



SEAMEO VOTEC
Southeast Asian Ministers of Education Organisation
Regional Centre for Vocational and Technical
Education and Training
Brunei Darussalam

annual report

FY 2014 - 2015

Ensuring Greater Impact of TVET
for Sustainable Development

"Together We Excel"

ANNUAL REPORT

FY 2014 – 2015

Table of Contents

**Chairman's Endorsement to the SEAMEO
Council through the President**

**Centre Director's Endorsement to the
Chairman of SEAMEO VOCTECH Governing
Board**

Executive Summary

Key Result Area 1: Professional Development

Key Result Area 2: Research and Development

Key Result Area 3: Knowledge Management

**Key Result Area 4: Organisational
Sustainability**

**Key Result Area 5: Visibility and Corporate
Social Responsibility**

Future Trends

Governing Board Members

Management and Staff

Chairman's Endorsement to the SEAMEO Council through the President



The Hon. Admiral Narong Pipathanasai,
SEAMEO Council President
Minister of Education
Retchadamnoen Nok Avenue
Dusit, Bangkok 10300, Thailand

Dear Mr. President,

On behalf of the Governing Board, it is a great honor and privilege to present to the SEAMEO Council the SEAMEO VOCTECH Regional Centre Annual Report for Fiscal Year 2014 – 2015.

The report contains the accomplishments of the Centre for the first fiscal year of the 5th Five-Year Development Plan, FY 2014/2015 – 2018/2019. The SEAMEO VOCTECH's Governing Board Members representing the Southeast Asian member countries unanimously approved this report in its regular meeting on 24 – 26 September 2014 at the ITE Headquarters, Singapore.

The programmes and services provided by the Centre to its stakeholders are categorised into the following Key Result Areas: Professional Development, Research and Development, Knowledge Management, Organisational Sustainability, and Visibility and Corporate Social Responsibility.

We wish to extend our gratitude for the continuous support and trust of the Council in all our undertakings and we are hoping that our accomplishments presented in this report meet the Council's high expectations.

Best Regards,

PG DR. HJ MD ESA AL-ISLAM BIN PG HJ MD YUNUS
Chairman, Governing Board
SEAMEO VOCTECH Regional Centre
Brunei Darussalam



Centre Director's Endorsement to the Governing Board through the Chairman

Yang Mulia Pg Dr. Hj Md Esa Al-Islam bin Pg Hj Md Yunus
Chairman, Governing Board
SEAMEO VOCTECH Regional Centre
Brunei Darussalam

Dear Mr. Chairman,

It is with great pleasure to present to the Governing Board the accomplishments of the Centre for Fiscal Year 2014 – 2015, the first fiscal year of the 5th Five-Year Development Plan.

This Annual Report for Fiscal Year 2014 - 2015 presents the programmes and services undertaken by the Centre to meet its mandate of enhancing the TVET systems of SEAMEO member countries through innovative capability building, research and development, and information services, and reaching its vision of a globally recognized Regional Centre of Excellence in TVET.

Guided by the 5th Five-Year Development Plan, the accomplishments presented in this report are categorized by the following Key Result Areas: Professional Development, Research and Development, Knowledge Management, Organisational Sustainability and Visibility and Corporate social Responsibility.

We will appreciate very much the Governing Board's endorsement to the SEAMEO Council of the Centre's accomplishments presented in this annual report.

On behalf of the management and staff of the Centre, please accept our deepest gratitude to the SEAMEO VOCTECH Governing Board Members for the continuous support extended to us in implementing our programmes and services.

“Together We Excel”

Very truly yours,

HJ MD SHARIFUDDIN BIN HJ MD SALLEH
Centre Director
SEAMEO VOCTECH REGIONAL CENTRE
Brunei Darussalam

VISION

“A Globally Recognized Regional Centre of Excellence in TVET”



CORE VALUES

Professionalism
Respect for Diversity
Accountability
Innovativeness
Synergy
Excellence

MISSION

“We are committed to enhance the TVET systems of SEAMEO member countries through innovative capability building, research and development, and information services.”

Executive Summary

KRA 1: Professional Development

For Fiscal Year 2014-2015, SEAMEO VOCTECH Regional Centre had implemented 30 training programmes attended by 961 participants. This is a decrease of 36.2% from the previous year of 47 training programmes and also a decrease in the number of participants by 18.6% from 1,181 last year. The decreases were mainly attributed to the low demand of customized training programmes during the fiscal year. The number of training programmes and participants by category are as follows: regional with six training programmes and 170 participants; in-country with seven programmes and 247 participants; customized with nine programmes and 231 participants; special with four programmes and 75 participants; and forums/conferences with four programmes and 238 participants. Of the overall total participants, 490 are male comprising 51% while the female participants comprised 49% or 471. The participants include education policymakers, education and training institution administrators, teachers, instructors, lecturers and other VTET implementers.

