

# Introduction: Work-Process Oriented TVET

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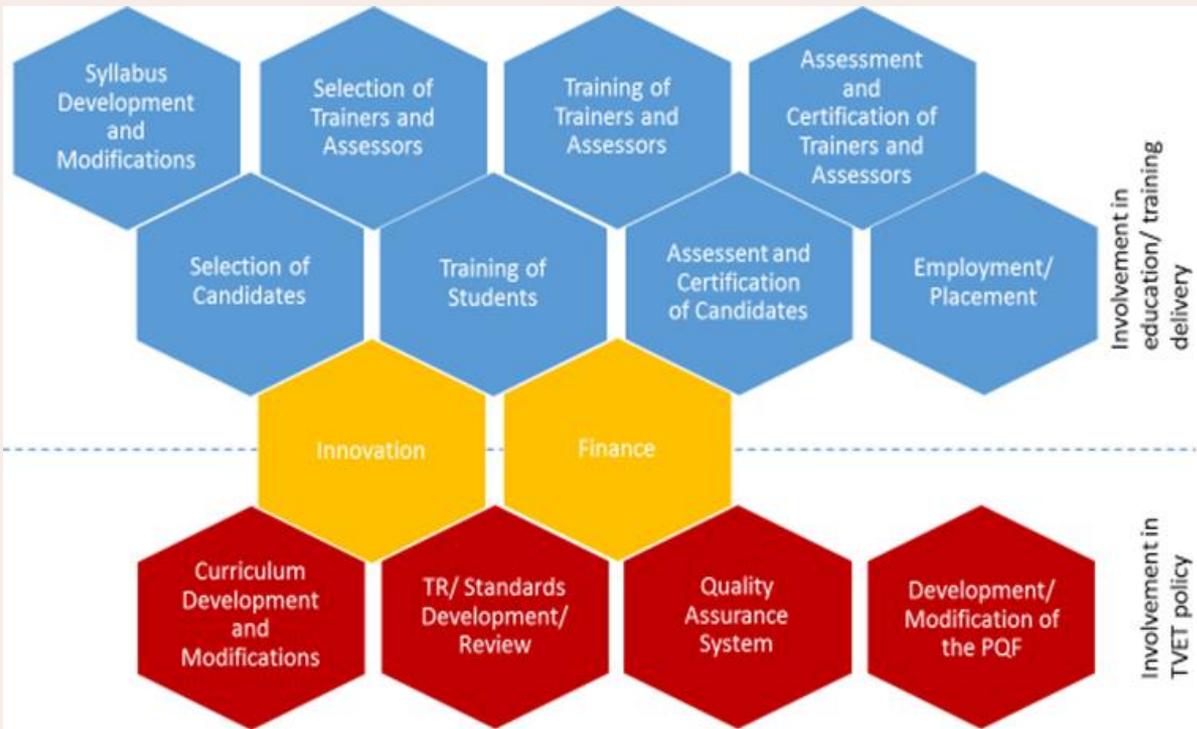
# TVET in ASEAN: Business Participation

ASEAN countries are now paying closely attention to their current TVET systems, and reforming them to adapt to the changes which will be brought upon by the ASEAN integration.

The common denominator for successful TVET systems is they all have elements of balanced Public Private Partnerships.

A work-process oriented training includes a **business-integrated, demand-driven training system**. This can include various forms of VET such as Dual VET and Cooperative VET.

The various degrees of business participation in TVET can include its occupational standard development, policy formation, quality assurance, assessment and monitoring, funding and training.



*Element of Employer Involvement in TVET by Merle (2015)*

Some of the common challenges faced by VET systems in ASEAN include:

- VET does not sufficiently prepare people for the workplace
- Negative VET Branding
- Absence of a Qualification Framework
- Curriculum Irrelevance
- Lack of Quality Personnel

Enhanced **public-private cooperation can be seen as a key element** in the reduction of these challenges. This path should continue to be pursued and reinforced by both the public and private sector.

# European Dual VET

The dual VET education system has gained an outstanding reputation as an effective VET system, with countries practicing the system having a low unemployment rate such as in Germany, Switzerland and Austria.

enterprise + vocational school = theoretical and practical training



Due to a high success rate of dual VET, the system is considered as a model for seeking greater enterprise involvement in Asia.

- However, ASEAN member states should **refrain from simply copying the European Dual TVET model**. Instead, they should carefully consider which elements can be realistically integrated and adapted into their current systems, with consideration to their social, cultural and economic structures.
- Aside from the German dual VET, it is also worth noting to look at other perspectives such as the European Youth Employment Strategy, given the similarities of a youth unemployment crisis and skills mismatch in both regions.
- There are many isolated pockets of best practices in implementing elements of Dual VET in ASEAN. However, **scalability on a systemic level is a considerable challenge**. The industry partnerships which look beyond immediate job placement within the companies and aim to develop a well-trained workforce could be encouraged through public incentives and potentially mandatory requirements imposed on industry.

- In general, Asia has limited practices of business participation in TVET. However, this can be seen as a vast opportunity for a Blue Ocean Strategy. There is a large scale of untapped potential in the region for TVET players to take advantage.
- The constant changes in the workplace driven by *technology* and *ICT challenge* conventional VET programming obsolete.
- The rapid changes brought upon by globalization sees the need for a future VET to become more agile and more modular so that it can create new programmes as needed by industry. This will also require new flexible mechanisms and frameworks to involve the private sector.
- In parallel to this shift, there is already the ASEAN Qualifications Reference Framework (AQRF), which will act as the regional common reference framework for the AEC.

- Guiding questions:

- What are good practice examples in establishing work-processed oriented TVET in the ASEAN region?
- What are the challenges these examples face?
- How do stakeholders cope with the challenges?
- What solutions can be recommended to others seeking to make TVET more demand-driven?

# Thank you