



Hybrid BILT Bridging Event

# TVET for hospitality and tourism

Solutions for the digital and green transition

26-28 June 2023, Singapore



The BILT project is  
implemented by



with support of



and sponsored by



**UNESCO-UNEVOC International  
Centre for Technical and Vocational  
Education and Training**

UN Campus  
Platz der Vereinten Nationen 1  
53113 Bonn  
Germany

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This hybrid international  
conference is hosted by



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# TVET for hospitality and tourism

## Solutions for the digital and green transition

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### Hybrid BILT Bridging Event

Hosted by Temasek Polytechnic

Co-hosted by the Ministry of Education Singapore, Chair of the ASEAN TVET Council

Temasek Polytechnic, Singapore

26 - 28 June 2023

### CONCEPT NOTE and AGENDA

#### BACKGROUND

To stay relevant, Technical and Vocational Education and Training must be responsive to current trends and provide solutions to global challenges that arise due to technological, social, environmental, and workplace changes.

Based on this understanding, the BILT project seeks to strengthen the international dialogue on innovation in TVET – particularly in view of current challenges and opportunities related to greening and digitalization.

The digital transformation of the economy and society is more advanced in the Asia-Pacific region than in probably any other part of the world. Countries such as China, India and Indonesia are making rapid progress in digitalization as well as in the automation of manufacturing and other economic sectors.

At the same time, 60 percent of the people living in this region are affected by poverty, and seven out of ten cities most threatened by climate change are on the Asian continent ([Verisk Maplecroft Climate Change Vulnerability Index](#)).

Against this backdrop, significant changes in work processes and labour market requirements are crucial to take advantage of the opportunities offered by technological advancement on the one hand, and to mitigate associated environmental risks on the other. In this context, vocational training in various sectors plays a central role in ensuring demand-driven and future-oriented qualifications. Consequently, the importance of Technical and Vocational Education and Training is high on the political agenda in this region ([e.g. ASEAN Declaration on Human Resources Development for the Changing World of Work](#)).

One of the largest and most important developing sectors in Asia and the Pacific is the hospitality and tourism sector, which is currently undergoing major changes due to the 'dual transition' of digitalization and greening. Accordingly, the BILT Bridging Event for the Asia-Pacific region seeks to:

- ✓ firstly, identify innovative TVET approaches and solution-oriented implementation examples from this region,
- ✓ and secondly, strengthen the networking and policy dialogue between Europe, Africa, and Asia and the Pacific in the hospitality and tourism sector.

As with the Bridging Event for Africa in November 2022, which contributed to the exchange and implementation of regional TVET strategies, the BILT conference in Asia and the Pacific will continue this dialogue. A focus will be on the implementation of the Future ASEAN Agenda for TVET (ASEAN TVET Council) and the Chiang Mai Joint Statement on Harmonization and Internationalization of TVET in Southeast Asia.

The BILT project addresses these regional TVET strategies through its BILT Agenda 2025, which outlines priorities such as strengthening partnerships, identifying innovative examples of TVET practices, strengthening knowledge exchange, and advancing peer learning and capacity building across Europe, Africa, and Asia and the Pacific.

## Purpose of the BILT Bridging Event for Asia and the Pacific

This conference will be the first on-site Bridging Event of the BILT project in the Asia-Pacific region. Its purpose is to provide a platform to outline trends in green and digital qualifications and competencies in the Asia-Pacific region, with a focus on the hospitality and tourism sector. The BILT Bridging Event for Asia-Pacific will encourage participants to:

- Identify innovative and solution-oriented TVET practices with regard to digital and green qualifications and competencies in the hospitality and tourism sector.
- Contribute to the work of the BILT Expert Group which is working towards outlining sectoral recommendations for the policy and implementation level in close cooperation with relevant industry and social partners;
- Generate knowledge and support peer-learning on excellent and innovative practices in TVET;
- Identify opportunities for collaboration within and across the BILT regions;
- Vitalize and enhance the UNEVOC Network and TVET stakeholder community. The goal is to establish or deepen innovation collaborations on an international level and particularly in the Asia-Pacific region;
- Strengthen the strategic partnership with Temasek Polytechnic and the ASEAN TVET-Council who are members of the BILT Advisory Committee.

## TARGET GROUP

In-person participants and speakers (by invitation):

- Subject matter experts on the focus sector and the digital and green transition (possible members of future expert groups)
- Private sector representatives, associations, unions
- Experts from Asian, African and European UNEVOC Centres, as well as from International Organizations

Online participants:

- TVET experts and stakeholders from Ministries, National bodies, TVET providers, research institutes
- Representatives of the private sector
- TVET teachers and trainers

**Day 1** is conceptualized as a pure in-person event that will bring together approx. 50 representatives of **Asian, African and European UNEVOC Centers** as well as **members of the BILT community**. This first conference day will provide opportunities for networking and peer-learning. In the afternoon, the first physical working meeting of the BILT Expert Group will take place, hosted by the lead and the two co-leading institutions.

On **Days 2 and 3**, plenary sessions are streamed to an **online conferencing platform**. Online participation is open to a **global audience**.

## FORMAT OF THE BILT BRIDGING EVENT FOR ASIA AND THE PACIFIC

**Duration: 26 - 28 June 2023** with the following objectives:

- Day 1: Peer-Learning and Networking for Asia and the Pacific (only in person)
  - o Presentation of the Asia-Pacific section of the BILT ATLAS of emerging trends in TVET
  - o Matchmaking sessions to strengthen cooperation and thematic exchange among Asian institutions and between Asian, African, and European institutions present at the event
  - o **Working meeting of the BILT Expert group (in person and by invitation only)**
- Day 2 and 3: Bridging Africa, Asia and the Pacific, and Europe (hybrid, online and in person)
  - o Keynote and impulse talks with policy-makers and industry partners from Asia and the Pacific, Africa, and Europe on regional and local TVET strategies and policies to support the digital and green transformation in the hospitality and tourism sector.
  - o Workshop sessions to outline sectorial recommendations for the policy and implementation. Focus topics will be labour and skills shortage as well as the development of competency-based curricula.
  - o Presentation and discussion of innovative TVET practices that support the green and digital transition in the hospitality and tourism sector.
  - o Onsite: a study visit to interact with practitioners from the host country (trainers and trainees) and to have a first-hand experience of local vocational training practices in the hospitality and tourism sector.
  - o Online: a virtual gallery of innovative practices, offering the opportunity for personal exchange with project implementers.

Direct discussion among participants will be possible on several occasions: during the matchmaking sessions on the first day (in person), during the workshop sessions on the hospitality and tourism sector, and during the innovative practices sessions (Day 2 and 3, hybrid). The virtual conferencing platform will facilitate networking among on-site and online participants throughout the event.

German-English interpretation will be provided on the conferencing platform for the sessions on TVET policies with representatives from the German Federal Ministry of Education and Research (BMBF) and the Federal Institute for Vocational Education and Training (BIBB).

For those who are interested in **online participation**, please register to join the two-day hybrid conference on the [online platform](#). You will receive more details through your registered contact e-mail address. Contact [unevoc.bilt@unesco.org](mailto:unevoc.bilt@unesco.org) for any questions about the conference.

