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.

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.

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

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>
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<tbody>
<tr>
<td>Dual System in VET</td>
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<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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<table>
<thead>
<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>
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<tr>
<td>3 ½ days per week</td>
<td>1 ½ days per week</td>
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<tr>
<th>Work experience</th>
<th>Theory</th>
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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.
Standard for In-Company Trainers in ASEAN Countries

- 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.

<table>
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<tr>
<th>Module 1</th>
<th>Analyzing Work Tasks and Defining Learning Requirements</th>
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<tbody>
<tr>
<td>Module 2</td>
<td>Planning and Preparing Training</td>
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<td>Module 3</td>
<td>Conducting Training</td>
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<tr>
<td>Module 4</td>
<td>Evaluation and Further Development of Training</td>
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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.