KRA 2: Research and Development

The research and development activities of the Centre for this fiscal year includes conducting research studies, presenting research paper in conferences and forums and conducting a training programme on research-related topics. The Centre regularly conduct the institutional research to measure Customer Satisfaction Index (CSI) which is intended to generate participants' feedback for regular, in-country and customized training programmes. In collaboration with R&D of IBTE, Ministry of Education, Brunei Darussalam, SEAMEO VOCTECH was able to complete the study on "Transversal Skills in Technical and Vocational Education and Training (TVET): Focus on Pedagogies and Assessment in the Asia-Pacific" funded by UNESCO Bangkok. This study aimed to identify

various teaching-learning and assessment strategies in the delivery of transversal skills in TVET institutions in Brunei Darussalam. The researches presented in conferences were TVET Policies and Practices: The Role of TVET in Regional Integration and Development in Southeast Asia, Integrating Transferable Skills in TVET Curriculum, Teaching-Learning, and Assessment in six SEAMEO Member Countries, and Approaches to TVET Teachers and Instructors in ASEAN Member Countries. The research trainings conducted were the Regional Training Programme on “Applied Research for Decision Making and Policy Creation” and the Customised Training Programme on “Research Methods for Managers for Civil Service Institute.”

KRA 3: Knowledge Management

The information sharing services of the Centre include print, digital and online publications, and social media. The print publications issued by the Centre include SEAMEO VOCTECH newsletter – The Digest (July-December Issue 2014 and January-June Issue 2015), Training Information Guide 2015-2016, Annual Report 2013-2014, and 25th Governing Board Meeting Final Report. The participants to the regular training programme were provided with digital copy of the course materials. The SEAMEO VOCTECH Website and Online Journal System were maintained. The Centre’s Facebook page at www.facebook.com/voctech.centre was used extensively to promote training programmes, regional forums, international conferences and significant events and serves as a rallying point for the Centre’s alumni to reconnect and to share their interests in Technical and Vocational Education and Training (TVET). The Centre also coordinated with the leading media organizations, both print and broadcast media to cover and convey its activities to the public. The opening and closing programme of the regular, customised and special training programmes, including the forums and conferences were always covered by the media organisations.

KRA 4: Organisational Sustainability

The regular funds of the Centre are derived mainly from the grants provided by Brunei Government. The Centre also maintained its financial viability by generating additional income through income generating projects. All these funds are judiciously spent to ensure that the targeted programmes and services of the Centre are properly accomplished. For the physical improvement of the Centre, a new training room that can accommodate more than 50 participants and a secretariat room that will serve as a holding room for resource persons and as a training staff room were constructed at the first floor of the Centre. To upgrade the professional competencies of the Centre staffs, they were sent to attend local and international training programmes, conferences and forums as participant, resource person or keynote speaker. As a means of spiritual renewal, the staffs continuously practice the weekly prayer or “Tahlil” and the observance of all Islamic religious celebrations. The Centre undertook internal and external audit as a requirement in maintaining its ISO 9001:2008 certification. The results of the internal and external audit showed that the SEAMEO VOCTECH management system has been generally maintained in accordance with the requirements of the standard. The Centre has maintained its accreditation as an authorized Training and Testing Centre of the internet and Computing Core and Certification (IC³) programme in Brunei by the Certiport Company.

KRA 5: Visibility and Corporate Social Responsibility

Centre officials attended the following SEAMEO meetings as part of its obligations and networking and partnership activities. The 37th High Officials Meeting was held from 25 – 27 November 2014; the 48th SEAMEO Council Conference on 6 to 9 May 2015; and Centre Directors Meeting (CDM) on 8 – 9 June 2015. The 25th SEAMEO VOCTECH Governing Board Meeting was held on 24 – 26 September 2014 in ITE Headquarters, Singapore with the presence of the Guest of Honor, Mr Bruce Poh Geok Huat, Director and CEO of Institute of Technical Education, Singapore. The Governing Board was able to approve three resolutions, and also acknowledged the proposed initiatives of the Centre

and the reports on the implementation of its programmes and services. As part of its obligations as a SEAMEO regional centre for VTET and to its partners, the Centre representatives were invited as a keynote speaker and/or as a participant in meetings, conferences and workshops in the region and beyond. The Centre signed three new partnership agreements with educational institutions from Indonesia and China. The areas of agreement among the partners include joint implementation of training programmes, collaborative research projects, exchange of expertise and students, and resource and information sharing.