## AGENDA

DAY 1: Monday, 26 June 2023 (TEMASEK Polytechnic, Singapore)	
TVET for tourism and hospitality: Solutions for the digital and green transition (for on-site participants only)	
9:00 - 17:30 SGT: On-site	
8:30 - 9:00	<b>ARRIVAL AT THE TEMASEK POLYTECHNIC CONFERENCE CENTRE</b>
9:00 - 9:15 Temasek Convention Centre	<b>OPENING AND WELCOME REMARKS:</b>  <i>Moderators: Ms Natalie Ax</i> , BILT Project Officer, UNESCO-UNEVOC and <i>Ms Cara Schmitt</i> , BILT Project Officer, Federal Institute for Vocational Education and Training (BIBB), Germany  <b>Opening remarks</b> <ul style="list-style-type: none"> <li>• <b>Mr Lim Teng Leng</b>, Deputy Director International Relations, Temasek Polytechnic, Singapore</li> <li>• <b>Mr Kenny Muscat</b>, BILT Project Manager, UNESCO-UNEVOC</li> <li>• <b>Ms Katharina Engel</b>, BILT Project Manager, Federal Institute for Vocational Education and Training (BIBB), Germany</li> </ul>
9:15 – 09:40 Temasek Convention Centre	<b>TVET Trends in Asia-Pacific: Innovation and excellence to accelerate the dual transition</b>  <i>Moderator: Ms Natalie Ax</i> , BILT Project Officer, UNESCO-UNEVOC  A discussion on current TVET trends in Asia-Pacific will set the scene for the three-day event. The session will focus on how TVET institutions can meet the emerging demand for green and digital skills by committing to innovation and excellence. <ul style="list-style-type: none"> <li>• <b>Ms Alexandra Filippova</b>, Assistant Programme Officer, UNESCO-UNEVOC</li> </ul>

9:40 – 9:55	<b>Matchmaking Sessions - Introduction</b>  <i>Moderator: Ms Cara Schmitt, BILT Project Officer, Federal Institute for Vocational Education and Training (BIBB), Germany</i> <ul style="list-style-type: none"> <li>• <b>Mr Lim Teng Leng</b>, Deputy Director International Relations, Temasek Polytechnic, Singapore</li> </ul> <p>BILT Matchmaking Sessions offer an opportunity to build and strengthen international partnerships among TVET institutions from Asia-Pacific, Africa and Europe. In this context, the event host Temasek Polytechnic will share how they enhance the quality of teaching and learning opportunities through international collaboration and peer learning.</p>
9:55 – 10:05	<b>TRANSITION BREAK</b>
10:05 - 11:20	<b>Matchmaking Session I</b>  <p>The matchmaking sessions illustrate institutional efforts to translate the TVET qualification and competency development from policy to practice. Participants will join a session of their choice, and share firsthand experiences, engage in peer learning and meet potential partners for future partnerships and collaboration.</p>
<b>Rooms:</b>  <b>Temasek Convention Centre (TCC)</b>  <b>Room “Africa”</b>  <b>Room “Europe”</b>	<ul style="list-style-type: none"> <li>• <i>‘Ensuring relevance: Temasek Polytechnic’s collaborative approach in preparing students for the hospitality and tourism industry’</i>, <b>Mr Benjamin Cassim</b>, Senior Lecturer, Hospitality and Tourism Management, Temasek Polytechnic, Singapore</li> <li>• <i>‘Digital entrepreneurship training for women in tourism: How to make it really work’</i>, <b>Ms Catheryn Khoo</b>, Professor of Hospitality and Tourism, Torrens University, Australia</li> <li>• <i>‘Center of vocational manpower networking management (CVM): hospitality and hotel’</i>, <b>Mr Nirutt Butrsaenlee</b>, Office of the Vocational Education Commission (OVEC), Thailand</li> </ul>
11:20 – 12:00	<b>COFFEE &amp; NETWORKING BREAK</b>
12:00 – 13:15	<b>Matchmaking Session II</b>  <ul style="list-style-type: none"> <li>• <i>‘Duy Tan’s approach to TVET for hospitality and tourism’</i>, <b>Ms Hang Le</b>, Vice Provost, Duy Tan University (DTU), Viet Nam</li> <li>• <i>TVET for hospitality and tourism in Vanuatu’</i>, <b>Mr Jonathan Tarip</b>, Vanuatu Institute of Technology, Vanuatu</li> <li>• <i>‘Skills for a Resilient Workforce Programme’</i>, <b>Mr Mohamed Hashim</b>, Chief Executive Officer (CEO), Maldives Polytechnic, Maldives</li> </ul>
13:15 – 14:30	<b>LUNCH BREAK</b>
14:30 – 17:30	<b>Meeting of the BILT Expert Group (invited participants only)</b>



<b>Temasek Convention Centre (TCC)</b>  <b>14:30 – 17:30</b>	Hybrid working meeting of the BILT Expert Group on the digital and green transition in the hospitality and tourism sector.  <b>Visit Temasek Polytechnic</b> <i>Guided tour of learning and teaching facilities</i> <ul style="list-style-type: none"> <li>- Temasek Tourism Academy</li> <li>- TP E-Commerce Centre</li> </ul>
<b>18:30</b>	<b>JOINT DINNER AT THE SINGAPORE MANDAI ZOO</b> <b>Hosted by Temasek Polytechnic</b>

**DAY 2: Tuesday, 27 June 2023 (Temasek Convention Centre, Singapore)**
**9:00 – 17:00 SGT (GMT +8) – HYBRID: On-site and online**

<b>8:30 - 9:00</b>	<b>ARRIVAL</b>  Online and on-site
<b>9:00 – 09:25</b>  <b>Temasek Convention Centre</b>  (streamed online)  <b>English-German Translation</b>	<b>Opening ceremony</b>  <i>Moderator: Mr Benjamin Cassim, Temasek Polytechnic</i> <ul style="list-style-type: none"> <li>• <b>Mr Peter Lam</b>, Principal and CEO, Temasek Polytechnic, Singapore</li> <li>• <b>Mr Christopher Hallier</b>, Deputy Head of Mission, German Embassy, Singapore</li> <li>• <b>Ms Karima El Korri</b>, UN Resident Coordinator</li> <li>• <b>Ms Catrin Hannken</b>, Deputy Director General for VET, Federal Ministry of Education and research (BMBF), Germany</li> <li>• <b>Mr Friedrich Huebler</b>, Head of UNESCO-UNEVOC</li> </ul>
<b>9:25 - 10:15</b>  <b>Temasek Convention Centre</b>  (streamed online)  <b>English-German Interpretation</b>	<b>Inclusive, flexible, excellent TVET: Requirements for promoting the digital and green transition</b>  <i>Moderator: Mr Michael Wiechert, Deputy Head of Department “VET International”, Federal Institute for Vocational Education and Training (BIBB), Germany</i>  <i>Keynote: Mr Friedrich Hubert Esser, President, Federal Institute for Vocational Education and Training (BIBB), Germany</i>  <b>Impulse talks by:</b> <ul style="list-style-type: none"> <li>• <b>Ms Karen Chong</b>, Coordinating Divisional Director of Higher Education Group, Ministry of Education (MOE), Singapore (holding the Chair of the ASEAN TVET Council)</li> <li>• <b>Mr Nicholas Ouma</b>, Senior Youth Advisor, African Union Commission, on behalf of <b>Mr Hambani Masheleni</b>, Acting Director, Education, Science, Technology and Innovation, African Union Commission (AU)</li> </ul>





	<ul style="list-style-type: none"> <li>• <b>Mr Nguyen-Van Cuong</b>, Officer, Department of Continuing Training, General Directorate of Vocational Education and Training (GDVET), Ministry of Labour, Invalids and Social Affairs (MOLISA), Vietnam</li> </ul>
<b>13:00 – 16:00</b> <b>Online only</b>	<p><b>Virtual gallery of innovative TVET practices</b></p> <p><i>Moderators: Ms Valbona Makovci</i>, Student Assistant, Federal Institute for Vocational Education and Training (BIBB), Germany and <b>Mr Liucheng Pan</b>, Expert on Loan, UNESCO-UNEVOC</p> <p>The virtual gallery on the conference platform will display innovative TVET practices and provide an opportunity to connect with the implementing institutions for peer learning.</p> <p><i>Exhibitors:</i></p> <ul style="list-style-type: none"> <li>• ‘Digital Micro-credentials for Tourism and Hospitality’, Tourism Training Australia (TTA), Australia</li> <li>• ‘EcoCampus Project – Green flag for TVET institutions’, École d’Hôtellerie et de Tourisme Paul Dubrue, Cambodia</li> <li>• Maldives Polytechnic, Maldives</li> <li>• ‘Diploma in Climate Friendly Travel’, The SUNx Program, Malta</li> <li>• ‘Immersive Virtual Reality in Teaching &amp; Learning’, Temasek Polytechnic (TP), Singapore</li> <li>• ‘Preparation and Readiness for Digitization in Tourism and Hospitality Industry’, CiMSO, South-Africa</li> <li>• ‘The Lab Hotel’, The Lab Hotel, Switzerland</li> <li>• ‘DigiTrade - Digital Skills Accelerator’, Westerwelle Startup Haus Arusha, Tanzania</li> <li>• ‘Together, Let’s fly higher!’, Duy Tan University – Hospitality &amp; Tourism Institute, Vietnam</li> <li>• ‘Get involved with the BILT Project’, UNESCO-UNEVOC and BIBB</li> </ul>
<b>13:00 – 14:00</b>	<b>LUNCH BREAK</b>
<b>14:00 – 15:00</b>	<p><b>Panel discussion with industry partners from the hospitality and tourism sector</b></p> <p><i>Moderator: Mr Benjamin Cassim</i>, Temasek Polytechnic</p> <p>The intent of this session is to explore which core skills and competencies increase employability from an industry perspective. The panel discussion will outline the role industry players have in the training of TVET students.</p> <ul style="list-style-type: none"> <li>• <b>Mr Stewart Fu</b>, Director of Learning and Development, The Ritz-Carlton, Millenia Singapore</li> <li>• <b>Mr Rino Vitelli</b>, Head of EU Projects and Partnerships, Federturismo Confindustria, Italy</li> </ul>
<b>15:00 – 15:30</b> <b>On-site only</b>	<b>TEA BREAK</b>

