ...).

2.3. International cooperation in higher education to provide educational services

In the form of 2 + 2, 3 + 1 affiliate programs, short courses taught by Vietnamese and foreign lecturers are giving the student more opportunities to learn new knowledge, skills with an "international" degree at an acceptable cost. Another form is 100% foreign program and foreign diploma, taught in Vietnam, with the expectation of "internal cost, foreign quality". Although these forms of cooperation are diversifying the study opportunities and beneficial for the students in approaching modern knowledge, offsetting the gap in the quality of domestic university education, they mainly serve for the profit activities of educational providers and their partners. Therefore, the majors of training are "hot" majors such as business management, foreign languages and information technology. These cooperation forms do not contribute to improving the performance of the universities, nor meet the country's long-term development needs. Because national development requires not only the "hot" professions but also the need for researchers of those key industries, talented intellectuals with social responsibility.

3. Recommendations to promote the human resources to meet the requirements of international integration

Training and developing human resources, especially high quality human resources to meet the international integration process is still an urgent task for Vietnam today. Several recommendations will be as follows:

Firstly, it is necessary to be well aware of the importance of training, developing and improving the quality of human resources to enter the global playing field. Compared to many countries in the region and in the world, Vietnam has no significant advantage except for certain human resources advantages. Therefore, in order to soon bring Vietnam out of underdevelopment, the decisive factor for success must start from the development and promotion of Vietnam human resources. Authorities from the central to local levels must thoroughly grasp the viewpoint: Promote potentials of Vietnamese human intellects, improve the quality of Vietnam human resources and consider its quality as a “key” of success.

Secondly, to reform the national education system in a modern manner, to contribute to the training and development of human resources of the country with increasingly high quality to meet the country's development requirements in the direction of industrialization, modernization, and deep integration into the international economy. The preparation of a sufficiently high quality workforce is now linked to the high determination and righteousness of the reform of the education system, including the higher education system

In order to make a difference in the quality of higher education, it is necessary to address some key points in the system of training institutions. In terms of content, the program needs to shift from the theoretical emphasis to the practical knowledge system and especially to the creative thinking of students. There is necessity to consolidate and continue to develop and raise the quality of general education, to create a firm foundation for the training of human resources at higher stages, thus to make fundamental changes in the technical infrastructure, contents and methods of teaching and learning in order to improve the quality of education and training in order to reach the regional and world standards. In order to prepare high-qualified human resources for the future to meet the requirements of integration and globalization, it is necessary to improve and modernize the curriculum, contents and methods of teaching and learning in the direction of the real demand of the labor market (domestic and foreign), learner-centered, linking education and training with practice.

In addition, Vietnamese government should promote the socialization of education, allowing domestic and foreign economic sectors to participate in the training and development of human resources, especially high quality human resources to meet the demand. International integration in accordance with Vietnamese law is also necessary in the current context. To improve the legal framework on the basis of Vietnam's practical situation and in accordance with international practices to create a favorable and open environment and mobilize all resources and forces in the society, both at home and abroad for human resource development.

Thirdly, It is essential to focus on building and developing human resources with focus on the core human resources groups:

- To build and develop the contingent of university lecturers, and to ensure the quantity, professional and moral ethics and professional conscience with capability of creating positive

changes and advances in quality. Education and training must meet the actual requirements of national construction and learning of people in the context of international integration.

- To concentrate on building and rapidly developing the technical workforce, paying special attention to the contingent of engineers, technicians and technical workers of international standard so as to quickly and promptly respond. To meet the requirements of domestic and foreign invested enterprises, new wave of foreign direct investment into Vietnam with increasing scale and technology level focusing on ensuring technical labor for hi-tech parks and industrial parks on the whole country.

Finally, promoting international cooperation for human resource development and modern technology transfer requires a number of human resources development programs with foreign training institutions in developed countries to cooperate in training high quality human resources for the country. In the past years, Vietnam has paid attention to investing in human resources training and vocational training for rural workers. In order to promote international cooperation in human resource development, there is a socialization policy to promote the development of human resources to meet the demand for high quality human resources of the world.

Conclusion:

Training Vietnamese human resources to meet the new requirements in the context of international integration is one of Vietnam's major policies. International cooperation plays a key role in this process. Vietnam experience suggests that building internal capabilities through international cooperation is a right move rather than copying or importing a whole set of management and training programs from foreign countries. Although the involvement of foreign partners is indispensable for enhancing research and training capacity, it is still needed to emphasize the decisive role of the self-management efforts of the universities and academic organizations in the country. These efforts are not limited to financial resources, but more important and essential, in the determination to innovate policies and mechanisms. Vietnam is having a great government determination. All resources are ready. All that Vietnam needs, is a good start. The goal is far away, but just the first step in the right direction, there will be a goal.

