Adapting and Integrating the ASEAN In-Company Trainer Standard in Thailand

Bangkok, 19 October 2021
Presentation outline

- RECOTVET Programme profile
- Introduction to ASEAN In-Company Trainer Standard
- Mapping of existing in-company trainer standards in Thailand
RECOTVET profile

Countries
10 ASEAN member states with a focus on CLMV countries (Cambodia, Laos, Myanmar and Viet Nam)

Funding
German Federal Ministry for Economic Cooperation and Development (BMZ)

Duration
Active since 2014
current phase from July 2020 to June 2023

Staff
Small team of 13 staff with offices in Hanoi and Bangkok
Germany’s contribution

- TVET is **priority area** of German development cooperation
- World’s **biggest bilateral donor** in TVET sector
- Supports TVET reforms in **six ASEAN member states**
- **Development partner** of ASEAN
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Situation of Skilled Labour Demand

Needs of skilled workers in the region due to industrial development and economic growth.

The education system in the region focuses on academic system.

The vocational education system is still a school-based system.

Graduates lack of work experience and do not match the demand of industry.

The structured cooperation between education and private sector in education and training is not functioned.

Interest from the private sector investing in the training system according to their needs is still low.
## Dual System Approach in Germany (Apprenticeship)

<table>
<thead>
<tr>
<th>Two Educational Centers</th>
<th>Dual System in VET</th>
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<tbody>
<tr>
<td>Law of the Federal Republic of Germany</td>
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<tr>
<td>Occupational &amp; Skill Standard</td>
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<tr>
<th>70% In-company training</th>
<th>30% at Vocational school</th>
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<tbody>
<tr>
<td>Training Regulations</td>
<td>Each state is responsible for framework curriculum</td>
</tr>
<tr>
<td>Training Curriculum</td>
<td>School Curriculum</td>
</tr>
<tr>
<td>3 ½ days per week</td>
<td>1 ½ days per week</td>
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<th>Work experience</th>
<th>Theory</th>
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*Image: giz Deutscher Gesellschaft zur Förderung der Zusammenarbeit GmbH | RECOVET*
Approaches of setting up the standard

The standard development was funded by the German Ministry and facilitated by experts from Karlsruhe Institute of Technology, Federal Institute for Vocational Education and Training (BIBB) and GIZ experts.

Commitment from 60 experts for Standard Promotion and Implementation. Participants from Cambodia, Laos, Myanmar, Thailand and Vietnam plus the Philippines.

4 consecutive Workshops on standard development - September, October, November 2014 and February 2015.

Participants who are representatives of local stakeholders agreed about the content of the Standard.

The Master Trainer Trainings were organized in coordination with responsible TVET organizations in ASEAN countries and HRD Korea.
Concept of In-Company Training and Function of In-Company Trainer

- In-Company Training covers all training conducted in the company such as retraining of existing staff, training for new employees, on the job training and training of apprentices and interns.
- In-Company Training can be integrated as part of human capacity development.
- In the same way as Germany, the In-Company Training could be integrated into the Vocational Education and Training system and add-on the practical part into the school-based education.
- The private sector intervention in skill development through In-Company Training can strongly support the increased number of skilled workforce in the region.

In-Company Trainers refer to all trainers/ workers or any other personnel, whose work involves training/ teaching or mentoring other personnel.
Four main areas of action of an in-company trainer were identified by the group of experts. There were arranged in four modules.

Each module contains three to five competencies. The modules and competencies are related to each other and follow a logical order.

The duration of in-company training is agreed at 80 hours.
Regional In-Company Trainer Standard

The standard was developed by 6 ASEAN countries since 2015.

Endorsed by ASEAN Secretariat as a guideline for competence development for in-company trainers.

Benchmarked as National Standard and Training Regulations in Thailand and the Philippines.

So far 200 Master Trainers have been trained based on the Regional Standard.