15:30 – 17:30 On-site only	<b>STUDY VISIT TO ITE COLLEGE WEST</b> Guided tour of learning and teaching facilities. The School of Hospitality offers various programmes and facilities to support students' learning in the fields of Culinary Arts, Pastry and Baking, Food and Beverage and Hotel Operations.
18:00 On-site only	<b>JOINT DINNER AT PISTACHIO</b> Hosted by UNESCO-UNEVOC

**DAY 3: Wednesday, 28 June 2023 (Temasek Convention Centre, Singapore)****9:00 – 14:00 SGT (GMT +8) – HYBRID: On-site and online**

8:30 - 9:00	<b>ARRIVAL</b> Online and on-site
9:00 - 9:05 Temasek Convention Centre (streamed online)	<b>Opening and welcoming remarks</b> <ul style="list-style-type: none"> <li><b>Mr Michael Schwarz</b>, Deputy Head of Division "International Advisory Services/Cooperation with Partner Institutions", BIBB, Germany</li> </ul>
9:05 – 09:45 Temasek Convention Centre (streamed online)	<b>Keynote and Q&amp;A: The Singapore TVET framework for pre-employment and continuing education</b> <i>Moderator: Mr Benjamin Cassim</i> , Temasek Polytechnic, Singapore  This keynote address offers a discussion on Singapore's approach to developing a future-oriented TVET framework based on the critical core skills that can be applied to not just the current business landscape, but also aid in future-proofing the existing workforce as well as those entering the workforce. <ul style="list-style-type: none"> <li><b>Ms Tai Jo Fang</b>, Assistant Director of Jobs-Skills Insights Division, SkillsFuture Singapore</li> </ul>
9:45 – 11:00 Temasek Convention Centre (streamed online)	<b>Critical core skills in hospitality and tourism: Excellent and innovative TVET practices</b> <i>Moderators: Ms Franziska Wettstein</i> , Expert, Development of Occupations and <b>Mr Erik Swars</b> , Head of International Affairs, Swiss Federal University for Vocational Education and Training (SFUVET), Switzerland  The objective of these sessions is to present practical approaches to incorporating new industry requirements for digital and green skills and competencies into TVET training and learning. Participants will join a session of their choice and have opportunities to discuss and share approaches and promising practices.  <b>Session I: Digital skills in TVET training and learning</b> <i>Moderator: Mr Enrique Blanco</i> , Projects and Communications Manager, École d'Hôtellerie et de Tourisme Paul Dubrulle (EHT), Cambodia ( <i>Expert Group Co-Lead</i> )

	<ul style="list-style-type: none"> <li>• <b>Mr John Hart</b>, Chairman, Tourism Training Australia: <i>“Digital Micro-credentials for Tourism and Hospitality”</i>, Australia</li> <li>• <b>Ms Iris Neumann</b>, Kambaku College Namibia, on behalf of <b>Ms Christine Gimonge</b>, Programmes Coordinator at Westerwelle Startup Haus Arusha: <i>“DigiTrade: Digital Skills Accelerator”</i>, Tanzania</li> <li>• <b>Mr Johan Marais</b>, Chief Marketing Officer at CiMSO Group: <i>“Preparation and Readiness for Digitization in Tourism and Hospitality Industry”</i>, South Africa</li> </ul>
<b>11:00 – 11:30</b>	<b>COFFEE BREAK</b>
<b>11:30 - 12:45</b> <b>Temasek Convention Centre</b> (streamed online)	<p><b>Session II: Green skills in TVET training and learning</b>  <i>Moderator: Mr Billy Wadongo</i>, Head of Research, Innovation and Business, Boma International Hospitality College (BIHC), Kenya (Expert Group Co-Lead)</p> <ul style="list-style-type: none"> <li>• <b>Mr Francois Schnoebelen</b>, Director of École d’Hôtellerie et de Tourisme Paul Dubrulle (EHT): <i>“The EcoCampus, flagship project for TVET institutions”</i>, Cambodia</li> <li>• <b>Mr Geoffrey Lipman</b>, President of SunX Malta – Strong Universal Network: <i>“Diploma in Climate Friendly Travel”</i>, Malta</li> <li>• <b>Ms Nicole Agnew</b>, Innovation Project Manager &amp; Coach, The Lab Hotel, Switzerland</li> </ul>
<b>12:45 – 13:10</b> <b>Temasek Convention Centre</b> (streamed online)	<p><b>Status quo and where do we want to go?</b>  <i>Moderator: Mr Friedrich Huebler</i>, Head of UNESCO-UNEVOC</p> <p>This session will place BILT in the context of international TVET strategies and policies such as the UNESCO-TVET Strategy 2022-2029. The goal is to explore ways for the BILT community to actively participate and contribute to project activities and to jointly discuss future milestones for the BILT project.</p> <ul style="list-style-type: none"> <li>• <b>Mr Nicholas Ouma</b>, Senior Youth Advisor, African Union Commission</li> <li>• <b>Mr Michael Schwarz</b>, BIBB, Germany</li> </ul>
<b>13:10 – 13:15</b> <b>Temasek Convention Centre</b> (streamed online)	<p><b>Closing remarks</b>  <i>Moderator: Mr Friedrich Huebler</i>, UNESCO-UNEVOC</p> <ul style="list-style-type: none"> <li>• <b>Ms Catrin Hannken</b>, BMBF, Germany</li> <li>• <b>Mr Aw Tuan Kee</b>, Temasek Polytechnic, Singapore</li> </ul>
<b>13:15 – 14:00</b>	<b>LUNCH</b>

**14:00 – 15:30**

**Side Event**

**UNEVOC Network members meeting (invited participants only)**

*Moderator: Ms Ken Barrientos*, Regional Focal Point for Asia and the Pacific, UNESCO-UNEVOC

Update from UNEVOC Centres on current initiatives, future plans and opportunities for engagement.



**Mr Lim Teng Leng**

Deputy Director International Relations, Temasek Polytechnic (TP)  
Singapore

Mr Leng is currently the Deputy Director (International Relations) with Temasek Polytechnic. The department supports the enhancement of staff capability development, student learning experience and graduate employability through inculcating a Global Mindset, providing an enriching global experience, forming global partnership with industry and establishing a strong global branding for TP.

He served with the National Youth Council (NYC) in 1999 and the Confucius Institute (CI) of Nanyang Technological University in 2006. As the Head of International Affairs in NYC, he was responsible for promoting cooperation between Singapore and other countries in youth and youth leader exchanges. As the Manager (Partnership Development) in CI, he was responsible for developing projects and programmes between the institute and other stakeholders in promoting Chinese language and Chinese culture.

He joined CSC in 2007 and served in two departments till 2017. CSC, a statutory board under the Public Service Division, builds strategic capacity in governance, leadership, public administration and management for a networked government in Singapore. He was also in charge of organizing training programmes and studies for foreign civil servants to understand Singapore's public sector management and governance. With the Institute of Governance and Policy (IGP) in CSC as the Deputy Director.



**Mr Benjamin Cassim**

Senior Lecturer in Hospitality and Tourism Management, Temasek Polytechnic (TP)  
Singapore

Mr Cassim is a Senior Lecturer with Temasek Polytechnic's Diploma in Hospitality and Tourism Management in Singapore. As the pioneer polytechnic diploma in hospitality and tourism, the course creates a talent pipeline for the future of sustainable tourism. As an academic, Mr Cassim is responsible for development and updating the hospitality and tourism-related curriculum to account for key ongoing changes taking place in the industry. He is also a part of the Diploma's teaching team and lectures in a range of subjects including areas of digital marketing, business events management, innovation and entrepreneurship, and revenue management.