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Appendix: List of international schools in Vietnam

	International Schools (English as the Language of Instruction)	Dual (VN & English) & Language Programs	Early Childhood/Preschool Centers/Kindergarten
1	ABC International School (also has campus in Dist. 7) 28 Truong Dinh St. Dist.3 Ho Chi Minh City, VIETNAM Tel : (+84-8) 3930-3533	APU International School (American Pacific University) (Dual Program: Vietnamese & English) 286 Lanh Binh Thang St., Ward 11, Dist. 11, HCMC, Vietnam Tel: (+84-8) 3962- 4897/3962-4898	CreativeKids Vietnam International Kindergarten No 216, Lo H7, My Hung, Phu My Hung, Tan Phong Ward, Dist.7, HCMC, Vietnam Tel: (+848) 5412-1306 /5412 1856
2	ACG International School – Vietnam (ACGIS) Thu Thiem Highway, An Phu Ward, Dist. 2, Office: Suite 304, FL. 3 Kim Do Office Building 123 Le Loi Street, Dist. 1, HCMC, Vietnam Tel: (+84-8) 3821-4179	Asian Pacific College Bilingual School (APC) (Dual Program: Vietnamese & English)33 C-D-E Nguyen Binh Khiem, District 1, HCMC, Vietnam (Has several campuses, including new campus in Dong Nai)	Gymboree Play & Music Somerset Chancellor Court, 1 st Floor, 21-23 Nguyen Thi Minh Khai, Dist.1, HCMC, Vietnam Tel: (+848) 3827- 7008
3	American International School Elementary School: 102C Nguyen Van Cu Street, Nguyen Cu Trinh Ward, Dist. 1 Tel: (+84-8) 3838-5005 Middle School: 35 Nguyen Huu Canh Street, Ward 22, Binh Thanh District Tel: (+84-8) 3514-6680 High School : 781/C1-C2 Le Hong Phong Street, Ward 12, Dist. 10, HCMC, Vietnam Tel: (+84-8) 3868-1001	Aston School (English Language School) 614 – 616 – 618 Ba thang hai Dist 10 136 – 138 Nguyen Hong Dao Dist. Tan Binh 231 Nguyen Thi Minh Khai Dist. 1 S58 – S59 Phan Xich Long Dist. Binh Thanh Dist. 10 Ho Chi Minh City VIETNAM Tel: (+84-8) 3863- 654/56	Kids Club Saigon 79/7 Pham Thai u Buong, PMH, Dist.7, HCMC, Vietnam Mobile: 0908460267
4	Australian International School APSC Compound, 36 Thao Dien Road, District 2, Tel: (+84-8) 3744-6960 Middle & Senior School 264 Mai Chi Tho Dist.2 Tel: +84-(0)8-3822-4992	British Vietnamese International School (BVIS) (Dual Program: Vietnamese & English) 225, Nguyen Van Huong St, Thao Dien, Dist. 2 HCMC Tel: (+84-8) 3744 4551	KinderWorld International Kindergarten (KIK) (also has campuses in Dist. 2 & 3) Ground floor, Somerset Chancellor Court, 21-23 Nguyen Thi Minh Khai Street, Dist. 1,

