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Hybrid BILT Bridging Event

Towards inclusive excellence in TVET

22-24 April 2024, Como, Italy





The BILT project is implemented by



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and sponsored by



This event is hosted by:



UNESCO-UNEVOC
International Centre
for Technical and Vocational
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Europe 2024

BILT Bridging Event

Towards inclusive excellence in TVET

BILT BRIDGING EVENT EUROPE

**Hosted by La Cometa Società Cooperativa Sociale. Organized by the UNESCO-UNEVOC International Centre for TVET and the German Federal Institute for Vocational Education and Training (BIBB)
Como, Italy - 22-24 April 2024**

BILT Bridging Events are organized consecutively in each of the three focus regions of the ‘Bridging Innovation and Learning in TVET’ (BILT) project – Africa, Asia-Pacific, and Europe – and hosted by a UNEVOC Centre that is an active networking node for TVET stakeholders in the region and beyond. BILT Bridging Events provide a platform for international policy learning, knowledge exchange, innovation transfer and networking among TVET policymakers, practitioners and researchers.

The 2024-2025 cycle of Bridging Events kicks off with the conference in Europe, hosted by **La Cometa Società Cooperativa Sociale (Cometa)**, with a thematic focus on inclusive excellence in TVET.

BACKGROUND

Excellence in technical and vocational education and training (TVET) is multifaceted and defined in diverse ways. Although there is no single universally accepted definition of vocational excellence, most conceptual frameworks incorporate two important components: the delivery of **high-quality TVET**, and the impartation of skills and competencies that **enhance the employability of all people** striving to find decent work.

In this regard, excellence and inclusion in TVET are mutually reinforcing. Inclusive excellence in TVET is a commitment to meet the needs of all learners, regardless of their social and educational background, gender, ethnicity, disability, or migration status.

Based on this understanding, the BILT Bridging Event *Towards inclusive excellence in TVET* seeks to **explore various approaches to inclusive excellence** in TVET systems across **Europe, Africa, and Asia-Pacific**. Taking European perspectives as a starting point, the event will promote **interregional policy dialogue and cooperation** to support inclusive TVET systems that provide high-quality TVET delivery.

The BILT Bridging Event aims to contribute to the implementation of the **Education 2030 Agenda** and its 17 **Sustainable Development Goals**, in particular SDG 4, “*ensure inclusive and equitable quality education and promote lifelong learning opportunities for all*”. The [UNESCO Strategy for TVET 2022-2029](#) is fully aligned with SDG 4 and underlines UNESCO’s goal to unlock the potential of youth and adults by transforming TVET for successful and just transitions.

With its thematic focus on inclusive excellence, the event will also support the implementation of the [Strategic framework for European cooperation in education and training towards the European education area and beyond \(ET 2030\)](#), particularly its first priority, “Improving quality, equity, inclusion and success for all in education and training”; the African Union’s Year of Education on the theme “[Educate an Africa fit for the 21st Century: Building resilient education systems for increased access to inclusive, lifelong, quality and relevant learning in Africa](#)”; and the [ASEAN Declaration on Human Resources Development for the Changing Worlds of Work](#).

GOALS

The BILT Bridging Event *Towards inclusive excellence in TVET* enhances the visibility of BILT in Europe and beyond. It aims to:

- **Promote policy learning** between TVET stakeholders in Africa, Asia-Pacific and Europe. Taking lessons from Europe as a starting point, the focus is on
 - Discussing policy **approaches to inclusive excellence**;
 - Re-orienting current TVET policy towards inclusion and excellence and promoting TVET as an attractive career path.
- **Support peer learning** among BILT community members **on concrete innovative approaches to**
 - **Foster international collaboration** between TVET institutions striving for inclusive excellence in TVET delivery and TVET research;
 - **Implement inclusive TVET**, integrating migrants and disadvantaged youth, and targeting NEETs (persons not in employment, education or training).
- **Invite the TVET community in Europe and beyond to collaborate with BILT**
 - In the context of the sectoral **BILT Expert Groups** on new qualifications and competencies in building and construction (new in 2024–2025) and in hospitality and tourism (continued from 2023);
 - As **contributors** of transferable Innovation and Learning Practices (ILPs), or partners for future BILT events.

DELIVERABLE

A **working paper on definitions of “inclusive excellence”** reflecting TVET approaches in the three BILT regions – Africa, Asia-Pacific, and Europe – will synthesize the results of the discussions held at the conference.

TARGET GROUP

In-person participants and speakers (by invitation):

- TVET decision makers and TVET research agencies advising policymakers;
- TVET experts from UNEVOC Centres and from international organizations;
- Selected members of the BILT Expert Groups;
- Subject matter experts on the focus sectors or focus themes; and
- Private sector representatives, associations, and unions.

Online participants:

- TVET experts and stakeholders from ministries, national bodies, TVET providers and research institutes;
- Private sector representatives; and
- TVET teachers and trainers.

The BILT Bridging Event Europe in Como, Italy, will bring together approximately 60 representatives of primarily European, as well as African and Asian UNEVOC Centres and members of the BILT community.

During the three days, selected plenary sessions will be **streamed online**. Online participation is open to **a global audience**.

FORMAT OF THE EVENT

Duration: 22-24 April 2024 with the following objectives:

- **Day 1: Promoting inclusive excellence**
 - Keynote and discussions with policymakers, industry partners, and TVET role models from Africa, Asia-Pacific and Europe on the pursuit of inclusive excellence.
 - Breakout sessions to deepen the exchange between high-level speakers and the BILT community on the central challenges addressed in the keynotes.
 - On-site study visits to interact with practitioners in the TVET system in Italy (trainers and trainees) and to have a first-hand impression of on-the-job training.

- **Day 2: Collaborating for TVET excellence**
 - Networking sessions are organized to strengthen cooperation and thematic exchange among UNEVOC Centres and TVET institutions present at the event.
 - Closed-door working session of the BILT Expert Group on new qualifications and competencies in the building and construction sector.

- **Day 3:**
 - Hybrid Learning Lab with a focus on inclusive TVET approaches in the hospitality and tourism sector.
 - Live demonstrations to showcase European innovation and excellence in TVET.
 - UNEVOC Network meeting for UNEVOC Centres.

AGENDA

DAY 1 - Monday, 22 April 2024 Promoting inclusive excellence 9:00 – 18:30 All times are indicated in CEST	
8:30 – 9:00	Arrival at the venue (Cometa)
9:00 – 9:30 Aula Magna Streamed online	<p>Opening ceremony: Promoting inclusive excellence</p> <p>Moderator: Ms Priscilla Wanjiku Gatonye, Programme Officer, Inclusion and Youth, UNESCO-UNEVOC</p> <p>Speakers:</p> <ul style="list-style-type: none"> • Mr Alessandro Mele, President, Cometa, Italy • Ms Simona Tironi, Councillor for Education, Training and Work Lombardy Region, Italy • Mr Friedrich Huebler, Head of UNESCO-UNEVOC • Mr Giuseppe Valditara, Minister of Education and Merit, Italy
9:30 – 9:45 Aula Magna Streamed online	<p>Keynote: VET excellence and inclusion</p> <p><i>A keynote on the intersection of ‘excellence’ and ‘inclusion’ and how these priorities are going to influence the future of vocational education and training will set the thematic framework for the next three conference days.</i></p> <p>Moderator: Ms Priscilla Wanjiku Gatonye, UNESCO-UNEVOC</p> <p>Speaker:</p> <ul style="list-style-type: none"> • Ms Anastasia Poulidou, Expert in qualifications and credentials - Future of VET, European Centre for the Development of Vocational Training (Cedefop)
9:45 – 10:15 Aula Magna Streamed online	<p>Impulse talks: Policies to promote inclusive excellence</p> <p><i>This session will bring together perspectives on policymaking from Europe, Africa, and Asia-Pacific. They will introduce regional TVET strategies and policies aimed at enhancing inclusion and excellence to support access and participation and promote TVET as an attractive career path. In the ensuing panel discussion, the speakers are joined by TVET students sharing their experiences and opinions about the transformation towards inclusive excellence.</i></p> <p>Moderator: Ms Priscilla Wanjiku Gatonye, UNESCO-UNEVOC</p> <p>Speakers:</p> <ul style="list-style-type: none"> • Ms Sophia Ndemutilla Ashipala, Head of Education Division in the Education, Science, Technology and Innovation (ESTI) Department, African Union Commission • Mr Paryono Paryono, Deputy Director for Professional Affairs and Research Manager, SEAMEO VOCTECH Brunei, representing the ASEAN TVET Council • Ms Isabelle Le Mouillour, Head of Division International VET Comparison, Research and Monitoring, Federal Institute for Vocational Education and Training (BIBB), Germany