Apart from academic responsibilities in curriculum development and teaching, he has also been directly involved in tourism capacity development projects and TVET skills and competency framework development with regional and provincial governments including Bangladesh, Vietnam, Cambodia and the Philippines' province of Cebu.

Prior to entering academia, Mr Cassim built a career in managing business events and rolling out destination marketing initiatives. He holds a Master's in International Hotel and Tourism Management, and a Bachelor's in Business Administration.



**Ms Catheryn Khoo**

Professor of Tourism and Hospitality, Torrens University  
Australia

Ms Khoo is Professor of Tourism and Hospitality at Torrens University, Australia and a Gender Expert in Tourism to the United Nations World Tourism Organization (UNWTO) and Asian Development Bank.

In addition to training tourism and hospitality leaders in hospitality and tourism departments and universities worldwide, Ms Khoo has trained for the UNWTO Academy.

Ms Khoo has published several books and over 100 research articles on hospitality and tourism management. She has delivered projects for national and state tourism organizations, hospitality councils, tourism businesses, hotels, private corporations and NGOs in Asia and the Pacific.

She is also Special Advisor to World Women Tourism, serves on the Advisory Board of the International Tourism and Investment Conference and judges the annual Australia Queensland Tourism Awards. She is a formidable voice on women in tourism, and has appeared in, and been cited by, multiple international media including radio, newspapers and online media.



**Mr Nirutt Butrsaenlee**

Director, Bureau of Vocational Education Research and Development & Director, Bureau of Vocational Education Public Relations and Corporate Communication, Office of the Vocational Education Commission of the Ministry of Education (OVEC) Thailand

Mr Butrsaenlee holds both a B.A and a M.A of Mathematics Education and a PhD in advanced research methods for education from the Buropha University, Thailand. Additionally, he has a diploma on Educational Administration from the Udon Thani Rajabhat University, Thailand. Since 2007 he has been serving in various positions starting from Deputy Director in Huataphan Vocational College, to then 2009 again as Deputy Director at Amnat Charoen Technical College. In 2013 he served as Director at Ban Phaeng Technical College, then in 2014 at Nongkhai Vocational College and for the period 2016 – 2022 he was the Director of Udon Thani Vocational College.

Since 2022 up to now he holds two positions as Director of the Bureau of Vocational Education Research and Development & Director, Bureau of Vocational Education Public Relations and Corporate Communication at the Office of the Vocational Education Commission of the Ministry of Education, Thailand.



**Ms Hang Le**

Vice Provost, Duy Tan University (DTU)  
Vietnam

Ms Hang Le has been serving as a Vice Provost for Duy Tan University (DTU) in Vietnam since 2012.

DTU is ranked among top 5 universities of Vietnam by Times Higher Education in 2023. Le holds a Doctor of Education from Northeastern University (Boston, U.S.A.), a master degree in Accountancy (U.S.A.), and a master degree in Finance (Australia). Le is an experienced higher education professional with expertise in the area of Technical and Vocational Education and Training (TVET). She brings a wealth of knowledge from a career spanning over 20 years in higher education, vocational training, international program management, accreditation, curriculum development and review.

With a strong commitment to transforming students' lives, since 2012, Le joined the leaders of ASEAN universities to co-found the Passage to ASEAN Association (P2A), a network of ASEAN universities & colleges, which provides a platform for Southeast Asian students to improve global understandings, culture-fluency and employability skills. P2A also helps connect researchers who are interested in doing research about and/or for ASEAN. Le is currently the Director of the P2A (Passage To ASEAN) Secretariat.



**Mr Jonathan Tarip**

Deputy Principal, Vanuatu Institute of Technology  
Vanuatu

Jonathan Tarip is Deputy Principal of Corporate Services at the Vanuatu Institute of Technology, Vanuatu's biggest and only TVET Tourism and Hospitality Program. He joined the institution in June 2022 with a vast experience in the formal education system for 28 years.

Technical Vocational Education and Training is fairly new to him and he joined the team with an open mind to learn more about TVET as he serves in the Vanuatu Institute of Technology. Mr Tarip holds a Diploma in Teaching and Management.





**Mr Mohamed Hashim**

Chief Executive Officer, Maldives Polytechnic, and Minister of State for Higher Education  
Maldives

Mohamed Hashim is the Chief Executive Officer of Maldives Polytechnic and Minister of State for Higher Education, whose main responsibility is to enhance the delivery of Technical and Vocational Education and Training (TVET) across the country.

He has over thirty years of experience as a Lecturer in the area of building construction, and currently leading Maldives Polytechnic, holds Bachelor of Civil Engineering from the University of Wollongong, Australia, and Post Graduate Diploma in Management from the Mediterranean Institute of Management, Cyprus.

His is an expert in TVET development and delivery and he believes in youth empowerment and engagement in economic activities is the key to the socioeconomic development of the country. Finally, he thinks that skills awareness is important at the very early stage of children.



**Mr Peter Lam**

Principal & CEO, TEMASEK Polytechnic (TP)  
Singapore

Mr Lam is the Principal & Chief Executive Officer of Temasek Polytechnic (TP). Peter oversees an institution of higher learning that offers 37 full-time diploma courses for 13,000 students in the areas of applied science, business, design, engineering, humanities & social sciences and informatics & IT. TP also offers over 50 part-time courses, up to the advanced diploma level, for working adults.

Prior to TP, Peter was a Deputy Principal and Registrar in Ngee Ann Polytechnic, and oversee areas of strategic planning, academic services, overseas partnerships and technology development. He had also served as the Deputy Director for Higher Education in the Ministry of Education where he formulated policies to support the development of the university sector in Singapore, and established the Singapore University of Technology and Design and the Lee Kong Chian School of Medicine in Nanyang Technological University. Peter had also served in various key policy and industry development positions in the public sector, including the Ministry of the Environment, Ministry of Manpower, and the Infocomm Development Authority of Singapore. Peter graduated from Imperial College London with a Masters in Mechanical Engineering, and obtained an MBA from the Massachusetts Institute of Technology.



**Mr Cristopher Hallier**

Head of Mission, German Embassy  
Singapore

Christoph Hallier was born in 1968 in Tokyo, Japan. In 1994, he completed his studies of Economics and Japanese at the University of Trier, Germany and Clark University in Massachusetts, USA.

Mr Hallier began his diplomatic career at the German Federal Foreign Office (Auswärtiges Amt) in 1995. His various posts included serving in the Political Department of the German Embassy to Japan (1999-2002) and at the German Permanent Mission to the EU (2005-08), as Deputy Head of Division in the EU Department of the Federal Foreign Office (2008-13) and as Head of the Economic Department in the German Embassy to Turkey (2013-16).

From 2016 to 2020, Christoph Hallier served as Head of Division for Arms Control, Nuclear Disarmament and Non-Proliferation in the Federal Foreign Office's Department for International Order, the United Nations and Arms Control.

In July 2020 he took up his current position as deputy Head of Mission of the German Embassy in Singapore.



**Ms Karima El Korri**

UN Resident Coordinator in Malaysia, Brunei Darussalam and Singapore

Ms Karima El Korri was appointed Resident Coordinator in Malaysia, Singapore and Brunei Darussalam in August 2021. She has more than 20 years of international development experience within the United Nations and externally. Within the Organization, she most recently led the 2030 Agenda division at the United Nations Economic and Social Commission for Western Asia (ESCWA), a role she assumed after managing the population and development portfolio and pioneering the work of the Commission on international migration, population ageing, and youth empowerment.

Before that, she served as a regional advisor on governance and project coordinator at the United Nations Development Programme (UNDP). Prior to joining the United Nations, Ms. El Korri worked in Morocco as a lecturer at the Al-Akhawayn University as well as with a think-tank engaging with government, civil society, the private sector, academia, youth, and international organizations on development issues in the country.

She holds a master's degree in applied linguistics from Teachers College, Columbia University in New York, USA and a bachelor's degree in English from Mohammed V University in Rabat, Morocco



**Ms Catrin Hannken**

Deputy Director General for VET, Federal Ministry of Education and Research (BMBF) Germany

Ms Hannken works as Deputy Director-General for Vocational Training in the Federal Ministry of Education and Research (BMBF). In the past years, she has been responsible for national and international projects and programmes in various education areas. Since last year, she has been the Co-Chair of the Advisory Committee for the Bridging Innovation and Learning in TVET (BILT) Project.



