

GENDER EQUALITY, DISABILITY AND SOCIAL INCLUSION IN “PROMOTING INDUSTRY LINKAGES WITH VOCATIONAL EDUCATION AND TRAINING (AUS4SKILLS VET)”

November 2025

Aus4Skills VET is a component of Aus4Skills, a ten-year partnership (2016-2025) between Australia and Vietnam to build the human resource capacity of Vietnam. It contributes to vocational education and training (VET) policy refinement through the application of a sustainable and replicable, high quality, inclusive, industry-led skills development model. The VET component has been supporting targeted VET colleges and enterprises to promote inclusive skills development and employment in the logistics and allied sectors.

HIGHLIGHTED GENDER EQUALITY, DISABILITY AND SOCIAL INCLUSION ACTIVITIES & RESULTS

Disability and social inclusion

Building a library of disability inclusion resources for VET colleges and students with disabilities (2021 - 2025)

VET International Forum, with disability and social inclusion in VET and inclusive education one of the focuses (2023)



6 activities specifically promoting disability inclusion in education and employment:

- Developing Diverse and Inclusive VET Australia Awards Short Course (2025)
- Four cohorts of “VET Educators Supporting Students with Disabilities” training courses (2020-2024)
- Diversity, Equity and Inclusion workshop (2019)

154 participants



F *

63%



PWD **

15%



EM&RD ***

10%

* F: Female; ** PWD: Person with Disabilities; *** EM&RD: Ethnic Minorities & Rural Disadvantaged groups

Gender equality and social inclusion

3 activities promoting women in leadership in VET and logistics

- Supporting Female Logistics Students on Career Planning seminar (2025)
- Fostering Women’s Empowerment and Leadership in VET and Logistics training course (2023)
- Fostering Female Empowerment and Leadership in VET and Logistics training course (2020)

122 participants



F

92%



PWD

4%



EM&RD

5%

127 participants



F

76%



PWD

9%



EM&RD

7%

5 Preventing Sexual Exploitation, Abuse and Harrassment and Child Protection workshops (2021, 2023 and 2025)

KEY ACHIEVEMENTS

99%

of participants reported improved Gender Equality, Disability and Social Inclusion awareness

8.4%

of participants from Ethnic Minority groups and disadvantaged rural locations benefited from inclusive skills development activities

96%

applied their new knowledge to address inclusion challenges in their institutions and communities

52%

of newly enrolled students in partner colleges in Phase 2 were female

8.4%

Number of enrolled students with disabilities in partner colleges increased by more than 300% by the end of Phase 2

96%

Fostering partnerships between VET colleges with organisations of people with disabilities to drive for disability inclusion in VET



Driving for change in policies and practices at partner VET colleges to provide suitable welfare support for diverse students, including inspiring partner VET colleges to invest in ensuring an accessible built environment.

Mr Dao Trong Do, Director of the Formal Training Division, DVCET, highlighted the project's inclusive nature, stating that *'I have attended many activities of the Aus4Skills VET Project, and I am very impressed because the Project always ensures the element of inclusion in the activities. Many disadvantaged people are invited to participate in the activities and receive support.'*



DAO TRONG DO
Director of the Formal Training Division,
DVCET

SUPPORTING STUDENTS WITH DISABILITY ON LOGISTICS CAREER PATH



DANG HUONG GIANG
Vice President, Organisations of
Persons with Disabilities, Da Nang

Logistics is an industry with a growing demand for skilled human resources. However, encouraging students with disabilities to pursue studies in logistics remains a challenge. Dang Huong Giang, an alumna of Aus4Skills' Developing Diverse and Inclusive VET course, is leading a broad-based inclusive transformation to enhance support and increase participation at VET colleges in Da Nang City. Drawing on her understanding of gender and social inclusion gained through various Aus4Skills courses, she is building vital connections between industry, colleges, and students with disabilities.

Giang is also using her learning to promote inclusive logistics training. She has encouraged students with disability to study logistics programs and built partnerships with other local colleges, which now offer free wheelchair repairs to support the local community.

"What I appreciate most about Aus4Skills is their consistent inclusion of people with disability in their programs. This clearly demonstrates Aus4Skills' commitment to the inclusion of people with disability and truly embodies they 'walk the talk'," Giang said.

THU DUC COLLEGE OF TECHNOLOGY (TDC): A MODEL OF INCLUSIVE VET INSTITUTION

As one of Aus4Skills' partner colleges, TDC has made significant progress in advancing inclusive education through a well-structured support system, establishing a Steering Committee for students with disabilities, standardising management processes, and investing in accessible facilities. With strong leadership commitment, TDC enrolls nearly 30 students with disabilities each year and achieves an impressive 80–85% employment rate after graduation. Through comprehensive support, from adapted teaching and financial assistance to the buddy model and partnerships with enterprises, TDC has created a safe, inclusive, and empowering learning environment that enables students with disabilities to thrive and confidently build their careers.