			HCMC, Vietnam Tel: (84-8) 3827 2464
5	British International School (BIS) 44 - 46 Street 1, Binh Hung, Binh Chanh Tel: (+84-8) 3512-2081	Ecole Francaise Colette (EFC) (French School) Lycée français International d'Ho Chi Minh Ville Route N°11 – Long Binh, Dist.9, HCMC, Vietnam Tel: (+84-8) 37 25 22 08 Ext: 109	Little Angels International Preschool 159/12 Hoang Van Thu, Ward 8, Phu Nhuan District, HCMC, Vietnam Tel: (+84-8) 3844-3719
6	Canadian International School (CIS) 07, Road 23, Phu My Hung, Tan Phu Ward, D.7, HCMC Tel: (08) 54.123.444 86, Road 23, Phu My Hung, Tan Phu Ward, D.7, HCMC Tel: (08) 54.112.112	German International School Vietnam (GIS) (German School) 12 Vo Truong Toan Dist 2 Vietnam Tel: +84 (0) 8 37 44 63 44	Montessori International School of Vietnam 42/1 Ngo Quang Huy St, Thao Dien Ward, Dist. 2, HCMC, Vietnam Tel: 3744-2639
7	International School of Ho Chi Minh City (ISHCMC) -An Phu Campus 225 Nguyen Van Huong Street, District 2, Tel: +84 (0) 8 3744 4551	Horizon International Bilingual School (HIBS) (Dual Program: Vietnamese & English) 6-6A-8, Doung 44, Thao Dien, An Phu, Dist. 2, HCMC, Vietnam (*has several campuses) Tel: (+84-8) 3402-2482	Noah's Club 3 street No.4 - Nguyen U Di, Dist.2, Ho Chi Minh City, Vietnam Tel: (+84-8) 3744-4709
8	International School Saigon Pearl (ISSP) 92 Nguyen Huu Canh Street Binh Thanh district, HCMC, Vietnam Phone:(84-8) 2220-1788	IDECAP (French School) 31 Thai Van Lung St. Dist.1 Tel : (+84-8) 3829-5451	Preschool - Fundino (BIS) 11B Nguyen Gia Thieu, Dist.3, HCMC, Vietnam Tel: (+84-8) 3930-0514
8	Renaissance International School Saigon (RISS) Address: 74 Nguyen Thi Thap Str., Binh Thuan Ward, Dist. 7, HCMC, Vietnam Tel: (+84-8) 3773-3171	ILA School (English Language school) 146 Nguyen Dinh Chieu Dist.3 Ho Chi Minh City VIETNAM Tel: (+84-8) 3929-0100	Rainbow School 30 Quang Trung Dist 9 Tel: 091 991 88 44
10	Singapore International School (SIS) No. 29, Road No. 3, Trung Son Residential Area, Hamlet 4, Binh Hung Ward, Binh Chanh District, HCMC, Vietnam	Japanese School Tan Phong Ward Dist.7 Ho Chi Minh City VIETNAM Tel: (+84-8) 3417-8600	Saigon Kids Childcare Centre 1172 STREET 55 THAO DIEN WARD, DISTRICT 2 Tel: +84(0)8 3744 6076

	Tel: (+84-8) 5431 7477		NR. 26, STREET 10 THAO DIEN WARD, DISTRICT 2 HO CHI MINH CITY, VIETNAM +84(0)8 3898 9816 15 TRAN NGOC DIEN THẢO ĐIỀN 2, DISTRICT 2 +84 (0)8 3519 4236
11	Saigon South International School (SSIS) Nguyen Van Linh Parkway, Tan Phong Ward Dist.7, HCMC, Vietnam Tel: (+84-8) 5413-0901	Lassho - Vietnamese Language School for Foreigners 36 Mac Dinh Chi, Dist.1 HCMC, Vietnam Tel: (+84-8) 3823-3816	Saigon Star International School (SSIS) Residential Area No.5, Thanh My Loi Ward, Dist.2, HCMC, Vietnam Tel: (+84-8) 3742-3222
12	The American School of Vietnam (TAS) 177A Nguyen Van Huong Dist Ho Chi Minh City VIETNAM Tel: (84-8) 3519 2223	Top Globis Southern Cross Sky View Building, CR3 CR3-6-7, Tan Phu Ward, Dist. 7, HCMC, Vietnam Tel: (+84-8) 54147-7001	Smart Kids 15 Tran Ngoc Dien, District 2 Tel: 08 3519 4236
13	Anglophone British Curriculum International School (ABCIS) 2 1E Street, Khu Dan Cu, Trung Son, Binh Hung, Binh Chanh, Ho Chi Minh City, Vietnam Tel: (84.8) 5431 1833 Fax: (84.8) 5431 7214	Vietnam-Australia International School (VAS) (Dual Program: Vietnamese & English) (Has several campuses KG-Primary-Secondary) 594 Ba Thang Hai Dist 10 Tel: (08) 3868 7576	Stamford Grammar - SLC Kindergarten 214 nam ky khoi nghia, Ward 6, Dist. 3, HCMC, Vietnam 4bis Phung Khac Khoan Dist 1. Tel: (+84-8) 3930-7343
14	Saigon International College (SIC) 21K Nguyen Van Troi St, Ward 12, Phu Nhuan Dist, HCMC, Viet Nam Tel : (84.8) 3997 6043 - 3997 6044 Fax : (84.8) 3997 6046	Vietnamese Language Studies Saigon 45 Dinh Tien Hoang, Dist.1, HCMC, Vietnam Tel: (+84-8) 3910-0168	IC Kindergarten (ICK) 195 Co Bac St, Co Giang Ward, Dist.1, HCMC Tel: 08 3837 8789
15	The Australian International School Saigon (AIS Saigon) 21 Pham Ngoc Thach, District 3, HCMC Tel: +84 8 382 249 92 Fax:+84 8 382 250 39	Asian International School (primary, middle & high school) (Dual Program: Vietnamese & English) 177bis Cao Thang St., Ward 12, Dist. 10, HCMC,	The International Twinkle Star Kindergarten 6 Tran Nhat Duat St, Tan Dinh Ward, Dist.1, HCMC Tel: 08 3526 8583 Fax: 08 3935 9583