**Mr Friedrich Huebler**

Head of UNESCO-UNEVOC International Centre for TVET Germany

Mr Huebler is the Head of the UNESCO-UNEVOC International Centre for TVET. Prior to joining UNEVOC in November 2021, he was the Head of the Education Standards and Methodology Section at the UNESCO Institute for Statistics. In that position, he contributed to the methodological development of the global monitoring framework for Sustainable Development Goal 4 on education. He also supervised the documentation of UIS indicator methodology, and the production of education statistics and analysis based on household survey and census data. Before he moved to the UIS, he worked as Statistics and Monitoring Specialist at UNICEF. Mr Huebler holds an MA in Business Studies and Economics from the University of Bremen and a PhD in Economics from the New School for Social Research.



**Mr Michael Wiechert**

Head of Division "International Advisory Services, Cooperation with Partner Institutions", Federal Institute for Vocational Education and Training (BIBB) Germany

Mr Wiechert joined BIBB in 1994 when he served as Director of the BIBB Liaison Office for the implementation of the World Bank Project "Occupational Standards, Testing and Certification" in Ankara, Turkey, until 2003. Since then, he has been working as senior expert and advisor in VET projects in more than 30 countries around the world. Since 2009 he additionally serves as Head of Division "International Advisory Services, Cooperation with Partner Institutions". Mr Wiechert holds an M.A in Adult Education and Vocational Training as well as an M.A in Economics from the University of Freiburg.



**Mr Friedrich Hubert Esser**

President, Federal Institute for Vocational Education and Training (BIBB)  
Germany

Mr Friedrich Hubert Esser has been President of the Federal Institute for Vocational Education and Training (BIBB) in Bonn since May 2011. Originally trained as a baker in the dual system of vocational education and training, he continued his education via the "second educational pathway" and then moved on to study economics, business administration and business education at the universities of Braunschweig and Cologne. From 1989 to 2004 he was research associate, managing director and finally deputy director at the Research Institute for Vocational Education and Training in the Crafts Sector of the University of Cologne (FBH). From 2004 to 2011 he served as head of the Vocational Education and Training Department at the German Confederation of Skilled Crafts (ZDH) in Berlin.



**Ms Karen Chong**

Coordinating Divisional Director of Higher Education Group,  
Ministry of Education (MOE)  
Singapore

Ms Chong is currently Coordinating Divisional Director at the Higher Education Group at the Ministry of Education. Prior to this, she was the Senior Director at the Housing Division at the Ministry of National Development. Previously, Karen has also served in various capacities at the Ministry of Trade and Industry, the Ministry of Sustainability and the Environment, the Ministry of Transport, and the Ministry of Finance.



**Mr Hambani Masheleni**

Ag. Director, Education, Science, Technology and Innovation  
African Union Commission (AU)

Mr. Hambani Masheleni is currently is the A.g. Director of the Department of Education, Science, Technology and Innovation of the African Union Commission. Mr. Masheleni is involved in the formulation of education policies and coordinating implementation of the Continental Education Strategy for Africa, (CESA 16-25) within the broader context of the African Union 2063 Agenda. CESA 16-25 sets out 12 strategic objectives for the education and training systems in Africa to provide competent and qualified human resources required to drive sustainable development of the continent. It also attempts to address a number of challenges faced by education sectors in Africa through policy interventions and to foster social transformation, and economic competitiveness. Mr. Masheleni has a broad range of training and work experience in public sector. He holds an MSc in Applied Physics covering a broad range of career paths.



**Mr El Cid Castillo**

Executive Director, Qualifications and Standards Office, Technical Education and Skills Development Authority (TESDA)  
Philippines

Mr El Cid H. Castillo is the current Executive Director of the Qualifications and Standards Office at the Technical Education and Skills Development Authority (TESDA) in the Philippines. He has been with the government service for more than 24 years now, and has been designated in various positions and assignments before his recent promotion as Director IV in the service.



**Mr Dato J. Palaniappan**

Managing Director of Satake Technologies Malaysia. & Chairman, ASEAN Future Workforce Council

Mr Palaniappan prior to his current positions was the Director, Corporate Human Resources & Legal of Panasonic Air-Conditioning Group Malaysia for 18 years and a short stint with Motorola Kuala Lumpur upon his graduation.

He holds a Masters in Science (Quality & Productivity Improvement) National University of Malaysia, Bachelor of Economics (Hons) National University of Malaysia and Bachelor of Jurisprudence (Hons) from University Malaya, Professional Certificate in Leading Strategic HR Transformation, Pennsylvania State University and had recently completed the Global CEO Programme at Said Business School, University of Oxford. He was the recipient of the prestigious Global Human Resources Leadership Award from World HRD Congress.

Currently he is serving as the Board of Trustees of National Institutes of Biotechnology Malaysia (NIBM), Chairman of FMM Institute, Council Member of Malaysian Employers Federation (MEF), Council Member of Federation of Malaysian Manufacturers (FMM), Vice Chairman of Human Resource Committee, Federation of Malaysian Manufacturers (FMM). He had also served as Council Member of National Labour Advisory Council (NLAC), Ministry of Human Resources, Panel Member of the Industrial Court of Malaysia (Employer Representative), Technical Committee Member on Review of Performance Linked Wage System Policy, Industrial Relations Department, Ministry of Human Resource, Member of the Working Group on Employing Workers, Malaysia Productivity Corporation & Ministry of Human Resources.

He has contributed for journals and presented papers at various forums both at national and international level covering wide area of management transformation, leadership and change management. Among them are the MY-PLWS Official Portal Launching, PLWS National Symposium, World HRD Congress, Mumbai India, Employee Benefit Live Asia Conference, Singapore and National Decent Work Conference by Ministry of Human Resources. He has written an article titled Performance Link Wage System (PLWS) which was published at the inaugural publication of Human Resources Journal, Ministry of Human Resources.

In addition to that, he has been recently appointed as the member of the ASEAN working group of Business and Industry cooperation in TVET. The working group will meet under the auspices of the Deputy Secretary General of ASEAN for the Socio-Cultural Community to whom the future Agenda will be presented in 2019. The ASEAN working group "Business and industry cooperation in TVET will identify the challenges from the perspective of employers and develop a Future ASEAN Agenda for TVET.



**Mr Christopher Wan**

Dean of Faculty of Hospitality and Tourism Management, UCSI University Sarawak Campus  
Malaysia

Christopher Wan Sageng is currently the Dean of Faculty of Hospitality and Tourism Management, UCSI University Sarawak Campus, Malaysia, and the Resident Manager of UCSI Hotel Kuching Sarawak. His stellar growth in the hospitality industry, from budding chef to hotel management and faculty leader is credited to his strong leadership capabilities and immense passion for all things culinary.

With his charisma and stage presence, Christopher hosts his own two cooking shows - "Suduk Cerpu" and "Inspirasi Chef" produced by Radio Television Malaysia/RTM, where he shares innovative recipes whilst promoting Sarawak's tourist attractions, especially in the Kuching and Bau districts. His major strengths and areas of research interest include gastronomy tourism, experiential learning, and hospitality education.

Humbly starting as a Food and Beverage Operations Manager at one of the local food and beverage outlets, he became one of the Senior Catering Managers for one of the well-known Malaysian Offshore catering providers. In that position, he successfully managed 3 major outlets with approximately 80 staff under his wing.

As time went by, he decided to join the academic platform to share his expertise and knowledge with the industry's future generations. After having joined the education line for over 9 years, he has successfully bagged several culinary-related competitions and medals from various prestigious cooking competitions. In addition, he has also managed



to guide and lead a growing number of students in culinary completions where they have gone on to win several awards.

As part of his portfolio as an academician, he is also active in giving talks at international-level conferences, symposiums, forums, and training. Furthermore, he is also active in consultancy-related projects which focus on hospitality and culinary arts aspects. Part of his contribution to levitate the quality standard within the field of hospitality and tourism education, he has also been appointed by several institution as technical advisor committee, external assessor, and visiting professor in both international and national aspect.

He is also a member of NGO related associations such as Kuching Chefs Association (Association Treasurer), World Association of Master Chefs (Executive Member and Professional chef), Malaysian Hotel Association, and Asia Pacific Institute for Event Management.



**Mr Dong-Man Na**

Senior Research Fellow, Korea Research Institute for Vocational Education & Training (KRIVET)  
South Korea

Mr Na from 2013 onwards up to today has been holding the position of Senior Research Fellow at the KRIVET as well as Adjunct Professor at the Department of Business & Management at Kyung-ki University. In 2017 – 2018 period he was an Adjunct Professor at the Department of Business and Management at Soong-sil University.

