

REALITY, CAUSES AND SOME SOLUTIONS FOR THE RECRUITMENT OF SPORTS UNIVERSITIES, UNIVERSITIES OF PHYSICAL EDUCATION AND SPORTS IN THE INTERNATIONAL INTEGRATION TREND

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Abstract:

This article mentions the reality, causes and solutions to overcome difficulties in the students recruitment of sports universities, universities of physical education and sports in the international integration and cooperation trend.

Key words: Reality, causes, solutions, recruitment, sports university, university of physical...

INTRODUCTION

Carrying out the Resolution No. 44 / NQ-CP of June 9, 2014 promulgated by the Government, the program implemented Resolution No. 29-NQ / TW of November 4, the 8th conference of Central Executive Committee session XI on fundamental renewal, comprehensive education and training, meeting the requirements of industrialization and modernization in the context of socialist-oriented market economy and international integration, Ministry of Education and Training (MoET) has issued the action plan of the Education Sector, under Decision No. 2653 / QD-BGDDT of the Minister of Education and Training, dated 25/7/2014. However, the reality of renovating recruitment in Sports Universities, Universities of Physical Education and Sports has encountered many difficulties, unable to recruit enough targets. So what are the causes, and what solutions are needed to overcome the difficulties for the specialized sports universities, in the context of regional integration and international cooperation.

RESEARCH METHODS

The research method used the following methods: analyzing and synthesizing materials; interviews and discussion; Pedagogical examination; pedagogical experiments; mathematical statistics.

RESULTS AND DISCUSSION

1. Reality of the recruitment in Sports Universities, Universities of Physical Education and Sports

On 31/7/2014 MoET had the official document No. 4004 / BGDDT-KTKDCLGD on building a project of autonomous recruitment for universities and colleges official programs, step by step become autonomous for universities and colleges in international and regional integration. However, in recent years, especially from 2015 to now, the number of universities, colleges did not recruit enough targets is increasing at an alarming rate.

In the 2015 recruitment season (until September 24, 2015), MoET received reports from 308 schools (4 universities, 171 universities, academies and 133 colleges) out of a total of 400 schools recruited based on the national highschool graduation exam scores. Accordingly, there are 123 universities and 52 colleges that are able to recruit 50% of the target and more, 100 schools recruited less than 30% after the first round of recruitment. These schools could hardly recruit enough targets with later additional rounds with the situation of the more they recruit, the less candidates there are. From 2016, with the tighter control of MoET in approving registration of enrollment targets, total targets of universities and colleges have dropped sharply, but the situation has not improved. In 2017, 47% of universities and colleges did not recruit enough targets. Specifically, according to MoET's statistics show that (as of August 6, 2017), of the 322 schools recruited based on the national highschool graduation exam scores, at the end of the first recruiting round there are 170

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schools recruited enough targets, accounting for 53%. 152 universities and colleges still lack in targets. Of which 58 schools lacked more than 50% of the target, 30 schools lacked over 30% of the target. The recruitment of Sports Universities and Universities of Physical Education and Sports has been increasingly

difficult in recent years, many schools have recruited only 50-65% of the targets, even when combining the consideration of highschool graduation reports with testing sports talents and using the highschool graduation examination results (Table 1).

Table 1. Reality of students' recruitment of some Sports Universities in recent years

Year	Number of students taking entrance exam / Students enrolled target					Percentage of students enrolled compare to target		
	2010	2011	2012	2013	2014	2015	2016	2017
Bac Ninh Sport University	3.600 (ĐKDT)	2.541	1.56	1.542	1.121	58,1	56	50
	800	1.1	1.1	1.1	1.1			
Hanoi University of Physical Education and Sports	3.100 (ĐKDT)	1.82	1.292	1.414	943	67,0	63	53
	900	950	1.1	900	600			
Ho Chi Minh city Sports University	1	1.3	1.3	1.3	1.3	46,2	37,5	50
Da Nang University of Physical Education and Sports	740	800	880	1.1	1.2	45,3	26,7	34,6
Ho Chi Minh city University of Physical Education and Sports	800	800	700	600	550	93,3	68,9	101,7

(Source: Ministry of Education and Training. The registered targets of pedagogical schools dropped 20% compared to the previous year, from 2014)

Given the difficult situation in the recruitment process, the quality of entrance examinations in terms of knowledge, as well as the sports talents of sports universities and universities of physical education and sports must reduce requirements following the autonomic recruiting projects of each school.