Future Trends

Based on the 5th Five-Year Development Plan Fiscal Years 2014/2015 – 2018/2019 the Centre will continue to strengthen its efforts on the three main services: training, research and development, and information sharing. Among the initiatives the Center will undertake in the coming fiscal year include developing innovative training programmes, consolidating the evaluation of training programmes and analysing their impact and effectiveness, identifying relevant research themes for FY 2014-2015 and developing flagship research proposals, identifying relevant themes for thematic publications, publishing learning materials and research works, enhancing the database management system for alumni and resource persons, generating income from existing products and services, implementing a regular, preventive and corrective maintenance of the Centre's facilities and equipment, implementing relevant staff development programmes, and strengthening media relations both locally and internationally. All these initiatives will be implemented under Five (5) Key Results Area in the 5th Five-Year Development Plan, namely; Professional Development, Research and Development, Knowledge Management, Organisational Sustainability, and Visibility and Social Responsibility.



Key Result Area 1:

Professional Development

Training and development is one of the focus areas of SEAMEO VOCTECH. Traditionally, the training and development programmes of SV are for participants identified by the SEAMEO member country's ministry of education. But with SV's revitalized vision and objectives, it also intends to deliver these programmes to any institution or individual that needs the services and expertise of SV, be it private or public entities.

For Fiscal Year 2014-2015, SEAMEO VOCTECH Regional Centre had implemented 30 training programmes attended by 961 participants. This is a decrease of 36.2% from the previous year of 47 training programmes and also a decrease in the number of participants by 18.6% from 1,181 last year. The decreases were mainly attributed to the low demand of customized training programmes. The training programmes are classified as regional, in-country, customized, special and forum/seminar and workshop.

Regional Training Programmes

Six regional training programmes were conducted by the Centre for Fiscal Year 2014-2015. The training programmes were based on the themes selected by the Governing Board from a list provided in the 5th Five Year Development Plan covering five training areas pertaining to curriculum development, management, training and assessment, research, and information and communication



Applying the concepts and principles through workshop activities is one of the strength of the regional training programmes.

technology. Three themes were provided with training programmes while the fourth programme was a combination of curriculum development and management. For the collaborative project with the TEMASEK Foundation and Institute of Technical Education

(ITE) Education Services on “Technical Skills Upgrading Programme”, the courses on “Facility Technology” and “Mechatronics” were conducted.

All the training programmes were attended by 170 participants from SEAMEO member



A group of participants of Technical Skills Upgrading Programme on Mechatronics are performing their practical activities.

countries which is 22.3% more than the previous year with 139 attendees. The increase in the number of participants can be attributed to the increase in fee-paying participants in almost all of the regional training programmes. Table 1 shows the title of the regional training programmes, date and number of participants by SEAMEO member countries for Fiscal year 2014-2015.

In-Country Training Programmes

To expand the reach and meet the specific training needs of SEAMEO member countries, the Centre provided in-country training programmes which are attended by TVET practitioners, educators, and administrators in the host country. From a list of training themes provided, the host country will select one programme and share the cost of training with the Centre.



A group of in-country training participants from Thailand are discussing the workshop activities with the resource person.

Table 1 – Regional Training Programmes, FY 2014 – 2015

No.	Title	Date	Participants by SEAMEO Member Countries*										
			BRU	CAM	IND	LAO	MAL	MYA	PHI	SIN	THA	VIE	Total

1	Strengthening Competency Assessment in TVET	18 – 30 Aug 2014	13	2	2	1	2	1	1	2	1	1	26
2	Technical Skills Upgrading Programme for Vocational and Technical Teachers in SEA on Facility Technology	15 Sep – 3 Oct 2014	4	2	4	2	4	2	2	-	7	3	30
3	ICT Tools to Enhance 21 st Century Teaching and Learning	1 – 13 Nov 2014	10	1	2	1	2	1	1	2	2	1	23
4	Excellence in Curriculum Implementation Through Visionary Leadership and Situational Supervision	31 Jan – 12 Feb 2015	24	1	2	-	2	1	2	2	2	1	37
5	Technical Skills Upgrading Programme for Vocational and Technical Teachers in SEA on Facility Mechatronics	23 Mar – 10 Apr 2015	11	2	4	3	2	2	2	-	2	3	31
6	Applied Research for Decision Making and Policy Creation	18 – 30 May 2015	9	1	2	1	2	1	2	2	2	1	23
Total			71	9	16	8	14	8	10	8	16	10	170
* BRU - Brunei CAM - Cambodia IND - Indonesia		LAO - Lao PDR MAL - Malaysia MYA - Myanmar				PHI - Philippines SIN - Singapore THA - Thailand				VIE - Vietnam			

For this fiscal year, the recipients of the in-country programme are Brunei, Cambodia, Lao PDR, Malaysia, Myanmar, Vietnam and Thailand. A total of 247 participants attended the in-country training programme. Compared to last year's 120 participants, this fiscal year's number of participants increased by 105.8%. Table 2 presents the in-country training programme title, date, requesting SEAMEO member countries and the distribution of participants by gender.