Dong-Man Na holds a BA Degree in Business Management and a DPhil in Business and Management (Human Resource Management), both from Yonsei University. He is the author of numerous articles published in many peer-reviewed journals both in print and press. Additionally, he is a member of many professional associations such as the Institutional Evaluation Committee of the Ministry of Employment & Labor, National Human Resources Development Consortium Joint Training Center performance Evaluation Committee at HRD Korea, Vocational competency development training institution accreditation evaluation committee at Korean Skills Quality Authority, Human resource development committee performance management and governance at the Ministry of Employment & Labor as well as Executive Director at the Korean Academy of Organization and Management, Korean Academy of Management, Korean Leadership Quarterly, The Korea CEO Association and Korean Association of Human Resources Development.



**Mr Nguyen Van Cuong**

Officer, Directorate of Vocational Education and Training (DVET), Ministry of Labour, Invalids and Social Affairs (MOLISA)  
Vietnam

Mr Nguyen Van Cuong is the officer at Department of Continuing Education and Training, Directorate of Vocational Education and Training (DVET), Ministry of Labour, Invalids and Social Affairs (MOLISA), Vietnam.

He has a Ph. D in Mechanical Engineering from the National Taipei University of Technology, Taipei, Taiwan, ROC. He has devoted more than twenty years for Vietnam's education and training system. He has experience in VET development with a special focus on skill developing, reskills/upskills, linking of VET with businesses, jobs and the labor market.



**Mr Steward Fu**

Director of Learning & Development at The Ritz-Carlton, Millenia Singapore

Stewart is an advocate for excellence with over 15 years of experience in the luxury segment, passionate about the development and growth of people.

He spent nearly 8 years in the field of Sales and Marketing before switching his career path to Learning & Development. Over these years, Stewart has held various sales roles in Singapore including Senior Business Development Manager at Sofitel So, Senior Global Sales Manager, SEA at Carlson Rezidor Hotel Group, Senior New Business Manager for Employee Banking Solutions at Standard Chartered Bank, and Sales Manager at The Ritz-Carlton, Millenia Singapore.

Stewart is currently the Director of Learning & Development at The Ritz-Carlton, Millenia Singapore, and also serving as a Member of the National Workplace Learning Framework Certification Award Committee.

Most recently, he took the role of Complex Director of Learning & Development for two properties of The Ritz-Carlton, one in Singapore, and the other in Maldives, Fari Islands (as part of the Pre-Opening team).



**Ms Tai Jo Fang**

Assistant Director of Jobs-Skills Insights Division, SkillsFuture Singapore (SSG) Singapore

She works with a team of Jobs-Skills Analysts that examines anticipatory jobs-skills changes in Singapore's economic and industry landscape arising from technology disruptions, changing business models, and other emerging trends. Through the course of her career, she has developed a wealth of experience in research, skills policy formulation, competency framework development and course quality management.



**Ms Franziska Wettstein**

Project Manager, Swiss Federal University for Vocational Education and Training (SFUVET) Switzerland

Ms Wettstein has been with the Swiss Federal University for Vocational Education and Training (SFUVET) since 2018. As a project manager at the Centre for the Development of Occupations she works closely with professional organizations and industry representatives, VET providers as well as federal and cantonal government, in project related to the development of professions and VET in general. In addition to that, she conducts training of examination experts and offers tailor-made courses in competency-based training for VET teachers.

SFUVET is Switzerland's expert organization for VET and offers basic and continuing training to VET professionals, conducts VET research, contributes to the development of occupations and supports international cooperation in vocational and professional education and training. SFUVET's Centre for the Development of Occupations guides professional organizations in all stages of the development of professions within the VET sector (basic training and further education): from the review of the need for curricula revision across the analysis of the necessary professional competencies as well as their integration into curricula up to the implementation on the VET provider level.



**Mr Erik Swars**

Head of International Affairs, Swiss Federal University for Vocational Education and Training (SFUVET)  
Switzerland

Mr Swars is Head of International Affairs at the Swiss Federal University for Vocational Education and Training (SFUVET) since 2013. SFUVET is Switzerland's expert organization for VET and offers basic and continuing training to VET professionals, conducts VET research, contributes to the development of occupations and supports international cooperation in vocational and professional education and training. His department contributes with its expertise to various international cooperation projects in skills development all over the world.

In his role Mr Swars works closely together with international organizations like the ILO or as a UNEVOC Network member. Previously, he worked at the Ecole Polytechnique Fédérale de Lausanne (EPFL) and at Swiss Post. He holds a degree in Economics from the University of Tübingen and an MBA from the University of Lausanne, Switzerland. Mr Swars is author of several articles and publications, among others co-author of the book "Vocational and Professional Education and Training in Switzerland", published in 2016 in English and 2021 in Chinese.



**Mr Enrique Blanco**

Projects & Communications Manager, École d'Hôtellerie et de Tourisme Paul Dubrue (EHT)  
Cambodia

Enrique is a versatile curious individual, passionate about driving positive change through skills development, capacity-building, and multilateral partnerships. His genuine vocation to service allows him to connect with people, work with cross-functional teams, and lead complex intrapreneurial projects.

As a project manager at École d'Hôtellerie et de Tourisme Paul Dubrue, he designs and implements several initiatives related to digital transformation, green transition, and entrepreneurship, encouraging sustainable development at local and regional levels. Those experiences aim to build resilience and shape capacity-building opportunities for the future labor force, trainers, and workers, in particular for the tourism sector. In 2022, Enrique participated as a speaker at the Skills Experts' Meeting - Extended Lifelong Learning Realities organized by the International Training Center of the ILO and the European Training Foundation.

Enrique holds a bachelor's in international hospitality management from the world's renowned EHL Hospitality Business School and various professional certificates related to digital and green TVET from the International Labour Organization and UNESCO-UNEVOC. "Share your knowledge, learn from others" is the tagline that defines him.



**Mr John Hart**

Chairman, Tourism Training Australia  
Australia

John Hart is currently the Executive Chair for the Australian Chamber – Tourism, the peak national body of tourism organisations in Australia. John has spent over 30 years working in the tourism and hospitality industry in operational, human resources and industrial relations roles. He holds a Bachelor of Commerce majoring in Business Law and a Master of Business Law and was awarded an Order of Australia Medal for service to tourism in 2021. He is Chair of Australian Grape & Wine and the National Tourism Industry Training Committee and a board member of the Australian Business Register, the Angus Knight Group, Food Standards Australia and New Zealand, and Rangelands NRM. John joined Tourism Australia's Board in November 2018 and remains a director.





**Ms Christine Gimonge**

Program Coordinator, Westerwelle Startup Haus Arusha  
Tanzania

Ms Christine Gimonge is a seasoned program coordinator with a strong background in implementing programs for innovation startup hubs. With over five years of hands-on experience, Christine has successfully led and managed diverse projects aimed at fostering entrepreneurial growth and supporting startup ecosystems. Her expertise lies in designing and executing strategic initiatives that drive innovation, cultivate partnerships, and facilitate the development of thriving startup communities. Christine's exceptional organizational skills, coupled with her deep understanding of the unique challenges faced by startups, enable her to create tailored programs that empower entrepreneurs to reach their full potential. Her passion for innovation and her ability to navigate complex ecosystems make her a valuable asset in driving sustainable growth and fostering collaboration within the startup landscape.



**Mr Johan Marais**

Chief Marketing Officer, CiMSO Business Solutions  
South Africa

Johan Marais started his career in the Information Technology and Networking industry working for Government Institutions, Public and Private Training Institutions, and Large International Networking and Internet Corporate companies. Johan worked in South Africa, but also lived and worked in the Netherlands and North Carolina USA, before returning to his place of birth, Cape Town - South Africa where he currently resides. Around eight years ago, Johan embarked on a new chapter in his career by joining CiMSO Business Solutions, a prominent software house based in Cape Town. CiMSO specializes in developing, distributing, and supporting software specifically designed for the Hospitality industry, including Lodging-, Golf-, and Club-industries across Africa and Asia theatres.