		Vietnam Tel: (+84-8) 38680270/38680269	
16	The Asian International School 2 Bis Thai Van Lung, Ben Nghe Ward, Dist.1, HCMC Tel: (84-28) 3823 3358 - 3823 3357 Fax: (028) 3823 3359	VUS - Vietnam USA Society English Center - 189 Nguyen Thi Minh Khai, District 1, Ho Chi Minh City. Tel: (84-28) 3 925 9889	Worldkids 10/3 Nguyen Thi Minh Khai St, DaKao Ward, Dist.1, HCMC Tel: 028) 3910 36 46/ 39 102 103
17	The International School (TIS) 305 Nguyen Trong Tuyen St, Ward 10, Phu Nhuan Dist, HCMC Tel: (84.28) 38 442 345	Ho Chi Minh City International University Linh Trung, Thu Duc, Ho Chi Minh City Tel: 08 3724 4270	Saigon Academy International School 27AB Tran Nhat Duat, Dist. 1, HCMC Tel: 08 3848 4930
18	International School, HCMC (ISHCMC) Trường Quốc tế TP.Hồ Chí Minh 649A Vo Truong Toan St., An Phu Ward, District 2, HoChiMinh City, Vietnam. Tel: +84 (8) 3 898-9100 Fax: +84 (8) 3 898-9382 Website: www.ishcmc.com	Easten International University Nam ky khoi nghia street, Hoa Phu district, Binh Duong New Town. Tel: (+84.650)222 0341 Fax: (+84.650) 222 0313 Email: info@eiu.edu.vn	Maple Bear Canadian Kindergarten Horizon Tower, Floor 2, No. 214, Tran Quang Khai Street, Tan Dinh Ward, District 1, Ho Chi Minh City Tel: (848) 3526 8833
19	Saigon South International School (SIIS) - Nguyen Van Linh Parkway, Tan Phong Ward, District 7, Ho Chi Minh City, Vietnam Tel: (84-8) 5413-0901 Fax: (84-8) 5413-0902 Email: info@sis.edu.vn Website: http://www.ssis.edu.vn/	FPT University Hoa Lac, High-tech Zone, Km 29, Thang Long Highway, Thach That, Hanoi	SuperKids Pre School 232/11 Vo Thi Sau St, Ward 7, Dist. 3, HCMC Tel: 028.3933.3683 - 028.3933.3682
20	IPS - Asia – Europe International School THAIVANLUNG CAMPUS: No. 2, Thai Van Lung, Ben Nghe, Distric 1. Tel: 08 3823 3358 - 08 3823 3357	Vietnam Japan University My Dinh Campus, Luu Huu Phuoc Road, My Dinh 1 Ward, Nam Tu Liem District, Ha Noi, Vietnam. (+84) 24 7306 6001	Hoa Sen international tetary shool N. 45, Street 5, Binh Thoi, District 8 Tel: 1108 3965 0830 - 08 3965 0827 http://avschool.edu.vn/

21	Australian American International School (AMIS) 62-62A Minh Phung, Hamlet 6, District 6. 08 3969 5278 - 08 3969 5280 http://www.amis.edu.vn	Vietnam Germany University 3 Cong Truong Quoc Te, District 3, Ho Chi Minh City, Vietnam Tel.: +84 (0)28 3825 6340	
22	Vietnamese American School System 143 Nguyen Van Troi, Hamlet 11, Phu Nhuan District. Tel: 08 3845 91112.2 -		
23	Tue Duc – Pathway Primary school. 1/5 Luong Dinh Cua, Binh Khanh Hamlet, District 2, Ho Chi Minh City. Tel: 08 7300 6462 www.pathway.edu.vn		
24	WASS – International School 157 Ly Chinh Thang, Hamlet 7, District 3, Ho Chi Minh City Tel: 08 6290 5077 - 0963 999 701/702/703 http://wass.edu.vn/		
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