



Mission Report

7th Regional Policy Dialogue on TVET **“Business and Industry Cooperation in TVET towards a Better Practice for ASEAN)** 21-22 June 2018, Jakarta, Indonesia

Prepared by
Piyapa Su-angavatin, Project Officer

1) SEAMEO Officials and Staff Member on Mission

- Ms Piyapa Su-angavatin, External Relations Officer and Coordinator

2) Background, Description and Objectives of the Activity

ASEAN is one of the largest economic zones in the world with rapid and relatively stable growth since the year 2000. To maintain this current trajectory, the region must develop its human capital and skilled workforce. The lack of technically skilled workers is a crucial bottleneck for sustained growth of the dynamic economies of the region – in particular with a view to dynamic advances in manufacturing technology.

Technical and Vocational Education and Training (TVET) is today recognised as an important element in strategies to improve the productivity and competitiveness of ASEAN member states and the region as a whole. As a means to integrate young people into the labour market, TVET is also seen as a key to the reduction of unskilled labour and youth unemployment. Correspondingly, TVET ranks high on the political agenda of most ASEAN member states. In practice, however, the school-based TVET systems of ASEAN member states rarely live up to expectations. Enrolment rates are low and TVET graduates fail to meet the demands of business and industry with respect to technical knowledge and practical competencies.

The problem is widely recognised and frequently debated by academics and practitioners alike. Taking account of lessons from leading TVET systems one factor is critical for successful change: The cooperation of employers and the public TVET system, the involvement of business and industry in TVET.

ASEAN member states engage increasingly in mutual learning and cooperation on TVET reform. Since 2014 Regional Policy Dialogues supported by RECOTVET have become an important forum for exchange on pressing topics of TVET reform for decision-makers from the ASEAN region. Representatives of business and industry have taken an increasingly active interest and role in these events. Over the next two years, the Regional Policy Dialogues will focus in particular on Business and Industry cooperation in TVET. OBJECTIVES As reported to the 12th ASEAN Senior Officials Meeting on Educat

3) Objectives:

The Regional Policy Dialogue is going to:

- Bring together policy makers from public institutions and representatives of business and industry in equal numbers and on an equal footing in a dialogue on TVET.
- Launch of a new ASEAN working group on business and industry in TVET.
- Provide participants with state of the art research and practical examples from the

ASEAN region and beyond regarding effective strategies to advance and institutionalise business and industry cooperation in TVET and strengthen their voice in reforms.

- Identify and document challenges, lessons learned and recommendations for upscaling or transferring successful practices in the region.

4) Outcomes:

The insights and findings of the Regional Policy Dialogue form the starting point for the work of the ASEAN working group on business and industry cooperation in TVET, a group comprised of leading representatives of business and industry. The mandate of the working group is to develop an action plan – a Future ASEAN Agenda for TVET – how to enhance the voice and contributions of business and industry to TVET.

The working group will convene for a first meeting following the Regional Policy Dialogue in the afternoon of 22 June. It will continue its work over the course of five workshops between June 2018 and March 2019.

The results of the working group will be presented and discussed at a second Regional Policy Dialogue scheduled to take place at the ASEAN Secretariat in June 2019. They will be brought to the attention of the relevant sectoral bodies of ASEAN and can inform the future strategic orientation of ASEAN on TVET.

Participants

The number of participants in the Regional Policy Dialogue is limited to 60 with an equal participation of the public and the private sector.

The group of business and industry representatives will be composed of the circa 20 members of the ASEAN working group "Business and industry cooperation in TVET".

Participants from the public sector include senior education and labour officials from the relevant ministries of ASEAN member states as well as regional stakeholders from the ASEAN Secretariat, SEAMEO, German development cooperation and other development partners.