<p>10:15 – 11:15</p> <p>Aula Magna Streamed online</p>	<p>Panel discussion with student ambassadors for TVET</p> <p><i>The Panel discussion seeks to compare priorities and approaches highlighted in the preceding impulse talks. It allows for questions from the audience and includes the perspective of TVET learners. The objective is to foster an interactive dialogue involving both youth and policy makers on shaping the future of TVET towards inclusivity and excellence.</i></p> <p>Moderator: Ms Priscilla Wanjiku Gatonye, UNESCO-UNEVOC</p> <p>Panellists:</p> <ul style="list-style-type: none"> • Mr Arno Schrooyen, European Students’ Union • Mr Vu Dinh Viet Phuong, Trainee, Vietnamese Talents for Thuringia (ViTa), Germany • Ms Vardanah Khooblal, Cometa graduate, Italy • Ms Anastasia Poulidou, Cedefop • Ms Sophia Ndemutilla Ashipala, African Union Commission • Dato J. Palaniappan, Executive Chairman, ASEAN Future Workforce Council • Ms Isabelle Le Mouillour, BIBB, Germany
<p>11:15 – 12:00</p>	<p>Coffee and networking break</p>
<p>12:00 – 13:30</p> <p>Aula Magna Streamed online</p> <p>Aula 01, ground floor</p> <p>Aula 02, ground floor</p>	<p>Round-table discussions <i>Three round tables will allow for a more in-depth discussion of important topics mentioned in the preceding keynote and impulse talks.</i></p> <p>Roundtable 1</p> <p>The UNESCO Strategy for TVET – aspirations and realities Moderators: Mr Kenny Muscat, BILT Project Manager and Ms Natalie Ax, BILT Project Officer, UNESCO-UNEVOC</p> <p><i>The objective of session is to gather perspectives on the UNESCO Strategy for TVET 2022-2029 based on reality on the ground, and to document how the aspirations of the strategy are translating into actions, which barriers are encountered and which enabling factors facilitate its implementation.</i></p> <p>Roundtable 2</p> <p>The role of TVET networks to support the transformation towards inclusive excellence in TVET Moderators: Ms Katharina Engel, BILT Project Manager, and Mr Michael Schwarz, Deputy Head of Division “International Advisory Services/Cooperation with Partner Institutions”, Federal Institute for Vocational Education and Training (BIBB), Germany</p> <p>Impulse: Ms Manuela Prina, Head of Skills Identification and Development Unit, European Training Foundation (ETF)</p> <p>Roundtable 3</p> <p>The role of TVET providers to support the transformation towards inclusive excellence in TVET Moderators: Mr Alessandro Mele, President, Cometa, Italy, and Ms Sari Rehell, International Affairs Specialist, Omnia, Finland</p>
<p>13:30 – 14:30</p>	<p>Lunch break</p>

14:30 – 18:30	Vocational training ‘made in Italy’
Aula Magna	<i>An introduction to the Italian VET system will set the scene for the ensuing study visit.</i> <ul style="list-style-type: none">• Mr Gianluca Brenna, President, Confindustria Como, Italy
HOLCIM, Merone	<i>A study visit to the HOLCIM cement production unit in Merone (CO) offers participants a practical insight into the construction sector and an opportunity to discuss the transformation of skills needs towards a green and digital construction industry.</i>
18:30	Transfer to joint dinner at ‘Il Corazziere’, Merone

DAY 2 - Tuesday, 23 April 2024 Collaborating for TVET excellence 9:00 – 18:30 All times are indicated in CEST	
8:30 – 9:00	Arrival
9:00 – 9:15 Aula Magna <i>Streamed online</i>	Welcome remarks: Collaborating for TVET excellence Moderator: Ms Katharina Engel , BIBB, Germany Speaker: <ul style="list-style-type: none"> • Mr Tiziano Treu, former Minister of Labour and Social Security and Minister of Transports, and former president of the National Council for Economics and Labour, Italy
9:15 – 9:30 Aula Magna <i>Streamed online</i>	Launch of the new Expert Group on building and construction Moderator: Ms Katharina Engel , BIBB, Germany Speakers: <ul style="list-style-type: none"> • Ms Katherine Hall, Executive Director, Construction and Infrastructure Centre of Vocational Excellence (ConCOVE), New Zealand; Expert Group Lead • Mr Adetunji Adeniran, Registrar and Secretary to Council, Council of Registered Builders of Nigeria (CORBON), Nigeria; Expert Group Co-Lead • Mr Matteo Sgarzi, Head of Mission, International Relations, Centre for Studies and Research on Qualifications (Céreq), France; Expert Group Co-Lead
9:30 – 10:30 Aula Magna <i>Streamed online</i>	Networks for excellence in TVET <i>The panellists will discuss the options for promoting inclusive excellence through the respective networks and identify relevant areas for future collaboration. The impulse talk will highlight the vital role of global and regional networks in driving inclusive excellence in TVET delivery and research.</i> Moderator: Mr Kenny Muscat , UNESCO-UNEVOC Impulse talk: Mr Michael Wiechert , Head of Division “International Advisory Services / Cooperation with Partner Institutions”, BIBB, Germany Speakers: <ul style="list-style-type: none"> • Mr Friedrich Huebler, UNESCO-UNEVOC • Ms Susanne Nielsen, Human Capital Development Expert - Green Skills Expert - Country Liaison for Ukraine, European Training Foundation (ETF) • Mr Paolo Nardi, Executive Director, European Forum for Vocational Education and Training (EFVET)
10:30 – 10:45	The BILT Community Poster Gallery <i>The BILT Community Poster Gallery is designed to exhibit innovative projects, initiatives, tools and research activities on the event’s focus themes and sectors: inclusion, excellence, entrepreneurship, hospitality & tourism and building & construction.</i> <i>Online participants are invited to browse the poster gallery on the event webpage.</i>

