



**VIETNAM AIRLINES ENGINEERING  
COMPANY LTD (VAECO)  
&  
TRAINING AND HR DEVELOPMENT**

# History and development



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## A75/A76/ Tech Div

The first aircraft  
maintenance  
organization in  
Vietnam



1975

## CAAV

Vietnam Civil  
Aviation  
Authority



2006

2009

## EASA

European Union  
Aviation Safety  
Agency



2011

2017

## Vietnam Airlines Engineering Company Ltd

Established according  
to Prime Minister of  
Vietnam



## FAA

Federal Aviation  
Administration



**VAE**CO  
A SUBSIDIARY OF VIETNAM AIRLINES



# Location and Employee



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## Northern - Headquarter

Add: Noi Bai Int'l Airport  
Region: North & North  
Central Coast

7

**Central**  
Add: Da Nang Int'l Airport  
Region: Central Coast &  
Highlands

8

**Southern**  
Add: Tan Son Nhat Int'l  
Airport  
Region : South East &  
Mekong Delta

7



Long Thanh Airport  
(under construction)  
At least 01 Hangar  
operation in 2025

## Employees



Total: 2,406



- HAN: 1,436 (~60%)

- DAD: 126 (~5%)



- HCM: 844 (~35%)

## Engineers and Technicians



Total: 1,523 (~63%)

- HAN: 867 (~60%)

- DAD: 97 (~77%)



- HCM: 559 (~66%)

## License and Authorization



Total: 1,060 (~70%)

- CRS B1/2: 348 (~23%)

- CRS A: 256 (~17%)

- QM (ARS): 159 (~10%)

- Other: 297 (~20%)

# Organization chart



Total: 19 dept./center

Overhead: 7

Support: 6

Maint. Center: 6











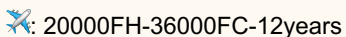
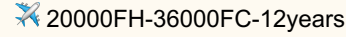







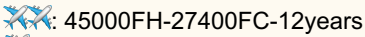


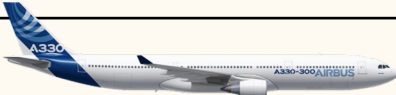






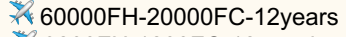

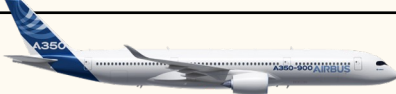





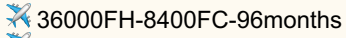

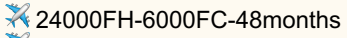







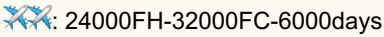






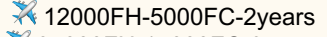

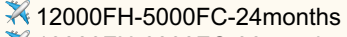




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# Customers







Maintenance Service	CAAV		FAA		EASA	
	BASE	LINE	BASE	LINE	BASE	LINE
 <b>ATR42/72-Series</b>						
	 : 20000FH-36000FC-12years				 : 20000FH-36000FC-12years	
 <b>A319/320/321-Series</b>						
	 : 45000FH-27400FC-12years  : <b>Painting</b>		41200FH-27400FC-12years		 : 30000FH-20000FC-12years	
 <b>A330-200/300</b>						
	 : 60000FH-20000FC-12years  : 3200FH-1200FC-12months		35000FH-13200FC-6years		Type rating: A1	
 <b>A350-900</b>						
	 : 36000FH-8400FC-96months  : 12000FH-3000FC-24months		 : 24000FH-6000FC-48months  : 12000FH-3000FC-24months			
 <b>B777 series</b>						
	 : 24000FH-32000FC-6000days		24000FH-32000FC-6000days			
 <b>B787-9</b>						
	 : 12000FH-5000FC-2years  : 35000FH-15000FC-9years		 : 12000FH-5000FC-24months  : 18000FH-6000FC-36months			
 <b>B737series</b>						



- ❑ **Logistic Service**
- ❑ **Cabin interior service**
- ❑ **Training services**
- ❑ **Calibration**
- ❑ **NDT/BSI**
- ❑ **Engineering Management**





## Human Resource Development Plan

VAECO determine HR demand according to:

- ☐ Strategy and the 5 year plan.
- ☐ Annual business plan.
- ☐ Actual human resource situation.