Available in 6 languages.
Implementation of the Standard in ASEAN

Implementing the Standard for In-Company Trainers in ASEAN Countries (ASEAN In-CT Standard)

Country Case Studies
Thailand

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Mapping of Existing Standards in Thailand

The King Mongkut’s University of Technology North Bangkok (KMUTNB) has initiated the Thai – German Highly Skilled Technical Trainer Development Programme which fulfils the ASEAN In-CT Standards, the TQPI National In-CT Standard. KMUTNB’s aims to follow the curricula of the Meister Programme and benchmark the AdA International Standard.

**Stakeholders**

- **TGDE/KMUTNB**: Offers the Highly Skilled training programme for different professional fields (Initiation with Mechatronics)
- **RECOTVET**: Supports the ASEAN In-CT Standard
- **TPQI**: Offers the Thai professional qualification standard and assessment for In-CT, benchmarked with the ASEAN In-CT Standard
- **DIHK**: Offers AdA International Standard and Meister programme training and certification
Comparative Analysis between the ASEAN In-CT Standard and the AdA International Standard

Compatible: both standards have 4 modules/steps.

Shared similarities: in modules/steps 1, 2 and 3 with minor differences.

Difference in module/step 4
While the AdA International Standard prepares trainers for AdA examination, the ASEAN In-CT Standard prepares trainers to evaluate students, employees, apprentices and the training.
Findings: Mapping the KMUTNB’s Highly Skilled Programme with Meister Programme

KMUTNB’s Highly Skilled Programme

Part 1
ASEAN In-CT and Facilitation (210 hr)

Part 2
Industry 4.0 (210 hr)

Part 3
Human Resource Management (230 hr)

Part 4
Technological Training (Specific field) (150 hr)

Part 1 is aligned with ASEAN In-CT Standard which is compatible with TPQI’s Professional Standard for In-CT.

KMUTNB’s Highly Skilled programme is suited to the ‘Industrial Meister’ category of German Meister, which requires the AdA certificate to be eligible for the German Meister certificate.

Part 2 is linked to ¼ of the German Meister Programme Part A; multiple adjustments (230 hr) are needed to be compatible.

German Meister Programme

Introduction of Learning and working methodology (10 hr)

Part A: Cross-disciplinary basic qualifications (400 hr)

Part B: Action-specific qualifications (700 hr)
Conclusions

✓ The **AdA International Standard** and the **ASEAN In-CT Standard** are **compatible** with each other.

✓ Part 2 of the KMUTNB’s Highly Skilled Programme will need multiple adjustments to be compatible with the German Meister Programme Part A.

❑ **Further detailed analysis** of the two standards is needed to be aligned as one training curriculum.

❑ **Comparative analysis** between **Parts 3–4** of the KMUTNB’s Highly Skilled Programme and **Part B** of the German Meister Programme.

❑ **Identification of potential alignment** between the **AdA International Standard** and the **TPQI professional qualification for In-CT**.

❑ **Exploration of the feasibility of co-certification** between the AHK and the TPQI for In-CT.
Useful links

- Standard for In-company Trainers in ASEAN Countries (ASEAN In-CT Standard: https://asean.org/?static_post=standard-company-trainers-asean-countries)

- Implementing the Standard for In-company Trainers in ASEAN Countries:
  - Thailand: Implementing the Standard for In-Company Trainers in ASEAN Countries (sea-vet.net)
  - The Philippines: Implementing the Standard for In-Company Trainers in ASEAN Countries (sea-vet.net)

- Recommendations for Public and Private Partnership in TVET: https://sea-vet.net/resources/490-future-asean-agenda-for-tvet
  - Implementing case studies https://asean.org/?static_post=implementing-future-asean-agenda-tvet


- Regional In-Service Training Modules: https://sea-vet.net/40-initiatives/583-regional-in-service-training-modules-for-the-asean-region

- All publications are also available at: https://sea-vet.net/resources/publications
Thank you for your attention!