	<p>Opening</p> <ul style="list-style-type: none"> • Ms Natalie Ax, UNESCO-UNEVOC
10:45 – 11:30	Coffee and networking break
11:30 – 12:15	<p>Poster gallery – Lightning talks</p> <p><i>During the gallery session, eight institutions will give a lightning talk on one of the focus themes to foster discussions and inspire participants to implement new and innovative approaches within their own TVET context.</i></p> <p>Lightning talks I</p> <p>Moderator: Ms Natalie Ax, UNESCO-UNEVOC</p> <ul style="list-style-type: none"> • Mr Affero Bin Ismail, Head of Digital Innovation Centre, Universiti Tun Hussein Onn Malaysia (UTHM), Malaysia <i>“Gender-Inclusive Career Advancement and Entrepreneurship in the Food Services Industry”</i> • Mr Debi Prasad Mishra, Director, and Mr Subrata Mondal, Associate Professor and Head, Department of Mechanical Engineering, National Institute of Technical Teachers’ Training and Research (NITTTR), India <i>“A Novel Approach of Entrepreneurship Development for Polytechnic Students”</i>
Aula 01, ground floor	
Aula 02, ground floor	<p>Moderator: Ms Cara Schmitt, BILT Project Officer, BIBB, Germany</p> <ul style="list-style-type: none"> • Mr Janaka Jayalath, Deputy Director General, Tertiary and Vocational Education Commission (TVEC), Sri Lanka <i>“Introduction of Disability Inclusion Toolkit to increase Participation in TVET Programs in Sri Lanka”</i> • Mr Gabriel Konayuma, Acting Principal TEVET Officer, Ministry of Technology and Science, Zambia <i>“Promoting Inclusive Training in TVET: A Case from Zambia”</i>
12:15 – 12:30	Transition break
12:30 – 13:15	<p>Lightning talks II</p> <p>Moderator: Ms Natalie Ax, UNESCO-UNEVOC</p> <ul style="list-style-type: none"> • Mr Aliyu Imafidor Hassan, General Manager, Centre of Excellence for Technical and Vocational Education, National Board for Technical Education (NBTE), Nigeria <i>“Introduction of technology enabled quality assurance to improve the quality of TVET delivery in Nigeria”</i> • Mr Frank Bertelmann-Angenendt, Head of Division Innovation & Transfer, Association of training centres of the construction industry, Germany <i>“Transversal Digital Competences in the building and construction sector”</i>
Aula 01, ground floor	
Aula 02, ground floor	<p>Moderator: Ms Cara Schmitt, BIBB, Germany</p> <ul style="list-style-type: none"> • Ms Sari Rehell, International Affairs Specialist, Omnia, Finland <i>“Enhancing Inclusive Employment by Skills Recognition and Assessment”</i> • Ms Alexandra Felder, Senior Researcher, Swiss Federal University for Vocational Education and Training (SFUVET), Switzerland <i>“Pre-apprenticeship programme for integration (PAI) in Switzerland: Participatory research and knowledge transfer”</i>
13:15 – 14:15	Lunch break

<p>14:15 – 16:00</p> <p>Aula Magna</p>	<p>Interregional cooperation possibilities</p> <p><i>This session will explore interregional cooperation and funding opportunities for TVET stakeholders across Europe, Asia-Pacific and Africa. The objective is to support the development of multi-stakeholder partnerships at a global level.</i></p> <p>Moderator: Ms Cara Schmitt, BIBB, Germany</p> <p>Speakers:</p> <ul style="list-style-type: none"> • Ms Cahyanti Ratri, EU-ASEAN Sustainable Connectivity Package – Higher Education (SCOPE HE) programme, Nuffic Southeast Asia, Indonesia • Ms Yvonne Jänchen, Programme Coordinator, Movetia, Switzerland • Ms Christine von Harrach, Thematic Expert, Donor Committee for dual Vocational Education and Training (DC dVET)
<p>14:15 – 16:30</p> <p>Aula 01, ground floor</p>	<p>Meeting of BILT Expert Group (closed session)</p>
<p>15:00 – 15:30</p>	<p>Coffee and networking break</p>
<p>16:30 – 18:30</p>	<p>Study visit Cometa</p> <p><i>Students and staff of Cometa will guide the visitors through different learning venues and give insights into teaching and training environments and methodologies.</i></p>
<p>18:30</p>	<p>Transfer to joint dinner at Villa Geno - Como</p>

DAY 3 - Wednesday, 24 April 2024 Empowering learners at risk of exclusion through TVET 9:00 – 17:00 All times are indicated in CEST	
8:30 – 9:00	Arrival
9:00 – 9:10 Aula Magna <i>Streamed online</i>	Welcome remarks and introduction: Empowering learners at risk of exclusion through TVET <ul style="list-style-type: none"> • Ms Priscilla Wanjiku Gatonye, UNESCO-UNEVOC
9:10 – 11:15 Aula Magna <i>Streamed online</i>	Hybrid Learning Lab: Equitable, excellent, empowering: innovative TVET in hospitality <i>This hybrid Learning Lab examines how to develop holistic approaches to create inclusive and diverse TVET environments. The session will spotlight two practical examples: Cometa's MiniMaster and KOTO's Her Turn. Inclusive programs like these empower marginalized groups with essential skills and knowledge needed to excel in today's dynamic job market.</i> <p>Moderators: Ms Jessica Rosenfeld, BILT Project Assistant, BIBB, Germany, and Ms Felister Wanyaga Munyi, BILT Project Assistant, UNESCO-UNEVOC</p> <p>Speakers:</p> <ul style="list-style-type: none"> • Mr Francesco Baroni, Country Manager, Italia presso Gi Group Holding, Italy • Ms Dang Thi Anh Tuyet, Deputy Training Manager, know one, teach one (KOTO), Viet Nam • Mr Giovanni Figini, School Manager of the Cometa Formazione – Oliver Twist School, Italy • Ms Hoàng Thị Hạnh, Foundation Manager, know one, teach one (KOTO), Viet Nam • Ms Bianca Passera, Owner and Chairperson, Lario Hotel, Italy <p>With testimonials from</p> <ul style="list-style-type: none"> • Mr Dike Aribiba, Student, MCI Internationale Hochschule Innsbruck; MiniMaster graduating class 2009 • Ms Alessandra Benda, Bartender, Erre Bar; MiniMaster graduating class 2023 • Mr Le Minh Loc, Student, RMIT University Vietnam; KOTO class 32 • Ms Thuan Tran, Front of House Trainer, know one, teach one (KOTO); KOTO class 13
11:15 – 11:45	Coffee and networking break
11:45 – 12:45	Live demonstration of innovative teaching methodologies <i>Participants on-site will have the opportunity to examine and test innovative teaching and learning tools showcased through interactive workshops, fostering hands-on experience.</i> <p>EXPAND+ER WB³ <i>EXPAND+ER WB³ is a publicly funded innovation project on the extension of a continuing education platform through attractive and user-oriented database design and a focus on regional continuing education. The aim of the project is to create innovative access to digital learning opportunities. Participants will have the opportunity to try and test virtual TVET delivery.</i></p> <ul style="list-style-type: none"> • Mr Matthias Untisz, Project Manager, Brandenburg University of Technology Cottbus, Germany • Mr Fax Quintus, CEO, I-mmersive GmbH, Germany <p>Better teaching based on self-reflection – the Cometa method <i>Cometa staff will demonstrate a ToT methodology that puts the personal learning experience at the centre of teachers' development. Participants are invited to experience this approach and jointly reflect on the emotional and psychological components of learning and teaching.</i></p>

