



In-company Trainers





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Currently, several big companies, SMEs, and a state-owned enterprise in Thailand have shown commitment to the development of qualified in-company trainers including *Siam Cement Group (SCG)*, *Mitr Phol Sugar Corporation*, *Somboon Group (Somboon Advance Technology Public Company Limited)*, and *Electricity Generating Authority of Thailand (EGAT)*. They have encouraged and supported their employees to receive training and certification.

SCG Logistics have long been an important player in training drivers for themselves and for other organizations. It has emphasized the importance of certification by sending their trainers for assessment and registering those who pass in the qualified trainer pool of SCG Skills Development. In addition, qualification holders receive additional 500 baht a month from SCG.



Certification of trainers provides SCG Skills Development with an advantage over other training providers and increases learners' trust in quality of SCG training programs. For SCG trainers, they are motivated to develop themselves and get qualified because the company's culture places a great emphasis on certification and proof of trainers' skills as evaluated by external experts. Furthermore, it has been a common practice in SCG for professional qualification holders to coach and offer peer support to other trainers.





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The Technology Promotion Association (Thailand-Japan) also shared with TPQI that in-company training or on the job training has long been an established culture of Japanese companies. Every team leader or supervisor automatically realizes that in-company training for interns and new employees is simultaneously an induction program, a way for trainers to strengthen personal interaction and learn about the newcomers and vice versa, as well as a knowledge management strategy for the companies.



What in-company trainer standard does is that it makes in-company training more systematic, offers trainers criteria they could follow, provides clear steps as to what they need to improve if they wish to progress to the next level, and improves consistency in training delivery across trainers. Moreover, the Association informed TPQI that some companies offer extra monetary benefits for those who are officially assigned to be trainers. Even more importantly, the companies make another career track for trainers.

Although not all outstanding employees can be promoted to management positions, they could still be promoted to become recognized trainers of the companies in a manner similar to “meister.” This way the companies show they recognize and value trainers’ contributions. In addition, the Association not only promotes the certification of in-company trainers to their partnering companies, but also it has developed a guideline for in-company trainers from the standard and distributed to companies free of charge. This has helped save companies’ resources and make it easier for them to use TPQI standard for in-house training of their trainers.





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The Royal Thai Embassy in Berlin, the Office of Vocational Education Commission (OVEC), and TPQI invited German meisters to deliver 5-day training for in-company trainers in Bangkok twice. The purpose of the Thai-German Meister workshops was to upskill those who already held in-company trainer qualifications and worked as trainers so that they would be ready for level 5 (highest level) of professional qualification assessment or their competencies could be aligned to those in the ASEAN in-company trainer standard. The workshops also helped to promote continuous professional development for trainers. Mitr Phol and EGAT have shown strong effort to encourage lifelong learning of their trainers. They have sent their trainers to all the workshops and asked them to submit their own reports of what they learned and how they could apply in Mitr Phol and EGAT. Another indirect benefit of getting in-company trainers from different companies together is that they could build their network and their own community of practice.



Another benefit in-company trainers receive includes keeping current and continuous self development. TPQI has collaborated with other organizations to help deepen and broaden competencies of qualified in-company trainers. Trainers are responsible for training others with new skills, so it is only appropriate that they themselves acquire new competencies, keep current with changing nature of work and technology, as well as improve their pedagogy. In that regard, TPQI and RECOTVET/GIZ have worked together to revise the standard to incorporate digital competence so that in-company trainers could employ digital media and make use of online learning more. TPQI and RECOTVET/GIZ have also planned to collaborate on developing a program and launch digital competence training for trainers together. Apart from equipping in-company trainers with new skills, TPQI has supported further training for free so that they receive professional development or could be qualified for next level of professional qualifications.





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It is also worth mentioning that the **Federation of Thai Industries (FTI)**, **OVEC**, **RECOTVET/GIZ**, **TPQI**, as well as many other organizations have put in-company trainers and in-company training in a broader policy context. OVEC has regularly supported developing better and more in-company trainers in order to raise the quality of dual system education in Thailand. Companies that organize their own training could claim tax reduction from the government. Furthermore, TPQI has promoted in-company training and in-company trainers as an integral part of Thailand's TVET system; they have become even more important in time of disruption in which upskilling and reskilling employees are common practice. RECOTVET/GIZ has promoted the standard and certification from the regional perspective. FTI has promoted certification of in-company trainers to their member companies in every sector, and was particularly well received by medical equipment manufacturing companies. TPQI was told that they were the first ones sending their Quality Control trainers to get assessed because safety, quality of their products, and quality of their workers were closely linked.

In conclusion, TPQI and partners' collaboration regarding training and certifying in-company trainers, as well as increasing industry engagement in trainer development help:

- Increase companies' support for trainers' competence development and get companies on board for supporting trainers and training;
- Establish and recognize identity as in-company trainers (as opposed to mere supervisors who do on-the-job training)
- Validate trainers' competences and promote professional qualifications as reference point for trainers' continuous professional development system
- Support trainers' lifelong learning
- Make competent in-company trainers part of a broader agenda so that more resources from various organizations could be directed to developing more competent in-company trainers