The results is that the majors, schools can not continue to struggle in the competition, the closure or suspension will be carried out under the law. The schools recruitment is only stopped when they cannot recruit for 3 years continuously. After the recruitment is stopped, if the schools fail to overcome the causes, they will

be suspended from operation, merged with other universities or dismissed.

2. Causes of difficulties in the students recruitment of universities, colleges

Firstly, the number of candidates has decreased steadily for many years. The number of students taking high school graduation exams has dropped from 1,053,081 in 2011 to 963,051 in 2012, down to 866,007 in 2017. The number of candidates enrolling in universities has also dropped during the enrollment periods, from 1,698,044 in 2011, decreased to 1,371,666 in 2014 and 643,151 in 2017. (Table 2)

Table 2. The gradual decrease of the number of students taking the high school graduation exams and the number of candidates registered for university entrance examination / admission

Year	2011	2012	2013	2014	2015	2016	2017
Number of students taking highschools graduation examination	1.053.081	963.051	941	910.831	871	887.396	866.007
Number of students taking university/college entrance exam	1.698.044	1.564.174	1.527.672	1.371.666	1.004.911	601.267	643.151

(Source: Ministry of Education and Training)

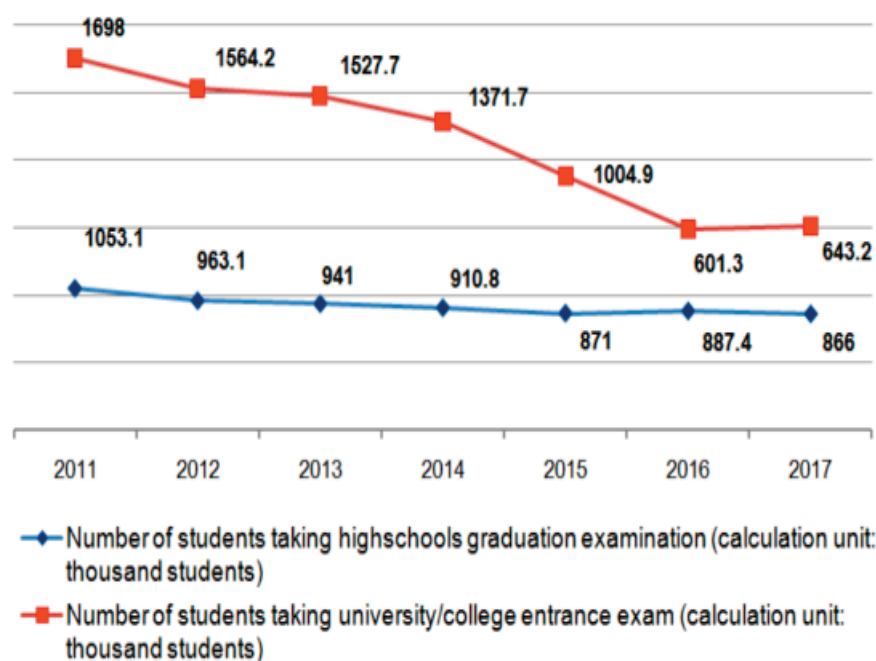


Chart 1. The gradual decrease of the number of students taking the high school graduation exams and the number of candidates registered for university entrance examination / admission per year (unit: thousand students)

Secondly, while the number of candidates is decreasing, the number of universities and colleges tends to increase. In 2007, the Prime Minister decided to plan the network of universities, colleges so that until 2020 will have 573 schools. By June 2013, the Prime Minister issued a decision to adjust the network of universities and colleges. Accordingly, our country will have 460 colleges and universities by 2020, reducing 100 schools compared with the 2007 plan. However, as of July 2014, there were 471 universities and colleges nationwide. From 2007 to 2013, 133 colleges and universities were established. Of which, 108 are upgraded from intermediate school to college or college to university. By 2015, there were universities and colleges.

Over the past 10 years, 268 universities and colleges have been established, increasing the total number of universities and colleges

nationwide to more than double the number in 2007 (currently there are 482 in 2017). Of which, there are 49 training schools in the physical education sector, accounting for 10.25% of the total number of universities and colleges nationwide, which is a very high rate for particular talents training schools. In addition, annual school targets have also risen from more than 165,000 in 2001 to 640,000 in 2014, pushing the intensity of the schools recruitment competition. With the control of MoET in approving recruitment targets registration of universities and colleges on the basis of the number of faculty members of each school, the total targets of universities and colleges decreased in 2016 to 420,000 and in 2017 about 392,000, of which 52,000 are pedagogical targets and 340,000 are other sectors targets. (Table 3)