	<ul style="list-style-type: none"> • Mr Giovanni Figini, Cometa Formazione – Oliver Twist School, Italy • Ms Maria Chiara Gomaschi, Supervisor, Training of Trainers, Cometa, Italy • Mr Andrea Pasini, Mathematics Teacher, Cometa, Italy
<p>13:00 – 13:30</p> <p>Aula Magna <i>Streamed online</i></p>	<p>Closing</p> <ul style="list-style-type: none"> • Mr Friedrich Huebler, UNESCO-UNEVOC • Mr Michael Schwarz, Deputy Head of Division “International Advisory Services, Cooperation with Partner Institutions”, BIBB, Germany • Mr Alessandro Mele, Cometa, Italy
<p>13:30 – 14:30</p>	<p>Lunch break</p>
<p>14:30 – 16:30</p> <p>Aula Magna</p>	<p>UNEVOC Network meeting (closed meeting)</p> <p>Moderator: Mr Kenny Muscat, Regional Focal Point for Europe, UNESCO-UNEVOC</p>
<p>16:30 – 17:00</p>	<p>Coffee and networking break</p>

SPEAKERS BIOGRAPHY

Day 1 Tuesday, 22 April 2024 – Speakers and Moderators

**Priscilla Wanjiku Gatonye**

Programme Officer, Inclusion and Youth, UNESCO-UNEVOC International Centre for TVET

Priscilla Gatonye supports the development and implementation of the UNEVOC Network strategy, with a particular focus on the thematic area of inclusion and youth, including the International Centre's ongoing work on entrepreneurial skills development, and gender equality in TVET. She also acts as Regional Focal Point for Africa and in this capacity develops regional strategies to involve members of the UNEVOC Network in Africa in UNESCO-UNEVOC's activities.

Previously, Ms Gatonye worked for 10+ years in various capacities within the TVET sector as well as in youth empowerment and employability advisory. Priscilla holds a B.A. in Economics from the University of Nairobi, an M.Sc. in International Supply Chain Management from the University of Exeter and AEVO's international master trainer qualifications in vocational and work pedagogical knowledge, skills and abilities.

**Alessandro Mele**

President of Cometa, Cometa, Italy

Since 2004, Alessandro Mele has been involved in the Cometa Network, a social enterprise in the fields of care, education, social inclusion and youth employment, operating in Como with about 300 employees, 260 volunteers and 1300 beneficiaries. Mr Mele is President of the Cometa vocational school (600 students) and Secretary General of the IATH Academy, vocational school for tourism and hospitality (250 students). From 2016 on he has led the National Association of Colleges-ITS (Rete ITS ITALIA) as founder, president and now vice-president. He was a financial consultant in the Tax & Legal department of PWC. Mr Mele holds a degree in Economics and Banking from the University of Siena and a Master in Economics and Non-Profit Management from the University of Pavia, specializing in CSR management. He is Italian consultant for the UNESCO-UNEVOC network; Trainer and speaker at national and international conferences and author of several publications in professional journals and newspapers.

**Simona Tironi**

Councilor for Education, Training and Work Lombardy Region, Italy

Simona Tironi is a graduate in Accounting and holds a degree in Economics and Commerce from the University of Brescia. After a trajectory that led her to serve for five years as Councilor for Education and Culture, followed by Deputy Mayor of her hometown, Travagliato, she was elected in 2018 as a regional councilor in Lombardy.

During her tenure as Vice President of the Health and Social Policies Committee for five years, she achieved significant milestones as the primary promoter of regional laws safeguarding children in nurseries,

addressing eating disorders, and advocating for family caregivers, all unanimously approved.

Her dedication also extended to impactful projects such as child and adolescent neuropsychiatry, autism initiatives, and the establishment of the Lombard oncology network (ROL) for comprehensive cancer information and prevention.

Reconfirmed in the regional elections of Lombardy in the province of Brescia on February 13, 2023, she was appointed by President Attilio Fontana as Councilor for Education, Training, and Employment in the XII Legislature.

Her new roles encompass crucial areas including: Education; Training; Employment; Skills enhancement for workforce integration.



Friedrich Huebler

Head of UNESCO-UNEVOC International Centre for TVET

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.



Giuseppe Valditara

Minister of Education and Merit, Italy



Anastasia Pouliou

Expert in qualifications and credentials – Future of VET, European Centre for the Development of Vocational Training (Cedefop)

Anastasia Pouliou is a Cedefop Expert in qualifications and credentials - Future of VET. She is currently leading the Agency's research on Microcredentials for labour market education and training, learning outcomes and the Future of VET in Europe. She is involved in other Cedefop activities (including the coordination of developments on national qualifications frameworks and the TVET-Interagency group on the Future of VET). Before joining Cedefop she worked as an Educational Consultant in the Ministry of Education and Religious affairs and as a head of the European Affairs Unit in the Organisation for Vocational Education and Training (Greece). She has performed senior management and national coordination on Europass and Leonardo da Vinci projects and has published influential articles in academic journals. She has represented Cedefop as keynote speaker at high-level international

events in Europe, USA and South Africa.



Sophia Ndemutila Ashipala

Head of Education Division, African Union Commission

Sophia Ashipala recently joined the African Union Commission as Head of Education Division. She is holder of a Master’s Degree in Public Policy Management and has worked in the Education Sector for 23 years at different positions serving the Ministry of Education, Arts and Culture in Namibia. She has previously served as Deputy Director for Programme Quality Assurance for 5 years and Chief Education Planner for 5 years. She has also worked as School Principal for 3 years, Head of Department for Mathematics and Science for 3 years and a teacher for 6 years.



Paryono Paryono

Deputy Director for Professional Affairs and Research Manager, SEAMEO VOCTECH Brunei, representing the ASEAN TVET Council

Mr Paryono has been working in the area of education, especially in Technical and Vocational Education and Training (TVET) for more than 30 years. Currently, he is the Deputy Director for Professional Affairs and the Research Manager and Specialist at the Regional Centre for Vocational and Technical Education and Training under the Southeast Asian Ministers of Education Organization (SEAMEO VOCTECH) in Brunei Darussalam. Before joining the regional centre, he was a lecturer at State University of Malang Indonesia, and visiting lecturer at various universities in the US, including the University of Wisconsin-Madison, University of Washington-Seattle and in China at Beijing Normal University. He was also a recipient of a Fulbright visiting scholar at Cornell University.

Mr Paryono holds a Ph.D. degree for a dual title in Workforce Education and Development and Comparative International Education from Pennsylvania State University, master’s degree in Continuing and Vocational Education from the University of Wisconsin-Madison, and bachelor’s degree in Civil Engineering Education from the State University of Malang Indonesia.

His research and publications focus on TVET and skills development, innovative teaching-learning, qualification frameworks, occupational standards, quality assurance, ICT and digitalization in education, skills development, integration of life skills/transferable/transversal skills/soft skills in TVET, education for sustainable development, teacher standards, and preparing TVET for industry requirements.

He is the board member of the Asian Academic Society for Vocational Education and Training (AASVET) and the advisory representative of the ASEAN TVET Council (ATC) for UNESCO-UNEVOC’s BILT project (the Bridging Innovation and Learning in TVET).



Isabelle Le Mouillour

Head of Division International VET Comparison, Research and Monitoring, Federal Institute for Vocational Education and Training (BIBB), Germany

Isabelle Le Mouillour is head of area "International VET Comparison, Research and Monitoring" at the Federal Institute for Vocational Education and Training (BIBB; Germany) since 2012. She carries out comparative research and policy advice on issues relevant to European VET policy such as permeability in education and training, in-company training and apprenticeship, governance of VET systems as well as international VET strategies. She is involved in European funded projects (Erasmus Plus, Horizon, Twinning). Doing so, she has valuable comparative and grounded insights into the development of apprenticeship/work-based learning as well as VET systems in Europe. Isabelle is representative for Germany to Benchlearning Coordinator Group of the EU Commission; she is the national member to the EQAVET European steering committee for Germany. She is involved in the implementation and development of recent European policy decisions (VET Recommendation 2020, Osnabrück Declaration 2020) together the German Federal Ministry for Education and Research and the European Commission. She is member of the editorial board of the international handbook for VET. She worked five years as senior expert at the European Agency for the development of vocational education and training (Cedefop) specializing on issues such as qualification frameworks, validation and learning outcomes approach in education and training ([Isabelle Le Mouillour \(0000-0003-4865-5287\) - ORCID](#)).