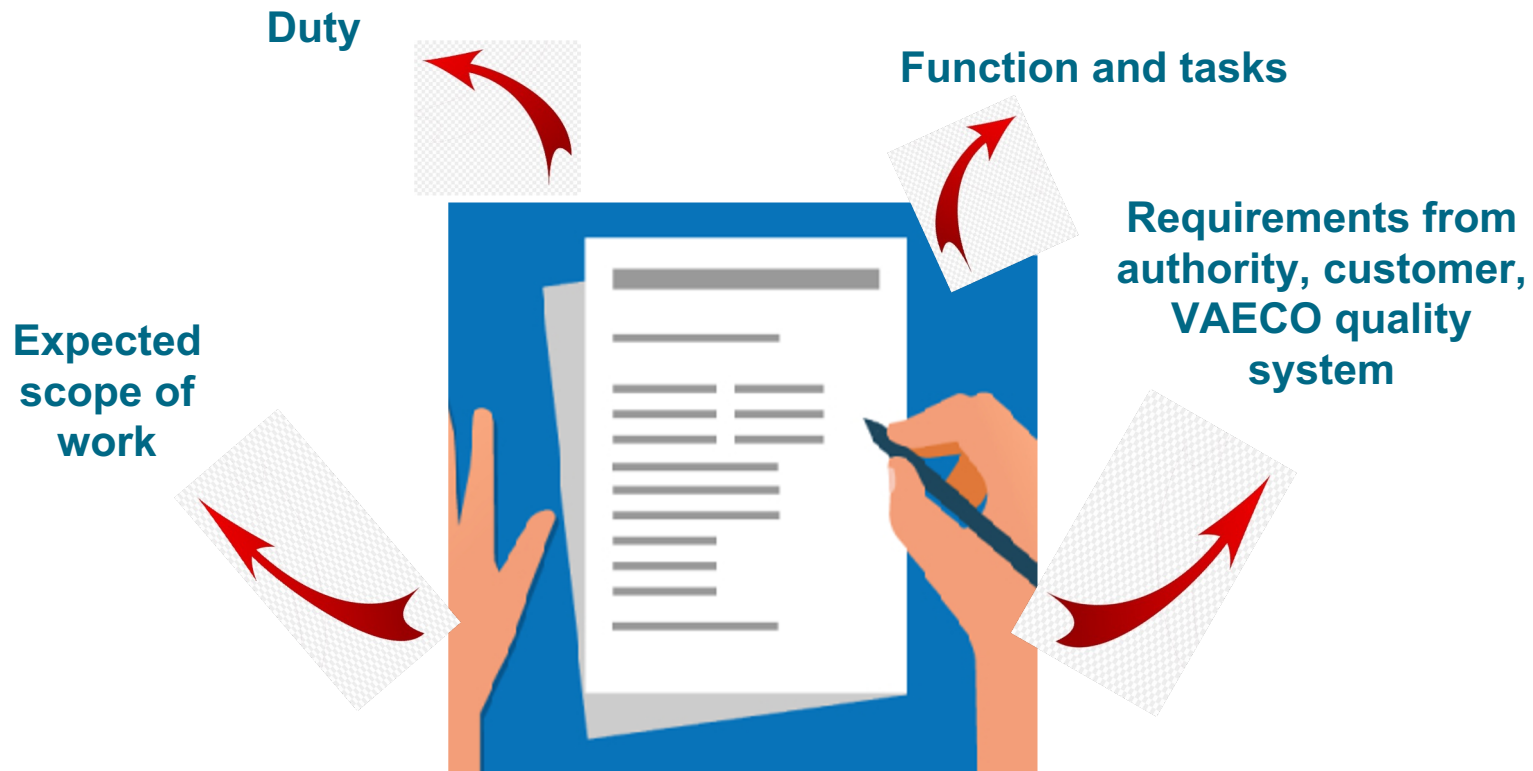
### VAECO's HR Demand:

Upcoming years, VAECO needs about 100 new technical staffs per year, mainly in HCM city to adapt HR demand and prepare manpower for the Long Thanh airport.



## Job Position

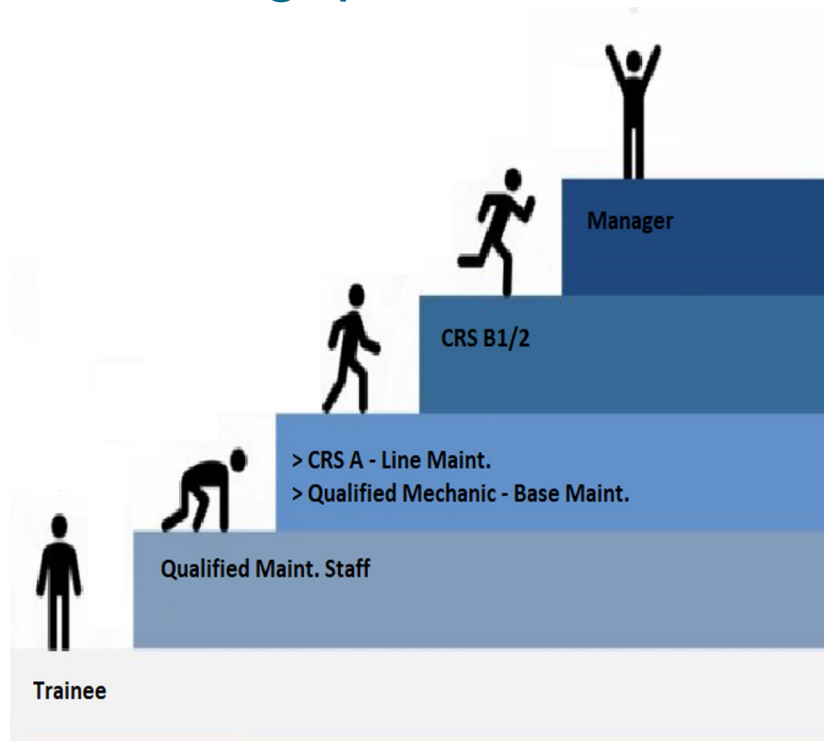
VAECO shall identify the training, experience, license, authorization, and other requirements for each job position according to:





## Position Need Assessment (PNA)

When a new employee is assigned a job or a current employee moves to a new position, they are assessed against the requirement to determine if they meet the standard. Management will identify additional courses to fulfill the gap.