5) Organisers

1. Host Organisation: ASEAN Secretariat and GIZ RECOTVET

6) Highlights of the Activity

- Presentation on best practices from industries
- Group discussion to identify problems and suggestions

7) Role/Participation of SEAMEO

Staff	Details/ Roles
1. Ms Piyapa Su-angavatin, Project Officer	<ul style="list-style-type: none">• Participate in the meeting and help facilitate the group discussion• Contribute the reflections on behalf of SEAMEO

8) Side Meeting/s

- Side Meeting with TESDA Representative (Dr Elmer) for the organization of 4th HOM on SEA TVET in September 2018
- Side Meeting with ASEAN Secretariat (Ms Abigail and Ms Sarah) for the funding

support and implementation of TVET student mobility and credit transfers

9) Follow-up Actions Needed

4th HOM on SEA-TVET

- Provide registration form and updated list of TVET Hos to TESDA (done)
- Prepare the invitation letters to speakers and partners (By the end of June)
- Prepare session guidelines
- Identify keynote speakers with TESDA and send invitation letter

SEA-TVET Student Credit Transfers and Mobility (Stating 2019)

- ASEAN Secretariat will discuss with Dr Gatot and Dr Ethel during CDM
- ASEAN Secretariat will share the information of proposal and funding support to SEAMEO

10) References

- Concept Note
- Programme
- List of Participants



FRAMEWORK CONDITION

FOR SUCCESSFUL ENGAGEMENT OF BUSINESS AND INDUSTRY IN TVET REFORM

THEORY IS WHEN YOU KNOW EVERYTHING BUT NOTHING WORKS
PRACTICE IS WHEN EVERYTHING IS WORKING BUT YOU DON'T KNOW WHY

Prof. Dr. Dieter Euler

Potential vs. Realization
 We don't just do it
 We need to do it in a good way

WHY IS THE ENGAGEMENT OF THE BUSINESS SECTOR IMPORTANT?

- SUPPLY DRIVEN
- THEORY BIASED
- POOR QUALITY
- COSTLY INEFFECTIVE

WHICH OBSTACLES CAN OCCUR?

- TRUST
- NO TRADITION & CULTURE OF HR
- POOR POLICY
- PREVENT SYSTEM FROM RECRUITMENT

AREAS OF ENGAGEMENT

- SHIFT FROM DUAL TO DUAL TVET
- IDENTIFY POTENTIAL LEADERS
- SET GOVERNANCE & REGULATORY FRAMEWORK
- SET FINANCING

KEY COMPONENTS

- OBJECTIVES
- SECTORS
- AREAS OF ENGAGEMENT
- REASONING
- CHANGE PROCESS

BUSINESS SECTOR
 HOLD THE POTENTIAL

RELEVANCE ATTRACTIVENESS
 QUALITY
 POTENTIAL
 REALIZATION

YOU DON'T ONLY NEED CHANGE MANAGEMENT YOU NEED CHANGE LEADERSHIP

START WITH VISION HARDWARE OF IMPLEMENTATION
 ALLOW FLEXIBILITY ACCORDING TO DIFFERENT CONTEXTS
 CONSIDER THE FORCE IDENTIFY OBSTACLES TO YOUR IMPLEMENTATION PROCESS
 ESTABLISH A TEAM OF EXPERTS TO RUN IMPLEMENTATION PROCESS
 IDENTIFY AND EMPLOY BUSINESS RELATIONSHIP SPECIALISTS
 LEARN FROM EXPERIENCE

TVET REFORM

ENGAGE THE BUSINESS SECTOR IN TVET
 INTEGRATE WORK BASED LEARNING INTO TVET
 WAIT AND SEE
 HOLDING BACK

WE ARE YET IN THE INSPIRATIONAL STAGE
 WE NEED TO MAKE IT REALITY

DO WE NEED GOVERNMENT SANCTION?
 ARE WE TRANSPARENT
 BUILDING CHAMPION FOR CHANGE

NOT ONLY MOTIVATE PRIVATE SECTORS BUT IT'S THEIR DUTY

IN INDONESIA NOW WE HAVE FOCUS ON HUMAN RESOURCE THE CHALLENGE IS HOW TO CONVINC THE GOVERNMENT

WHAT'S THE GOOD PRACTICES OF ENGAGING WITH THE INFORMAL SECTOR?