**Mr Billy Wadongo**

Head of Research, Innovation and Business, Boma International Hospitality College (BIHC)  
Kenya

Mr Wadongo is The Head of Research, Innovation and Business at Boma International Hospitality College. He holds a Ph.D. in performance management and evaluation from University of Bedfordshire, UK, M.Sc. (Hospitality management) and a B.Sc. (Hotel & Institution Management) from Maseno University, Kenya as well as a Diploma in Community Development and Project Planning and Management.

He previously worked as Chair of the Academic Department at Maseno University, Research Assistant at Lord Ashcroft International Business School, Anglia Ruskin University, UK, and a Graduate Research Assistant at Maseno University. During his career, he has delivered programmes on leadership, teaching, and examination of undergraduate/postgraduate courses.

Over the years, he has gained relevant and practical research and data analysis experience in qualitative, quantitative, and mixed methods research designs and systematic literature. He has worked with private, public, and non-profit organizations as trainer and consultant in performance measurement, monitoring and evaluation, and data analysis. Mr Wadongo has published 21 papers in refereed journals, co-authored two peer-reviewed books and book chapters and presented 20 papers at international conferences and workshops from various research activities. He is an experienced training organizer and leader, training facilitator, training fundraiser/bidder, and training consultant in core courses curriculum, short courses, professional hospitality development programmes and masterclass programmes.



**Mr Francois Schnoebelen**

Director at École d'Hôtellerie et de Tourisme Paul Dubrulle  
Cambodia

Francois Schnoebelen started his career by teaching after graduating in philosophy before joining the Accor Group as a Recruitment and Training Manager, where he continued into an extensive career as an HR practitioner in various countries, having managed large teams in various industries: Telecom, IT, Garment, Ministry of Finance, Transport, and Hospitality. During this time, he covered various business subsidiaries in different countries, managing training centers and enterprise academies in Europe, America, and Asia.

Upon arrival to Cambodia, he was Secretary General of JLC and Director of Social Compliance in the Garment industry covering 5 countries for LIDL buyers. Furthermore, he launched a regional consulting agency - Level Up Consultants - in management and executive recruitment. Then, he returned to the hospitality sector as Talent & Culture Director at the Rosewood Group in Phnom Penh. Since 2021, he decided to combine his versatile skills by becoming the director of Ecole d'Hôtellerie et de Tourisme Paul Dubrulle, a leading NGO/TVET school for hospitality and tourism in Siem Reap. He is committed to developing new inclusive and innovative projects in the school as well as making it the first vocational school campus in the world to hold a Green Flag certification, respecting key sustainability principles.



**Mr Goeffrey Lipman**

President SunX Malta – Strong Universal Network & Envoy for Sustainable Tourism  
Global Centre and lead for TPCC – Tourism Panel on Climate Change  
Malta

Mr Lipman played a key role in the emergence of tourism as a serious socio-economic sector. He has served as the Executive Director at IATA in the 1970's and helped drive a new liberalization agenda, responding to airline deregulation, to then continue as the first President of WTTC throughout the 1990's where he pioneered the new systems of measuring the sector, creating CSR Certification and supporting China's efforts to open tourism markets.

As an Assistant Secretary General of UNWTO he spearheaded new development support systems, including the ST-EP Program, led the Davos Climate Summit and launched G20 Summit recognition program. Furthermore, Mr Lipman as served on numerous public and private sector boards in Africa, Europe, Middle East and Canada as tourism envoy to UNDP Administrator; Member EU Commissions on Airline Liberalization and on Tourism Employment; Environment Advisor to the Governor of Jeju Island, Korea; and was president of ICTP (International Coalition of Tourism Partners).

Mr Lipman has written and lectured widely on tourism strategy, climate sustainability and liberalization; co-authored and edited two books and numerous journal articles on Green Growth & Travelism as a visiting professor at Victoria University in Australia. He is also the co-author of two major EIU studies on airline liberalization.



**Ms Nicole Agnew**

Innovation Project Manager & Coach at The Lab Hotel  
Switzerland

Representing the Swiss Hospitality Hub (The Lab Hotel and its connected renowned Hotel Management School in Thun), the expert in Hospitality & Tourism has a passion for driving Innovation for the Hospitality Industry. Nicole is managing tests of new products or concepts and brings together the right stakeholders. By integrating students in these Real-Life projects, she helps them to develop their entrepreneur and innovation skills as part of their studies.



**Mr Nicholas Ouma**

Senior Youth Advisor in the Education, Science, Technology and Innovation (ESTI) Department, African Union Commission

Mr Ouma is an Education and Skills Development professional at the African Union Commission - Department of Education, Science, Technology and Innovation where he serves as a Senior Youth Advisor. His experience spans cross functional initiatives and outcomes within TVET, employment, youth development and empowerment spaces, with a focus on policies and programmes at both national and continental Levels. Prior to his present role at the African Union, Mr Ouma served as a high school teacher, university lecturer and County Director of Youth Development in Kenya.



**Mr Aw Tuan Kee**

Deputy Principal/CEO, Temasek Polytechnic (TP)  
Singapore

Mr AW Tuan Kee serves as Deputy Principal/CEO at Temasek Polytechnic (TP), an Institute of Higher Learning under the Ministry of Education (MOE), Government of Singapore. He currently oversees a cluster comprising Industry Partnerships, Innovation & Entrepreneurship, Research & Technology, International Relations, Center for Transcultural Studies (CTS) and Enterprise Singapore's Aquaculture Innovation Centre. He has also been tasked to oversee and spearhead TP's ICT & Digital Transformation Roadmap, which supports the Government of Singapore's Digital Government Blueprint (DGB). He previously served as Director at the Ministry of National Development (MND) Center for Liveable Cities (CLC), a nexus and knowledge Centre for Liveable and sustainable cities, where he oversaw capability development programmes, initiatives, collaborations and advisory work.

Prior to joining the MND-CLC, Tuan Kee was Director of Higher Education Finance at the Ministry of Education (MOE), where he oversaw the budget, funding and financing policies for the higher education sector, which includes the Institutes of Education (ITE), Polytechnics, Universities and other publicly-funded institutions under Higher Education Division (HED).

Tuan Kee has also served as Deputy Director of Resource Division (RD) at the Ministry of Trade and Industry, where he oversaw industrial land related policies and policy desk-head role for JTC Corporation (JTC).

His earlier career and experience span real estate development with a major real estate developer and in academia/management roles at one of the institutes of higher learning. Outside his professional career, Tuan Kee served in a range of portfolios and committees, some of which includes as Deputy Registrar of Marriages; Resource Panel Member for the Government Parliamentary Committees (GPC) for National Development, Environment and Education; Council and Audit Committee Member for the Institute of Banking and Finance (IBF). His current appointments include serving as a Review Board member (Children and Young Persons Home) and as a Board of Visitor (BOV) member under the Children and Young Persons Act and Women's Charter. For his work with the community and grassroots organizations, he was awarded the Youth Service Medal, Long Service Award from the People's Association and the Ministry of Social and Family Development.

Tuan Kee graduated from the Massachusetts Institute of Technology (MIT) with a Master of Science (SM) degree from the School of Architecture and Planning. During his time in Massachusetts, he was a SPURS fellow at the Department of Urban Studies and Planning (MIT) and has completed the Internet Law Program at Berkman Center for Internet and Society at Harvard University. His prior academic training was in civil engineering and real estate/property development. In 2022, he completed the Advanced Management Program (AMP202) at Harvard Business School and was also awarded the Public Administration Medal (Silver) and Long Service Medal by the President of Republic of Singapore.



**Ms Kenneth Barrientos**

Programme Officer, Team Leader for SDGs and Greening TVET  
UNESCO-UNEVOC International Centre for TVET  
Germany

Kenneth joined UNESCO-UNEVOC in 2013 as a Programme Officer. She is responsible for assisting the Head of Office in programme management and new project development, medium-term strategic planning and monitoring programmes. As of 2020, she leads and coordinates UNEVOC's SDGs and Greening TVET programme, aimed at strengthening TVET institutional capacities; developing normative guidance, practical implementation tools and learning resources; and facilitating knowledge sharing and network exchange on the topic.

For the past 15 years, Ken has worked in the education and TVET sector, including in UNESCO's Asia-Pacific Education for Innovation and Development (APEID) Programme at its Regional Bureau for Education in Bangkok, Thailand; Colombo Plan Staff College for Technician Education (CPSC) in Manila, Philippines; and the International Coral Reef Initiative Secretariat - Department of Environment and Natural Resources, Government of the Philippines. She holds a Master's degree in Public Administration.