Arno Schrooyen

European Students' Union

Mr Schrooyen is a 24-year-old student from Brussels. After a Bachelor's degree in Hotel Management, he started his Master's degree in Administrative Sciences last September. Throughout his studies, he has been an active student representative at local, national and European level, working on issues related to equity and inclusivity in higher education and representing VET students in different national locations.



Vardanah Khooblall

Cometa graduate, Italy

Ms Khooblall studied at Cometa, where she specialized in the Sala Bar field. She furthered her education at IATH Academy with a one-year IFTS course in Restaurant and Bar experience, and subsequently with a two-year ITS course in Digital Marketing and Hospitality Management. She will complete her studies in July 2024. Throughout her studies, she undertook numerous internships, primarily in luxury hotels, to specialize in the world of Food and Beverage, ranging from service and hospitality to digital communication.



Dato J. Palaniappan

Executive Chairman, ASEAN Future Workforce Council

Dato J' Palaniappan is a distinguished figure in the realms of workforce development, innovation, and industry collaboration within the ASEAN region. With a multifaceted contribution spanning both public and private sectors, he has played instrumental roles in shaping policies and initiatives aimed at enhancing the region's human capital and economic resilience.

Currently serving as the Chairman of the ASEAN Future Workforce Council (AFWC), Dato Palaniappan leads efforts to anticipate and address the evolving challenges and opportunities in the future world of work across Southeast Asia. His expertise extends to the Expert Group of Bridging Innovation and Learning in TVET (BILT), under UNESCO UNEVOC, where he contributes to advancing technical and vocational education and training to meet industry demands and foster innovation. As a Council Member of the ASEAN TVET Council (ATC) and an Alternate Council Member of the ASEAN Employers Confederation (AEC), Dato Palaniappan actively engages in regional dialogues and collaborations to promote skills development and employment opportunities. He also lends his insights to the Advisory Panel of The ASEAN Migration Outlook, providing guidance on labor migration policies and practices. Within Malaysia, Dato Palaniappan holds key positions in various industry associations, including Council Member of the Federation of Malaysian Manufacturers (FMM) His involvement in the Employers and industry Federations underscores his commitment to advancing the interests of employers and fostering a conducive environment for economic growth. With a solid academic background, Dato Palaniappan brings a blend of expertise in both technical and legal domains. He holds a Master in Science in Quality & Productivity Improvement from the National University of Malaysia, complemented by a Bachelor of Jurisprudence (Hons) from the University of Malaya and a Bachelor of Economics (Hons) from the National University of Malaysia. In addition to his leadership roles in the public and industry sectors, Dato Palaniappan serves as the Managing Director of Satake Technologies Sdn. Bhd, where he leverages his wealth of experience to drive innovation and excellence in technology-driven solutions. He also serves as a Director of the Human Resource Development Corporation (HRDCorp), contributing to the strategic direction of workforce development initiatives in Malaysia. Through his diverse engagements and unwavering dedication, Dato J' Palaniappan continues to be a catalyst for positive change and sustainable development in the ASEAN region and beyond.



Kenny Muscat

BILT Project Manager, UNESCO UNEVOC International Centre for TVET

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, Mr Muscat 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 managed different Erasmus+ projects.

Mr Muscat 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.



Natalie Ax

BILT Project Officer, UNESCO-UNEVOC International Centre for TVET

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.



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.



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.



Manuela Prina

Head of Skills Identification and Development Unit, European Training Foundation (ETF)



Sari Rehell

International Affairs Specialist, Omnia, Finland

Ms Rehell is currently working as a Specialist for International Affairs and Project Manager for GIVE – Governance for Inclusive Vocational Excellence in Omnia with a background of working for European Policies and EU Programmes in the field of Education, Training, Youth and Culture at the National Agency and for acting as the Executive Director of the Foundation of Young Culture, the Service and Development Centre of the Ministry of Education for non-formal learning of young people through cultural youth work and art events.



Gianluca Brenna

President, Confindustria Como, & CEO of Stamperia di Lipomo Spa, Italy

After graduating in Economics and Commerce and a brief two-year experience as an equity portfolio manager of mutual investment funds at RAS insurance company in Milan he joined the family business Stamperia di Lipomo Spa in 1988, initially working alongside his father, with the help of his brothers, to manage the company and then becoming its President and CEO.

President of Confindustria Como for the four-year period 2023/2027, he was Vice-President for the four-year period 2019/2023 in charge of "Economy, holdings and alliances", Vice-President for the four-year period 2015/2019 and previously (since 2007) member of the Presidential Council. President of the Textile Companies Group within Confindustria Como for the two-year period 2020/2021.

Member of the General Council of Confindustria, representative of Confindustria Como at Sistema Moda Italia, where he holds the position of Vice-President for Welfare.

Always involved in the management of problems related to water purification, he is the current Vice President of Lariana Depur, from 2006

for two terms (6 years) he was CEO of Comodepur (now in liquidation).

Member of the Board of Directors of the non-profit Provincial
Foundation of the Community of Como.

Day 2 Wednesday, 23 April 2024 – Speakers and Moderators



Tiziano Treu

Former President, National Council for Economics and Labour, Italy

Mr Treu, a distinguished professor emeritus of labour law at the Catholic University of Milan, is a prominent figure in Italian government and academia. He served as President of CNEL (National Council of Economy and Labour) from May 2017 to April 2023 and previously as its member from April 2013 to May 2015. His international influence was evident during his presidency of the International Society for Labour and Social Security Law from September 2015 to September 2018. With ministerial roles including Minister of Labour and Social Security (1995-1998), his expertise in labour law is widely acknowledged. As a Senator, he chaired the XI Commission focusing on Labour and Welfare (2006-2008). Additionally, his involvement with the National Guarantee Commission on Strikes underscores his commitment to societal issues. Mr Treu's contributions extend to the local level, having served on the Milan City Council. As Of-Counsel at SASPI law firm, he remains active in legal consultancy. He is revered for his profound impact on Italian governance, academia, and labour law.



Katherine Hall

Executive Director, Construction and Infrastructure Centre of Vocational Excellence (ConCOVE), New Zealand; Expert Group Lead

Katherine Hall is the Executive Director of Construction and Infrastructure Centre of Vocational Excellence, known as ConCOVE Tūhura. Katherine holds a Master's in Technological Futures from Tech Futures Lab and Bachelor of Commerce from the University of Auckland.

At ConCOVE Katherine leads a passionate team tasked with reimagining vocational education for construction and infrastructure through industry-led, action research. ConCOVE has a particular focus on supporting three priority groups; Māori, Pasifika and women, to progress and thrive in the construction and infrastructure sector in Aotearoa New Zealand.

With more than 30 years of professional experience across a broad variety of industries Katherine has spent more than half this time in vocational education and training and the construction and infrastructure sectors. Katherine most recently led the People Development workstream in the Construction Sector Accord, a government-industry partnership to transform the sector, housed within the Ministry of Business, Innovation and Employment. Katherine is known for her ability to disrupt through connecting people and initiatives, she's laser focussed on deduplication of effort and driving for real, equitable, outcomes.