## Training Plan

Annual training plan is established on the basis of:

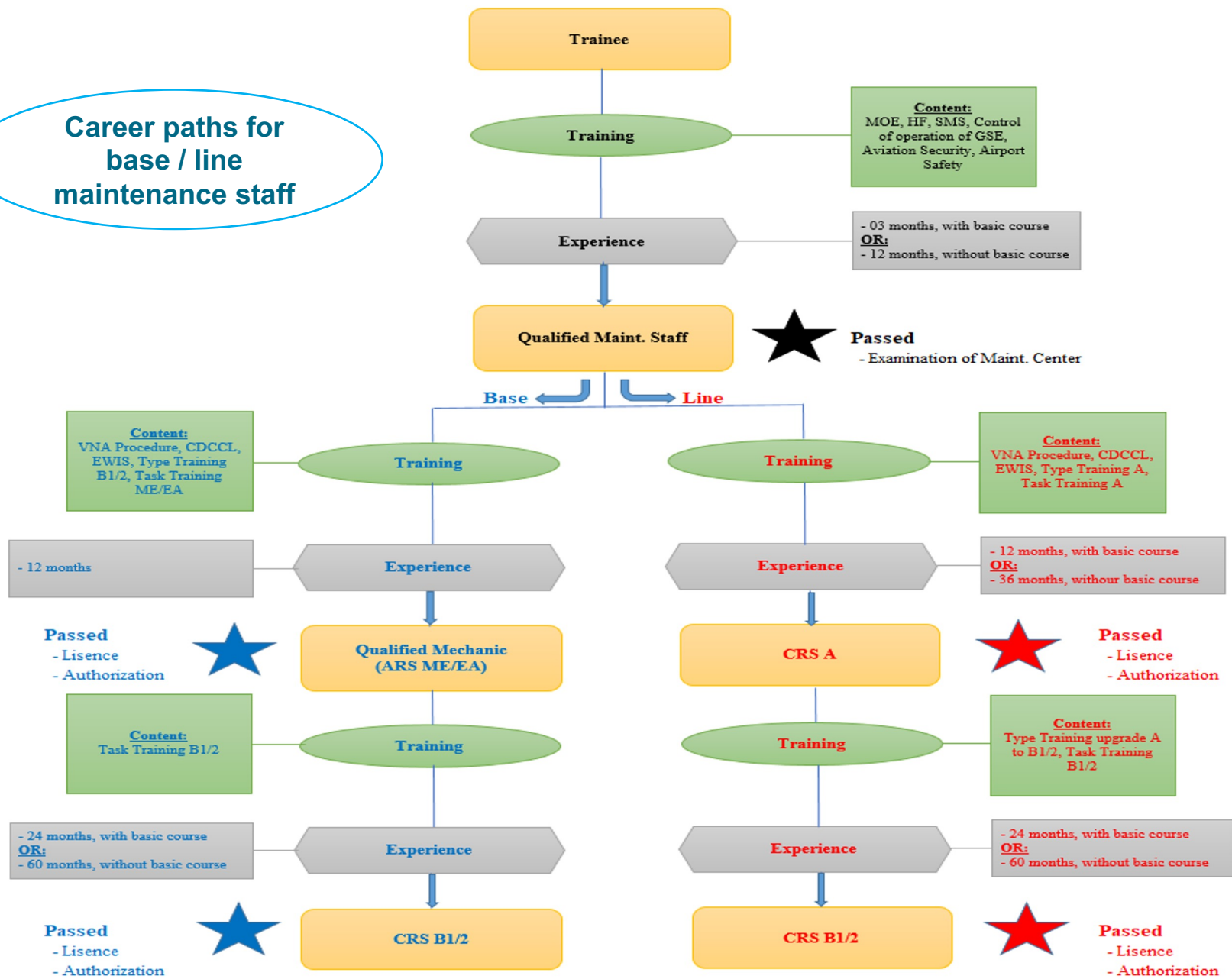
- ☐ Ensuring that initial training courses are sufficiently provided to employees according to VAECO's recruitment and human resource development plan.
- ☐ Ensuring that recurrent training courses are fully implemented for technical staffs as required.

### VAECO's Training Courses:

- Basic: CAT A, B1, B2, B1/2.
- Type Training: A320/321/350/330; B787/777/737; ATR72  
CAT A, B1, B2, B1/2.
  - Structure, CAB, IFE, NDT, BSI, ERU...
  - Aviation Law, HF, SMS, MOE, Procedures...
  - Others.



Career paths for base / line maintenance staff





THANK YOU

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Perfect for flight