**Mr Michael Schwarz**

Senior Technical Advisor,  
Federal Institute for Vocational Education and Training (BIBB),  
Germany



Mr Schwarz is the Deputy Head of the Division 'International Advisory Services / Cooperation with Partner Institutions' and Senior Technical Advisor at the German Federal Institute for Vocational Education and Training (BIBB) in Bonn, Germany.

His responsibilities at BIBB include the management of VET- projects and advisory services in Asia-Pacific, the Middle East, Europe and Africa in cooperation with Ministries, government agencies, partner institutions and social partners to improve work-based learning systems. Furthermore, he is in charge of the cooperation with multilateral organizations like UNESCO-UNEVOC and is the UNEVOC Centre Coordinator for BIBB. Currently, he is Team Leader for the BILT (Bridging Innovation and Learning in TVET) Project, which is carried out in cooperation with UNESCO-UNEVOC and funded by the German Federal Ministry of Education.

Furthermore, he is heading an advisory project for the Vietnamese government in establishing a monitoring system for TVET (VET Report Vietnam) and in the development of a TVET strategy 2021-2030 and he is in charge of advising the Mongolian government on the new education law. In recent years, he has been conducting many short-term missions advising on steering mechanisms and TVET laws, on cost-benefit relations in TVET, on monitoring of TVET systems and on the development of occupational standards.

**Mr Kenny Muscat**

BILT Project Manager, UNESCO UNEVOC International Centre for TVET  
Germany



Kenny Muscat joined the Innovation and Future of TVET team at UNESCO-UNEVOC in April 2023. He serves as Project Manager in the Bridging Innovation and Learning in TVET (BILT) Project, where he oversees the three main lines of the project.

After graduating from university, Kenny started working as a Process Engineer and eventually moved to the Malta College of Arts, Science (MCAST) as a Lecturer. During his fourteen years at MCAST, he held various leadership positions and also managed different Erasmus+ projects.

Kenny holds a Bachelor's degree in Engineering, Master's degrees in Integrated Product Development and in Business Administration, and Postgraduate Certificates in Vocational Education and Training and in Research Methods. He is currently a PhD student at the University of Malta where the research focus is the professional development of vocational teachers.





**Ms Katharina Engel**

Project Manager, BILT Project  
Federal Institute for Vocational Education and Training (BIBB)  
Germany

Prior to joining BIBB in 2022, Katharina worked at the German Academic Exchange Service (DAAD) on several EU-funded projects with a focus on digital education and global exchange. Most recently, she contributed to the development of a community of practice of digital education stakeholders in Europe and beyond as coordinator of the consortium implementing the European Commission's Digital Education Hub. Katharina holds a Master's degree in English Literatures and Cultures.



**Ms Natalie Ax**

BILT Project Officer, UNESCO-UNEVOC International Centre for TVET  
Germany

Ms Ax joined the Innovation and Future of TVET team at UNESCO-UNEVOC in November 2020. She serves as Project Officer in the Bridging Innovation and Learning in TVET (BILT) Project, where she leads the 'Bridging line' of BILT. In that context, she is responsible for the organization of BILT Bridging events and the renewal of the BILT online platform with the aim of strengthening the community and peer learning component of the project.

Ms Ax has more than ten years of experience working on digital transformation projects, both in the private sector and at the UN. Before joining UNESCO-UNEVOC, she worked for six years in IT consulting with a focus on change management and communication in large digital workplace projects. Prior to that, she served as Associate Expert at the Convention on Migratory Species under the UN Environment Programme and at the UN Office for Outer Space Affairs. Some of her responsibilities were to establish collaboration, knowledge and learning platforms, facilitate communities of practice, and conceptualize and carry out training sessions and workshops. Ms Ax holds a Master's degree in Political Science, English and Spanish.



**Ms Cara Schmitt**

Project Officer  
Federal Institute for Vocational Education and Training (BIBB)  
Germany

Ms Schmitt joined the BILT Team in January 2022 as Project Officer at the German Federal Institute for Vocational Education and Training (BIBB). She is responsible for the "Bridging Line" of the project and, in this context, for organizing the BILT Bridging events as well as consolidating the network community to enable peer learning.

Prior to joining the project team, Cara worked at the National Agency "Education for Europe" at BIBB, which implements the Erasmus+ programme in Germany in the field of VET and adult education. She has several years of experience in monitoring and evaluating Erasmus+ projects. In this regard, she contributed to providing transnational mobility and learning opportunities for VET students as well as supporting internationalization and institutional development of VET providers. Cara holds joint degrees in Franco-German Studies: Cross border Communication and Cooperation from France, Luxembourg and Germany.



**Ms Alexandra Filippova**

BILT Assistant Programme Officer, UNESCO-UNEVOC International Centre for TVET  
Germany

Ms Filippova joined UNESCO-UNEVOC in June 2019 to support the implementation of the flagship BILT project, which provides TVET institutions with a platform for peer learning and addressing the impact of current global transformations including climate change, digitalization, and social and workplace changes.

Prior to joining UNESCO-UNEVOC Ms Filippova worked as a teacher in public education in France, both in general and vocational pathways. Ms Filippova holds a Master's degree in International Relations and Strategic Cultures from INALCO (National Institute of Oriental Languages and Civilizations — Paris), and a Master's degree in French Literature and Linguistics from Sorbonne Nouvelle Paris 3.



**Ms Jessica Rosenfeld**

BILT Project Assistant  
Federal Institute for Vocational Education and Training (BIBB)  
Germany

Ms Rosenfeld joined the BILT Team in March 2022 at the German Federal Institute for Vocational Education and Training (BIBB). In her capacity as a Project Assistant, she supports the 'Learning Line'. More specifically, she is responsible for organizing the BILT Learning Labs, helping to further develop the Self-Reflection Tool, and supporting public outreach and editing work in English.

Ms Rosenfeld has over fifteen years of experience working in higher education both within the private sector as well as at an international level. Previously Jessica worked for several years at the United Nations University - Institute for Environment and Human Security (UNU-EHS). During this time she managed and co-developed several educational programmes in the field of disaster risk reduction and climate change adaptation, such as, an intensive training workshop, an international master, and young professionals' visiting programmes. She also has experience managing partnership networks and has worked as an educator and facilitator. Since 2016 Jessica has been a doctoral research candidate at the University of Bonn and a guest researcher at the Max Planck Institute for the Study of Religious and Ethnic Diversity (MPIMMG). Her research focuses on digital inequalities among migrants and its impact on life chances within Germany. Jessica holds a Master's degree in International Policy Studies with a focus on Conflict Resolution.



**Ms Valbona Makovci**

BILT Project Student Assistant, Federal Institute for Vocational Education and Training (BIBB)  
Germany

Ms Makovci initially joined the BILT team at the German Federal Institute for Vocational Education and Training (BIBB) in September 2022 as an intern, returning in April 2023 as a student assistant.

She holds a BA with first-grade honors in International Relations from the American College of Thessaloniki and is currently pursuing her Master's degree in International Education Management at the University of Ludwigsburg Germany and Helwan University in Cairo. Prior to joining BIBB she worked in the development and civil society sector with a focus on education primarily in Kosovo. Her previous work experience spans several organizations and international development agencies, such as, the Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ), Save the Children, OSCE Kosovo, USAID, Peer Educators Network (PEN) local NGO and YEU International based in Brussels.



**Mr Pan Liucheng**

BILT Project, Expert on Loan, UNESCO-UNEVOC

Pan Liucheng joined UNESCO-UNEVOC in the "Innovation and the Future of TVET" team in October 2022 as an Expert on Loan. He is working on behalf of Shenzhen Polytechnic (SZPT), which is a UNEVOC Network member as well as UNESCO chair on "digital transformation in TVET". Prior to his current assignment, he served as a researcher and lecturer at SZPT for six years. His recent projects focused on digital transformation in TVET. He is also an experienced lecturer on courses related to innovation and entrepreneurship education.

Pan Liucheng pursued his studies in China. He holds a master's degree in E-learning from National Chiao-Tung University in Hsinchu, and a bachelor's degree in Educational Administration from South China Normal University in Guangzhou. He is currently pursuing his doctoral study in Information and Communication Technology in Education at The Education University of Hong Kong. His recent academic outputs were published as journal articles in renowned international journals and Chinese domestic publications, which were mainly in the field of technology-assisted learning, learning motivation, educational cognition and psychology.