Table 3. The explosion of the number of universities and colleges with the total recruitment targets increased sharply in the 2007 - 2015 period and decreased in 2016, 2017

Year	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
Number of Universities/ colleges	214	263	422	434	446	448	457	471	481	482	482
Students enrolled total targets	300	427.439	503.618	514.5	543.426	556.918	603.505	640	647.222	420.000*	392.000*

(Source: Ministry of Education and Training. * : Targets of Universities and Colleges)

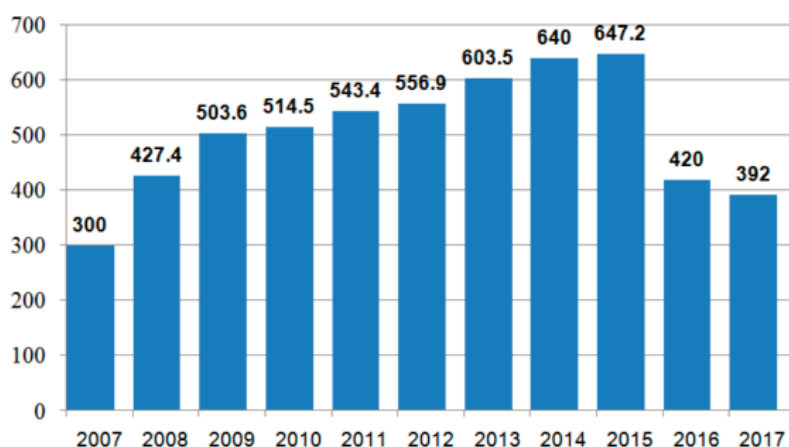


Chart 2. Total recruitment targets of universities, colleges in the period of 2007 - 2017 (Unit: thousand)

Thirdly, MoET has not strictly controlled the number of faculty teachers at universities and colleges (classified by ranks, degrees and levels) as the basis for approving recruitment targets of the schools, especially in the period from 2015 backwards.

Fourthly, the permission to register too many aspirations gives candidates too many opportunities to choose, and again the time of the recruitment process is too long, so most of the students registered aspirations to the universities above, when not being able to get in, they transferred to the universities below.

Fifthly, the score threshold for quality assurance of university entrance exams is low. The difference in grades between universities and colleges reports is too low (6 points compared to 5.5 points), which is one of the reasons why colleges are hard to attract candidates, students and parents still wanted to go to universities more.

Sixthly, the regulations on recruitment in universities and colleges have also changed, MoET has announced to remove the recruitment points of universities with a change in the direction of expansion, taking the maximum number of candidates so it will significantly affect the students recruitment as well as the entrance quality of the colleges. The top universities above exhaust the sources from universities below.

Seventhly, graduates have difficulties in getting jobs. Due to the staff downsizing policy, the number of students in general and special students of physical education and sports are

very difficult to get jobs have impacted on the psychology of students and parents. Recently, the Institute of Labor Science and Social Affairs (Ministry of Labour, War-Invalid and Social) and the General Statistics Office (GSO) have announced the results of the labor market update report for the second quarter of 2017, the country has 180,000 unemployed bachelor and the number is expected to rise to 200,000 in 2017, of which about 70,000 graduated from pedagogical schools.

Eighthly, a number of high school graduates want to go to work right after graduating from high school, candidates were better divided when there are many of them "head" into new industrial zones, work as export labors in foreign countries, especially to Japan, Korea.

3. Solutions on the recruitment of Sports universities in the current period

3.1. Proposals to MoET on the recruitment

Firstly, non-specialized universities and colleges have to stop the recruitment of sport talents majors. Specifically, the sports majors must be trained by universities and colleges in the field of sports and physical training (currently there are 49 universities, colleges training physical education teachers, accounting for 10% of the total number of universities and colleges).

Secondly, MoET should strictly control the number of lecturers classified by ranks, degrees and levels of universities and colleges corresponding to registered recruitment targets, in addition to adjusting the universities targets equal to the needs of society rather than the

needs of schools. Avoid making universities below become sources exhausted.

Thirdly, universities and colleges in the field of sports and physical training are allowed to lower the requirement for entrance quality assurance in high school subjects or recruiting based on high school reports, especially for athletes with high achievement or medals.

Fourthly, MoET should increase the threshold for quality assurance between universities and colleges, which help to classify candidates better, and create recruiting sources for colleges.

