



SOCIAL SERVICE WORKFORCE STRENGTHENING IN VIET NAM

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KEY CONTENTS



Key achievements in strengthening social service workforce in Viet Nam



Key remaining & emerging challenges facing the workforce



Priorities for future social service workforce strengthening



I.1 KEY ACHIEVEMENTS

Enacting policy and legislation for SSW strengthening

- 1st legal framework for developing social work was adopted in 2010 with the approval of National Programme Development (NPA) of Social Work, 2010-2020
- Circulars regulating professional code and salary scales for i) principal social workers, ii) social workers, iii) assistant social workers
- Circulars regulating social work services in hospitals by MOH, 2015: and in schools by Ministry of Education and Training (MOET), 2018
- National Programme on Renovation and Development of Social Assistance System, 2017-2025, aspiring a ratio of one professional social worker per 5.000 people
- 2nd NPA on Social Work, 2021-2030
- Ha Noi Declaration on Strengthening Social Work towards Cohesive and Responsive ASEAN community, 2020 and Road Map, 2021



1.2 KEY ACHIEVEMENTS

Education and Training for **SSW** development

- Social work was recognized as a discipline at Bachelor and College level in 2004
- Number of Social Work Education & Training Institutions increased from 2 (in 2004) to 34 at present (7 offering Master's degree, and 2 offering PhD program)
- 2.000 students recruited each year
- 10.000 social service workers received in-service training yearly

I.3 KEY ACHIEVEMENTS

Systems established to deliver social work services in Health, Social Welfare and Education sectors

- Social work units established in all central and provincial hospitals; and 90% district hospitals have a social worker
- Social work service centres/offices in the Social Welfare system established at provincial level
- Social work services in school are being developed

Child protection system established in all communes to put forth case management for vulnerable children



2.1 KEY CHALLENGES

Insufficient legal framework on social work

- Viet Nam lacks a ***Law on social work*** that it fails to:
 - Define who is professional and para-professional social worker
 - Regulations and standards for professional social worker registration
- Roles, powers and functions of social workers are not clearly defined in welfare, health and education and other settings

Lack of allocated budget impacting the social service workforce and the reach of social services

- No established funding sources for circulars promulgated

2.2 KEYCHALLENGES

Lack of supervision for workers carrying out social services

SSW is getting shrunk due to the Govt policy on reduction of civil servants

SSW is largely staffed with untrained staff & para-professionals

- Majority of social service workers have different training backgrounds rather than social work
- Very limited number of social worker positions
- No social worker positions at district and commune level
- Number of social work graduates failed to find jobs

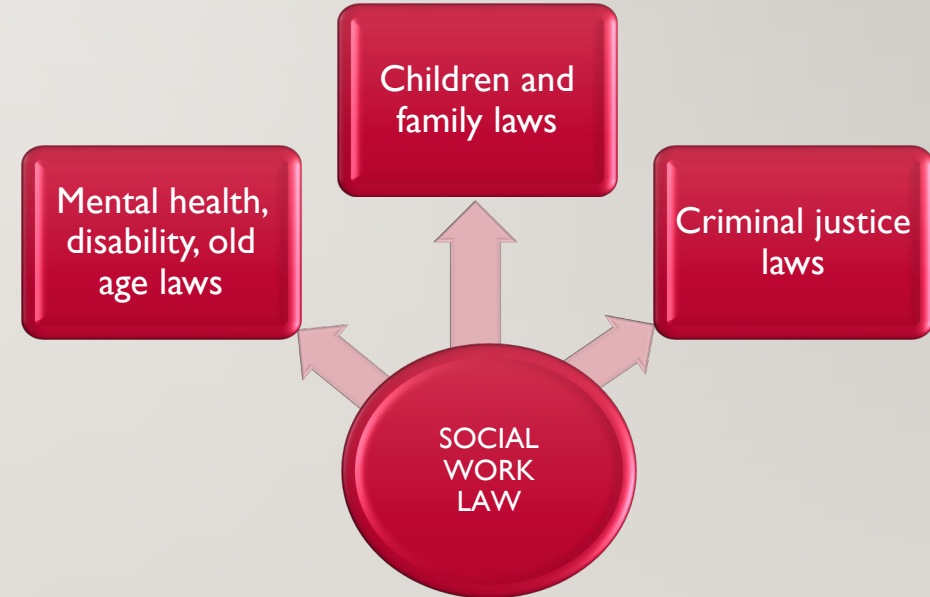
Lack of understanding on the value of social workers

3.1 PRIORITIES

➤ Strengthening legal framework on social work

- Finalize and approve the Decree on Social Work which will be used as the base for the development of a Social Work Law in the future
- Integrate roles and functions of social workers in specific laws (children & family, mental health, criminal justice...)
- Developing a **costed SSW strengthening strategic plan**
 - Conduct mapping/vision of CP system and SSW workforce
 - Define ratio of professional social workers per targeted population through analysis of prioritized targets, scope and nature of service delivery
 - Cost the plan

• Proposed legal framework



3.2 PRIORITIES

➤ **Improvement of Education & Training**

- Improving professional Education & Training programmes in line with the global standards on social work education & training as well as consistent to indigenous culture and local issues
- Strengthening field placement training by improving cooperating with service agencies to develop placement standards and training for field supervisors

➤ **Develop professional competency standards** based on the approval of roles and functions of social workers in different settings

➤ **Systematized competency-based in-service training programme for managers and frontline workers** who have different training backgrounds, but are working in social service delivery

➤ Formulate a **network of supervisors**



THANK YOU