Matteo Sgarzi

Head of Mission, International Relations, Centre for Studies and Research on Qualifications (Céreq), France; Expert Group Co-Lead

Matteo Sgarzi holds a Master's degree in Political Science and International Relations from the University of Bologna (Italy). Since 2001 he has been working in the field of education and training, managing international projects on various topics such as transition from education to work, initial and continuing vocational training, lifelong learning

policies, quality issues. He is an expert in higher education and vocational training policies and systems, multilateral project management and international relations. As a Céreq associate, he is currently involved in promoting the centre's scientific activities at European and international level.

In recent years, he has been involved in producing studies and research for Cedefop (promoting lifelong learning for low-skilled adults through up-skilling pathways), Agence France Development (development and recognition of informal work-based learning), UNESCO (digital and ecological impact on VET qualification standards and skills). He also participated in several EU-funded projects on similar and related topics.



Adetunji Akinola Adeniran

Registrar and Secretary to Council of Registered Builders of Nigeria (CORBON), Nigeria; Expert Group Co-Lead

In addition to his administrative responsibilities as Registrar, 'Tunji is the Secretary of the Sector Skills Council for Building in Nigeria (SSCBiN) and a Quality Assurance Assessor (QAA). SSCBiN is a private sector-led organisation responsible for skills and workforce development and the development of National Occupational Standards for skills in the building sector.

'Tunji is an alumnus of the Lagos Business School's Advanced Management Programme and the National Institute for Policy and Strategic Studies, Nigeria's premier policy think tank. With a Master's Degree in Construction Management and another in Business Administration (specialising in Operations and Production Management), he has over 30 years of professional experience. His expertise spans construction management, investment property management and property development in various leading companies.



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.



Susanne Nielsen

Human Capital Development Expert - Green Skills Expert - Country Liaison for Ukraine, European Training Foundation (ETF)

Susanne M. Nielsen holds a Master's degree in Political Science and has extensive international work experience.

Ms Nielsen serves as the Green Skills Expert and Country Liaison for Ukraine at the European Training Foundation (ETF). The ETF is an EU

Agency supporting human capital development in the EU neighbouring countries.

Ms Nielsen leads the GRETA initiative (Greening Responses to Excellence through Thematic Action), a global vocational education partnership aimed at advancing skills for a green and just transition through a whole system approach to greening vocational education.

The GRETA initiative supports the development of vocational excellence and the establishment of Centres of Vocational Excellence (CoVEs), and is implemented in the frame of the ETF Network for Excellence, encompassing over 300 members across Europe, Africa, and Asia. [Going green: GRETA | ETF \(europa.eu\)](#)



Paolo Nardi

Executive Director, European Forum for Vocational Education and Training (EfVET), Italy

Paolo Nardi is Executive Director of the European forum for Technical and Vocational Education and Training (EfVET) and one of the project leaders of the Governance for Inclusive Vocational Excellence CoVE project. Board Member of VETNET and Steering Committee member of Karanga – Global Alliance for Social Emotional Learning. Member of the Editorial Board at Nuova Professionalità (VET journal). Master in Public Policy at Brunel University London, and PhD in International Law and Economics at Università Bocconi, Milan. Active in practice-led research, his interests mainly focus on education and training, namely innovations in pedagogy and life skills; also non-profit organizations, social innovation and community development.



Affero Bin Ismail

Head of Digital Innovation Centre, Universiti Tun Hussein Onn Malaysia (UTHM), Malaysia

Affero Bin Ismail is an associate professor in the Department of Engineering Education, Faculty of Technical and Vocational Education. He is also the Head of the UTHM Digital Innovation Centre and the UNEVOC Centre Coordinator. Previously, he served as the Head of Department at the Malaysia Research Institute for Vocational Education and Training (MyRIVET). He holds a Ph.D. in TVET, a Master of Science in Human Resource Development, and a Bachelor of Engineering in Computer and Communication Systems.

He is a professional member of the Malaysia Board of Technologist and Young Scientist Network, IEEE Network, and Academy of Science Malaysia. His research interests include curriculum development, digitization, training, teaching and learning, professional development, the Sustainable Development Goals, and green skills.

He has written over 200 articles on TVET, education, and professional development in national and international proceedings, indexed journals, and peer-reviewed journals. He is author of TVET Professional Educator: Guidance on Competency Development, Graduate Students' Resource Needs, and Digital TVET Framework. He also consults on national and international projects in the areas of TVET, teaching and learning, curriculum, apprenticeship, and TVET digitization, supported by UNESCO-UNEVOC, British Council, International Labour Organization, and others. He has offered professional expertise to ASEAN countries and other UNEVOC Network members. He has been invited as a speaker

and guest lecturer at several educational institutions for various conferences and seminars. He aspires to emerge as a proficient leader in TVET, dedicated to fostering skill development within both the community and society at large.



Debi Prasad Mishra

Director, National Institute of Technical Teachers’ Training and Research (NITTTR), India

Dr. Debi Prasad Mishra is a professor in the Department of Aerospace Engineering and Design Programme at the Indian Institute of Technology, Kanpur, India. Prof. Mishra has joined the National Institute of Technical Teachers’ Training and Research (NITTTR) Kolkata as the Director with effect from 8th June 2020. Under his leadership, NITTTR Kolkata is offering various training programme for technical teachers and technical staff members for acquisition of practical skills, understanding and knowledge. He has also taken initiative for the researches in technical education system.



Cara Schmitt

BILT 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.



Janaka Jayalath

Deputy Director General, Tertiary and Vocational Education Commission (TVEC), Sri Lanka

Mr Janaka Jayalath started his career as an apprentice at Sri Lanka Broadcasting Corporation in 1989 and then worked as a Technical Assistant at the National Rupavahini Corporation. Later he worked at Sri Lanka Telecom Corporation as the Manager (Systems) and subsequently as a Project Manager for two Asian Development Bank (ADB) projects in TVET sector development in Sri Lanka. Afterwards, he worked as the Director (Information Systems) at the Tertiary and Vocational Education Commission (TVEC), the apex body for the Technical and Vocational Education and Training (TVET) sector in Sri Lanka. He is currently the Deputy Director General of TVEC in the Ministry of Education.

Mr Jayalath is a Bachelor of Science graduate of the University of Colombo and holds a Master’s degree in Computer Science from the

same University. He has earned his postgraduate diploma from PIM, University of Sri Jayawardanapura and MBA in e-Government from the University of Moratuwa. He is a Ph.D. holder of the Asian Institute of Technology (AIT) Thailand, in Information Management in TVET.

He has published many national and international research papers on gamification and authored a book on “Quality Assurance of Qualification Frameworks in South Asian Countries” as a UNESCO publication and book chapter called “Using ICTs and Blended Learning in Transforming TVET”, which is a joint publication of UNESCO-COL focusing best practices in TVET. He has served in the Presidential Task Force TVET sub-committee on Sri Lanka Education Sector reforms in 2023.

Mr Jayalath has been involved in implementing Reasonable Adjustments (RA) for disabled persons in the TVET sector and worked towards introducing several programs for disabled persons with the support of the Skills for Inclusive Growth (S4IG) project in Sri Lanka.