Fifthly, MoET should consider reducing the number of admissions, shortening the admission periods so that candidates will focus on choosing the right careers and the schools also will not have a number of virtual profiles; At the same time, the recruiting sources of universities below are not exhausted (including universities and colleges of sports).

Sixthly, propose to the Vietnam Association of universities, colleges in collaboration with the Ministry of Education and Training to hold annual conferences on assessing the high school graduation exam and the recruitment, proposing orientation and solutions to solve difficulties for universities, colleges.

Seventhly, order-based training: In the context of surplus human resources in physical training and sports, physical training. Based on the survey and statistical data of the Ministry of Labor, War-Invalids and Social Affairs, the General Statistics Office and data collected from the network of Management information system for Education and Training, the Ministry of Education and Training needs to allocate targets and provide expenses for high quality training based on the orders for Universities of Physical Education and Sports. There should be more specific and longer-term policies, all three stages of planning - training - recruitment are deployed synchronously.

3.2. Specific solutions implemented at Universities of Physical Education and Sports on recruitment

Firstly, implementing the policy of socialization of sports activities, step by step opening a number of training majors:

Entertaining Sports, Traveling Sports, Health Preservation Sports, Rehabilitation in Sports, Tourism Sports and Health, Sports advertising, Sports event performances, even Adaptation Sports (sports for people with deviations in health status).

Second, link training with foreign universities, linking 1 + 1 Master Degrees training in Physical Education and Sports, advanced athletes training program, short-term internship program; Exchange lecturers, students of two schools for cultural exchanges. This model will stimulate demand, attract learners, meet market requirements (many families want their children to study abroad).

Thirdly, establish Office/Centre of Recruitment and Employment Counseling, working groups go to high schools, sport training centers to propagandize, campaign, introduce, counseling at high schools to attract candidates with the preferential scholarships, tuition fees, favorable conditions for accommodation for students ...

Fourthly, before recruiting season, all human resources, funding, facilities, time are prioritized to serve the recruitment. Along with the solutions that are seasonal, specific, training institutions can also develop strategic plans.

Fifthly, create the best conditions for candidates: check the candidates' profiles immediately. Candidates who meet the requirements receive a notice of admission. The school provides a fast and easy procedure for students to enter schools.

Sixthly, renovate contents, training programs, building outgoing standards to meet the social needs of physical training. The Universities of Physical education and sports develop training programs to meet the needs of society; Establishment of new faculties, such as the Martial Arts Faculty, Swimming – Life-saving Faculty, the Centre of Improving Life-saving skills, etc.

Seventhly, renewal of the private recruitment project: Universities need to focus on intellectuals, dedicated efforts of all staff, lecturers, officials in promoting and implementing the recruiting methods. First of all,

it is necessary to renew the private recruitment project. Specifically:

Firstly, there are flexible recruitment methods: Method 1 is to consider grade 11 whole-year results and results of the first semester in grade 12 in combination with testing sports talents; Method 2 is to consider grade 12 whole-year results in combination with testing sports talents; Method 3 is to consider the high school graduation examination results on subjects in combination with testing sports talents. In these methods, there are two groups of subjects: Math + Biology + Sports talent; Literature + Biology + Sports talent. In which: Total score of 2 theoretical subjects required 10 points or more. Of course, when opening up the new training major, each school may choose other groups of theoretical subjects.

Secondly, to make online recruitment websites in the form of fanpages or other online applications provided by the school's Office of Academic Affairs, giving the candidates a good condition to register profiles from all regions, provinces and cities across the country.

Thirdly, build a network of collaborators who are gym teachers of high schools in the localities with great potential in terms of the number of candidates entering the Physical Education and Sports major. Apply the method of direct training according to the number of profiles received.

Fourthly, contract with vocational, promotional centers of the Unions, Provincial Unions in the provinces to promote the recruitment of the school. Strengthening ties with Sports Centers, Continuing Education Centers, and Colleges in the area of linking training.

Fifthly, propagate and disseminate information so that all staffs, lecturers and employees of the school know clearly the methods of recruitment of the schools. Besides, disseminate information of the school's recruitment in the form of flyers, hanging panel for all subjects who come to the schools to study and work.

Sixthly, the organization shall contact the employment positions for students after graduation at enterprises and corporations

wanting for sports coaches. This is a propaganda channel.

CONCLUSION

The reality of renovating the recruitment process in Sports Universities, Universities of Physical Education and Sports has encountered many difficulties, unable to recruit enough targets, recommendations should be made to MoET, at the same time applying specific solutions to remove difficulties in specialized schools, taking into account regional and international integration.

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