

From Paper to Practice

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A German Perspective on Benefits and Challenges of Regional Standards for TVET Professionals

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Outline:

- Background
- GIZ Projects on TVET in the region
- Benefits and Challenges
- Development of In-Company-Trainer Standard
- Lessons Learned

Need for skilled labour

- 90% of South East Asian CEOs said that the lack of available qualified labour and skilled workers is the largest threat to the growth of their company (PwC, 2013, 16th Annual Global CEO Survey).
 - Employers report that existing workers are lack of soft skills, technical skills, language and IT.
- The skill gap hinders the productivity and competitiveness of the region.

German Bilateral Projects Supporting TVET

- Support on Policy and Strategy
- Curriculum Development
- Cooperation with the Private Sector
- Support the Industry Sector in Specific TVET



➤ Qualification and Training of TVET Professionals

German Regional Projects Supporting TVET

- Support of Regional Knowledge Creation and Sharing of Best Practices
 - RECOTVET – Regional Cooperation in TVET
- Regional Standard Development
- Cooperation with Regional Institutions, Organizations and Initiatives
 - Effective In-Company Vocational Training in the Mekong Region

The logo for RECOTVET, featuring the word "RECOTVET" in a blue, sans-serif font. The letter "O" is stylized as a circle with a hand icon inside it, and the "V" is also stylized with a hand icon.

Regional standards for qualification of TVET professionals

Benefits and Chances

- Better TVET quality in the region
- Better TVET professionals → better TVET graduates → more economic development and competitiveness for the region
- Facilitation of labor mobility through recognition of qualifications

Regional standards for TVET teachers and trainers

Challenges

- Flexibility vs. clear guidance for the participating countries
- Limited mandates and resources to support national implementation
- Doable, transparent and acceptable quality assurance mechanisms

Regional Standard for In-Company Trainers

Participatory development process with different stakeholders from the ASEAN countries

- 4 3-day Workshops
- More than 60 Participants from 6 ASEAN Countries (Cambodia, Lao PDR, Myanmar, Philippines, Thailand and Vietnam)
- Strong participation from private sector (chambers and companies)

Regional Standard for In-Company Trainers

Regional Trainings of Master Trainers (Multipliers)

- Duration 120 hour/3 weeks, 12 participants per course, conducted in English, 2 courses have been conducted.
- Trained Master Trainers: 10 Thais, 6 Laos, 6 Filipinos and 2 Malaysians

Regional Standard for In-Company Trainers

- Cooperation with bilateral projects is well established. The bilateral projects are important links for the regional project to national stakeholders and partners.
- The future In-Company Trainers can play an important role for the implementation of cooperative training and private sector cooperation components of the bilateral projects.

Regional Standard for In-Company Trainers

Steps towards sustainability

- ASEAN In-Company-Training Standards Steering Committee
- One representative from the private sector and one from the public sector
- Currently 16 Members from 8 states namely Cambodia, Indonesia, Lao PDR, Malaysia, Myanmar, Philippines, Thailand and Viet Nam
- Established on 26- 27 November 2015

Regional Standard for In-Company Trainers

National implementation

- Thai National Master Trainer Course with 48 participants
- In-Company-Trainer Courses are successfully conducted in the Philippines.
- The 1st In-Company Training in Lao PDR is currently conducted in Entrepreneurship Training Center.

Regional Standard for In-Company Trainers

Lessons learned

- Good cooperation with the bilateral projects is essential as important linkage to national stakeholders, in return the In-Company Trainers will be vital for cooperation with the private sector in their programs.
- Motivation of stakeholders may differ.

Challenges

- Acceptance of the Regional Standard to National Level
- Investment of the private sector in capacity building of In-Company Trainers
- Not all participating countries have bilateral German TVET projects to support the implementation.
- Measurable quality assurance at regional level
- Sustainable Regional Steering Structure

Thank you very much for your attention!

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Effective In-Company Vocational Training in the Mekong Region

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