Gabriel Konayuma

Acting Principal TEVET Officer, Ministry of Technology and Science, Zambia

Mr Konayuma is the Principal TEVET Officer at the Ministry of Technology and Science in Zambia, as well as the UNESCO-UNEVOC Country Coordinator. Additionally, he serves as the e/Merge Africa Network Country Representative and has previously served as a Board member of the Network for OER and Multi-modal Self-Directed Learning in Southern Africa. He has a demonstrated history of working in the technical education and vocational training sector, and possesses skills in strategic planning, public speaking, training, research, and teaching. He facilitated online courses for TVET staff in Zambia to enhance their skills in technology-enabled learning. He is a highly skilled professional in community and social services, holding a Master of Education – MEd with a focus on ICTs in Education from the University of Cape Town. His research centred on the challenges and enablers of eLearning policy implementation in vocational colleges in Zambia.



Aliyu Imafidor Hassan

General Manager, Centre of Excellence for Technical and Vocational Education, National Board for Technical Education (NBTE), Nigeria

Mr Hassan brings over 15 years of experience in the TVET sector and as an IT practitioner to his role as General Manager of the NBTE Centre of Excellence for Technical and Vocational Education (TVE). He also serves as the Coordinator of the NBTE UNEVOC Centre. In this role, Mr Hassan leads initiatives to widen access to TVET through Open, Distance and Flexible eLearning (ODFeL), coordinating policy development, courseware development, etc. He is involved in curriculum review in the field and quality assurance for TVET institutions. He also holds a Higher National Diploma in Civil Engineering from Kaduna Polytechnic, a Postgraduate Diploma in Civil Engineering from the Nigerian Defense Academy and has completed his coursework for a Postgraduate Diploma in Information Technology from the National Open University of Nigeria. He has also received training in cybersecurity operations from the Cisco Academy and artificial intelligence from the Huawei Academy, complemented by several professional development courses in networking, system security and content management systems.



Frank Bertelmann-Angenendt

Head of Division Innovation & Transfer, Association of Training Centres of the Construction Industry, Germany

Mr Bertelmann-Angenendt holds a university degree in International Economics and Political Economy. He has worked as a project developer and manager in projects funded by the EU and German Federal Ministries. He is founder and chairman of a European conference on innovation in TVET. As a concept developer for innovative VET approaches, he introduces new technology such as digital and XR technologies, as well as change management.



Alexandra Felder

Senior Researcher, Swiss Federal University for Vocational Education and Training (SFUVET), Switzerland

Alexandra Felder is a Senior Researcher at SFUVET and works within research area “Integration in VPET and the Labour Market” especially in the field of “Vocational identity and diversity”. Her research expertise relies on vocational identity development, learning conditions and agency in workplace learning. Before arriving at SFUVET, she did many years of research in the fields of migration and refugees studies at the University of applied science of social work in Geneva. She is co-project manager with Prof. Isabelle Caprani of the ongoing Swiss National Science Foundation (SNF) research project “Integration of refugees in integration pre-apprenticeships (PAI) and VET programmes: the role of workplace guidance in the development of agency”.

The Swiss Federal University of Vocational Education and Training (SFUVET) is Switzerland's expert organisation for vocational education. R&D researchers pay particular attention to issues related to VPET research and practice, thereby making an important contribution to the analysis, optimization, and further development of the Swiss VPET system. Newly acquired knowledge is continuously transferred into SFUVET's basic and continuing training courses. Research findings therefore benefit learners, their teachers and trainers, vocational schools, professional organisations, policymakers within the Swiss VPET system and society.



Cahyanti Ratri

EU-ASEAN Sustainable Connectivity Package – Higher Education (SCOPE HE) programme, Nuffic Southeast Asia, Indonesia

Cahyanti Ratri is the senior programme manager for the EU-ASEAN Sustainable Connectivity Package (SCOPE) Higher Education programme implemented by Nuffic South East Asia. The SCOPE-HE programme is the first Nuffic SEA engagement on the development of TVET in the ASEAN region, which developed based on the path drawn by the EU-SHARE programme where she played a role as Capacity Building, Monitoring, Evaluation and Learning Officer for the EU-SHARE programme implemented by Nuffic SEA.

Before joining Nuffic SEA, she worked in several organizations dealing with reporting, monitoring, evaluation, learning and accountability for more than ten years.



Yvonne Jänchen
Programme Coordinator, Movetia, Switzerland



Christine von Harrach
Thematic Expert, Donor Committee for dual Vocational Education and Training (DC dVET)

Christine von Harrach is a Master of Economics and a thematic expert at the DC dVET, focusing on knowledge transfer in dual vocational education and training (dVET) developments. With over six years of experience in the field of Technical and Vocational Education and Training (TVET) in Indonesia, she has contributed significantly to SECO and BMZ-funded projects. Her expertise is further enriched by her long-term field experiences for a GIZ project in the East African Community and for a GIZ business management project in Bangladesh. Her role at DC dVET involves applying her extensive knowledge and practical insights to enhance project implementation, contributing to the realm of international development and vocational training.

Day 3 Thursday, 24 April 2024 – Speakers and Moderators



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 Ms Rosenfeld 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. Ms Rosenfeld holds a Master's degree in International Policy Studies with a focus on Conflict Resolution.



Felister Munyi

BILT Programme Assistant, UNESCO-UNEVOC International Centre for TVET

Felister Munyi joined UNESCO-UNEVOC in July 2023 as a Programme Assistant for the Bridging Innovation and Learning in TVET (BILT) project. She supports the implementation of the BILT project ranging from planning, coordination, researching and analysing best practices in TVET innovation, organizing workshops and training programmes, and supporting the development of educational resources and publications.

Ms Munyi has more than 10 years' experience in TVET. Prior to joining UNESCO-UNEVOC, she was working at the Kenya School of TVET, serving as the Head of National Open Distance and eLearning (ODEL) in TVET.

Felister holds a master's degree in Information Technology, a bachelor's degree in Education and has done professional courses in project management, quality assurance and flexible and blended TVET.



Francesco Baroni

Country Manager of Gi Group, Italy & Global Business Innovation & Technology Senior Executive

Mr Baroni has worked for leading consulting firms and public institutions. In IBM, as a partner of the Global Business Services Division, he led management consulting, systems integration and outsourcing projects, mainly for the industrial sector. In 2010 Mr Baroni was appointed General Manager of the Directorate for Industry, Crafts, Construction and Cooperation of the Lombardia Region Government and in April 2013 was appointed General Manager for Strategic Planning and Finance. He holds a bachelor degree in Mechanical Engineering from the Politecnico di Milano.



Dang Thi Anh Tuyet

Deputy Training Manager, know one, teach one (KOTO), Viet Nam

With a lifelong focus on society, Ms Dang has dedicated herself to the pursuit of contributing to community development via education. She oversees the management and operations of the training team's activities within the KOTO Foundation Department. She is responsible for not only assuring that the training procedures are in line with the training curriculum, through the designed syllabus and extra curricula activities, but also through building trainers' capacity to ensure the effectiveness of the training's quality and trainees' competency skills.

Ms Dang graduated from the University of Languages and International Studies (ULIS) in Vietnam, majoring in English language teaching. Additionally, she holds a master's degree in English Teaching to Speakers of Other Languages from Victoria University, Australia. Working in TVET for 10 years, and KOTO for nearly four, has strengthened her belief in empowerment through education.

She is very proud to be a part of the KOTO family where we work with passion, professionalism, love, innovation and respect.



Giovanni Figini

School Manager of the Cometa Formazione – Oliver Twist School, Italy

Mr Figini holds a degree in Modern Literature from the Catholic University of the Sacred Heart in Milan and a PhD in "Training of the person and the labor market" from the University of Bergamo. Active on various educational innovation projects, he is also a promoter of the methodological-didactic innovation project called "High school - entrepreneurial and craft experimentation of design," approved by the Minister of Education.