INTRODUCE STANDARD QUALITY TO LEVERAGE

COMBINE REFLECTION PRACTICE THEORIES

GOVERNMENT HAS TO BE TRANSPARENT AND COMMUNICATE THE BENEFIT TO COMPANY

93% OF TVET INSTITUTION ARE IN PRIVATE SECTOR

IN SINGAPORE SMEs OFFER THE INTERMEDIATE SO THEY CAN UP SCALE THE SKILL

TAX RETURN FOR SMEs WHO PROVIDE TRAINING

ADVICE FOR ASEAN COLLABORATION:

- GET STRUCTURE COLLABORATION
- GET PRIVATE SECTOR LEAD PROCESS BOTTOM-UP
- IDENTIFY IDEAS OF CHANGE

THE STEPS TO COLLABORATE THE PRIVATE SECTOR

- CREATE AWARENESS
- PRESENT THE SOCIETY CASE TO CONVINC THE LEADER IN ASEAN
- ASEAN LEADER
- PRIVATE SECTOR
- DIALOGUE WILL HELP DELIVER THE MESSAGE

TRY TO IDENTIFY THOSE WHO ARE SUPPORTER OF CHANGE, STRONG BELIEVER

WE CAN USE STORY IN BUSINESS RELATION WE RAISE THE QUALITY

Mr. Dieter Euler
 Prof. Dr. Dieter Euler
 Director of Institute for Business and Society
 University of Applied Sciences
 Würzburg, Germany

Ms. Abdul Latifah
 Head of Education
 Ministry of Education
 and Higher Education
 Malaysia

Mr. Anup
 N/A S/O
 Secretary General
 Ministry of Education
 and Higher Education
 Malaysia

Mr. Khayyam
 MAREPANI
 Deputy Director General
 Ministry of Education
 and Higher Education
 Malaysia

FUTURE PLANNING
 MULTIPLY TO OTHER
 TRAINING

FUTURE IN PARTNERSHIP

COLLABORATIVE INITIATIVES IN SKILLS TRAINING



WHAT THE BUSINESS SECTOR OF BENEFIT?
 - SEE CLEARLY
 - MORE COOPERATION

EXCHANGE OF STUDENTS BETWEEN COUNTRIES

GOVERNMENT NEEDS TO BE TRANSPARENT ON REVENUE, EMPLOYMENT, INVESTMENT OR IN FINANCE

TAX RETURN FOR LONG TERM FUTURE TRAINING

SUGGESTION

IN COMBINED, WE CAN EXPLORE THE BEST WAY TO WORK HAND IN HAND

IN LOCAL, GOVERNMENT SHOULD BUILD STRONGER RELATIONSHIP & NOT DISTANCE

IN DRIVING, GOVERNMENT SHOULD INCENTIVE TO BUSINESS TO TRAIN EMPLOYEE

IN PARTNER, WE HAVE TO FORM STRONGER RELATIONSHIP

IN TRAINING, WE HAVE TO FORM STRONGER RELATIONSHIP

THE TRAINING SHOULD BE GIVEN THE TEACHER IN FUTURE

EACH ORGANIZATION NEED INFORMATION, DON'T SHARING TOGETHER

NEED AN ORGANIZATION TO FACILITATE DIFFERENCE STANDARDS

WE HAVE LEARNED ADVISORLY SKILL BUT MUST USE NOT ENOUGH IMPLEMENTATION

EACH PROJECT IS AN INDIVIDUAL WITH SPECIFIC PRECONDITION

WE NEED TO INVENT Skills

BUSINESS ARE ONLY INTERESTED "MONEY"

GOVERNMENT NEED TO THINK "INCENTIVE"

A BUSINESS WE NEED TO INVENT Skills

- MR. PHUQUOC THINH MANH
- MR. PHUQUOC ANH THAI SON
- MR. HOANG HUU HOANG
- MR. HOANG HUU PHUQUOC
- MR. HOANG HUU PHUQUOC
- MR. PHUQUOC HOANG HUU PHUQUOC