Hoàng Thị Hạnh

Foundation Manager, know one, teach one (KOTO), Viet Nam

In her current role, as the foundation manager, Ms Hoàng oversees the program life cycle from recruiting of new trainees to safeguarding their well-being whilst at KOTO. Additionally, she is responsible for managing the effective delivery of the training curriculum for the Certificate III in Hospitality, Apollo / KOTO joint accredited English language curriculum, life skills, and computer literacy for KOTO trainees. This entails ensuring that the execution and quality assurance standards are met and delivered properly, as well as preparing trainees for workforce entry, and providing support to the KOTO alumni community.

Not only has Ms Hoàng been working with KOTO for more than twenty years, but she also graduated from the two-year program in 2003. Prior to starting at KOTO, she worked in the restaurant and food service sector.



Bianca Passera

Owner and Chairperson, Lario Hotel, Italy

Ms Passera is one of the most important innovators in the Lake Como hospitality sector. Her contribution to Lake Como's hospitality industry is highlighted by her successful integration of stunning scenery, rich history and cultural wealth to create exceptional travel experiences. Her dedication to old-school hospitality, combined with innovative design and commitment, demonstrates her influential role in maintaining Lake Como's status as a premier destination.



Dike Aribiba

Student, MCI Internationale Hochschule Innsbruck; MiniMaster graduating class 2009

Mr Aribiba graduated from the MiniMaster program in 2009 and credits COMETA with being the key to his success. Through the program, he was able to gain the trust of local employers who, because of COMETA's reputation welcomed him into their companies without hesitation. Once he got his foot in the door, he had the chance to showcase his skills. Just a few weeks after graduation, Mr Aribiba received a job offer through Cometa, from the Hotel Metropol and Suisse. Coming from a background in elder care, he was initially skeptical at being offered a position at such a renowned restaurant.



Alessandra Benda

Bartender, Erre Bar; MiniMaster graduating class 2023

Ms Benda attended the Hotel Minimaster course, and trained to become a waiter. Before attending she had serious doubts as to whether or not she would be able to keep this commitment. Coming from a background of uncertainty with four consecutive years of school failure and housing instability, she was concerned.

With time Ms Benda realised the part of her job that she enjoyed most was being with people, both colleagues and customers. She likes welcoming others and making them feel good. She has also boosted her English skills and has become more careful and precise in what she does.

After the course, she took on a 5-month waitressing internship at Erre Bar in Como. This experience changed her profoundly. She immediately felt welcomed, accompanied and guided by her colleagues, who always made themselves available and taught her a lot. From there, she not only gained more self-confidence and became more professionalised, but was also offered a permanent position.

Ms Benda still works at Erre and plans to continue as long as she is able to grow and learn.



Le Minh Loc

Student, RMIT University Vietnam; KOTO class 32

Mr Le completed a two-year educational program at the KOTO training centre in 2019, where he acquired valuable knowledge and skills for the hospitality industry. This experience has fuelled his passion for pursuing a career as a professional waiter. His aim is to cultivate the necessary expertise to provide exceptional service to customers while positively contributing to the success of restaurants and hotels. Mr Le aspires to becoming a restaurant manager within the next four years. Currently, he is a sophomore at RMIT University in Vietnam, majoring in Tourism Hospitality Management.



Thuan Tran

Front of House Trainer, know one, teach one (KOTO); KOTO class 13

Joining KOTO as a trainee in Class 13, Ms Tran graduated with a Front of House Hospitality Major. After completing the training at KOTO, she worked at several five - star hotels in Hanoi. KOTO has been always a part of her, so she came back to become a Front of House Trainer to continue the philosophy of “Know One Teach One”. Working with young, motivated trainees always provides her with energy and enthusiasm.

Ms Tran responsibilities are to deliver lessons in service and bartending skills, to cooperate with hospitality partners to bring practical training opportunities for our trainees, and making sure KOTO trainees meet the high-end requirements of the hospitality industry. She believes her career path has brought significant positive impacts to the community.



Matthias Untisz

Project Manager, Brandenburg University of Technology Cottbus
Senftenberg, Germany

Mr Untisz has a degree in economics with a specialisation in taxation and auditing and master's degree in business law; consultant, entrepreneur in the field of start-ups and social entrepreneurship, founder of a non-profit consulting company inku-ba-tor gUG and a microfinance organization Mikrofinanzinstitut Sachsen GmbH

He is a lecturer at various universities, including Brandenburg University of Technology Cottbus - Senftenberg, specializing in entrepreneurship with social and international implications, currently network coordination for the EXPAND+ER WB³ project for the development of digital teaching and learning formats.



Fax Quintus

CEO, I-mmersive GmbH, Germany

Designer, entrepreneur, lecturer and founder of the awarded design agency e27 berlin, which launched quite a number of start-ups for several clients. Fax Quintus started researching 1996 at the Virtual Reality Lab at the Fraunhofer Institute Berlin, IPK in the field of Virtual Reality. In 2014 he founded , together with Nayden Naydenov the XR Reality start-up “i-mmersive”.

For Companies like Nokia Networks, Porsche, Kigaso Trust, the Goethe Institute i-mmersive develops solutions like the VR-learning treach.net, which is helping in South Africa to cover schooling in rural areas, now used by various schools and universities world-wide, or metaverses helping to sell real estates or giving Muslim families the opportunity to celebrate hadji together.

During the research project “Expander WB3” the VR learning was evolved to professional training, enhanced by AI Bots, opening a whole new world of learning.

BILT Staff



Alexandra Filippova

BILT Assistant Programme Officer, Focal Point for Communications, UNESCO-UNEVOC International Centre for TVET

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. She also acts as Communications Focal Point for BILT, including monitoring, coordination and delivery of online content, publications and multimedia products.

Prior to joining UNESCO-UNEVOC, Ms Filippova served as a teacher in general and technical-vocational secondary education in France. Alexandra holds a Master's degree in French Literature and Linguistics from Sorbonne Nouvelle Paris 3, and a Master's degree in International Relations and Strategic Cultures from INALCO (Institut national des langues et civilisations orientales — Paris).



Anne Maletjane

BILT Assistant Administrative Officer, UNESCO-UNEVOC International Centre for TVET

Anne Maletjane joined UNESCO-UNEVOC in November 2020 in the 'Innovation and the Future of TVET' team. As part of the IFT team, she is responsible for providing administrative and financial management support to the BILT Project and other UNESCO-UNEVOC programmes. She holds a Master's degree in Business Administration and a Bachelor's degree in Business Studies.

Ms Maletjane has a keen interest in business administration, management, and development disciplines. Prior to joining UNESCO-UNEVOC, she had the opportunity to work with various UN organizations in Bonn, Germany. Her experience includes coordinating and managing projects, partnership development, resource mobilization for projects and events, providing administrative and logistical support to high-profile events, and supporting work related to volunteerism and policy coherence for the Sustainable Development Goals (SDGs).



Nadja Bornscheuer

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

Nadja joined the BILT Team at BIBB in April 2022 as a Project Assistant. She supports the "Bridging Line" of the project and is also responsible for PR including the BILT project website at BIBB.

Prior to joining the BILT Team she was active in the field of international vocational training and human resources development. Her focus was the German-American Exchange where she was active in the organization and implementation of transatlantic advanced training and continuing education programs for young executives. She was involved in the supervision and implementation of a scholarship program of the German Bundestag and U.S. Congress; among her responsibilities were the recruitment and monitoring of participants and the development

and conduct of seminars and workshops. Nadja holds an advanced degree in Sociology and Political Science.