Table 2 – In-Country Training Programmes, FY 2014 - 2015

No.	Title	Date	SEAMEO Member Countries	No. of Participants by Gender		
				Male	Female	Total
1	Enhancing the Corporate Image of Educational Institutions	22 – 23 Oct 2014 and 12 – 13 Nov 2014	Brunei	18	20	38
2	Marketing Strategies for Educational Institutions	24 – 28 Nov 2014	Cambodia	22	5	27
3	Authentic Teaching, Learning and Assessment	26 – 30 Jan 2015	Lao PDR	25	6	31
4	Applying Learner-Centred Teaching-Learning Methodologies	16 – 20 Feb 2015	Myanmar	16	12	20
5	Applying ICT Tools to Develop Learning Contents	12 – 17 Apr 2015	Malaysia	4	16	29
6	Competency Assessment in TVET Curriculum	25 – 29 May 2015	Vietnam	35	24	59
7	Integrating 21 st Century Labour Market Competencies in the Curriculum	8 – 12 May 2015	Thailand	27	16	43
Total				148	99	247

Customised Training Programmes

Customised training programmes are designed to meet the internal capability-building needs of the staff or stakeholders of requesting organisations. The courses are selected from the list of training themes for regional and in-country training programmes or developed based on the specific training needs of requesting organisations.



A group photo of the customized training programme participants from Brunei Politeknik and their officers together with SEAMEO VOCTECH officials.

For this fiscal year, there are nine customised training programmes conducted by the Centre attended by 231 participants. These customized training programmes were requested by Politeknik Brunei, Brunei's Civil Service Institute and Microsoft Brunei Sdn

Bhd. Table 3 shows the customized training programmes conducted for this fiscal year, the date, the venue and the distribution of participants by gender.

Table 3 – Customised Training Programmes, FY 2014 - 2015

No.	Title	Date	Venue	No. of Participants by Gender		
				Male	Female	Total
1	ISO 9001:2008 Standard Operating Procedure and Work Instructions for Politeknik Brunei	30 Aug & 6 Sep 2014	Brunei	12	8	20
2	Microsoft Powerpoint for Civil Service Institute	7 – 9 Oct 2014	Brunei	9	5	14
3	Research Methods for Managers for Civil Service Institute	13 – 18 Oct 2014	Brunei	7	11	18
4	Seminar and Workshop on Blended Learning for Politeknik Brunei (Batch 1)	25 Nov 2014	Brunei	15	18	33
5	Seminar and Workshop on Blended Learning for Politeknik Brunei (Batch 2)	26 Nov 2014	Brunei	19	14	33
6	Assessment of Studenty Competency for Politeknik Brunei	10 – 20 Dec 2014	Brunei	11	12	23
7	Microsoft Powerpoint for Civil Service Institute	6 – 8 Jan 2015	Brunei	4	13	17
8	ISO 9001:2008 for Politeknik Brunei	28 – 29 Jan 2015	Brunei	8	11	19
9	Technology Enriched Instruction (TEI) Workshop for Higher Education (A Collaboration with Microsoft Brunei Sdn Bhd.)	19 Mar 2015	Brunei	21	33	54
Total				106	125	231

Special Training Programme

Special training programmes are classified as community service or externally funded training programmes. Community service programmes dealt on contemporary

educational, technological and development trends and issues. The courses are offered free of charge to the participants as part of the Centre's corporate social responsibility. Externally funded programmes are provided jointly by SEAMEO VOCTECH and a partner organization to meet the raining needs of specific target beneficiaries. These programmes are funded by the partner organization.



The resource persons in the special training programme demonstrate a skill in using ICT software.

Table 4 – Special Training Programmes FY 2014 - 2015

No.	Title	Date	Venue	No. of Participants by Gender		
				Male	Female	Total
1	IT Sharing Session for SEAMEO VOCTECH Staff (Batch 1)	17 Jan 2015	Brunei	9	13	22
2	IT Sharing Session for SEAMEO VOCTECH Staff (Batch 2)	7 Feb 2015	Brunei	8	5	13
3	ISO Awareness Workshop for SEAMEO VOCTECH Staff	24 – 28 Feb 2015	Brunei	10	13	23
4	A Sharing Session Southeast Asian Technical and Vocational (SEA TVET) for Ministry of Education	14 May 2015	Brunei	9	8	17
Total				36	39	75

For this fiscal year, the Centre conducted four special training programmes attended by 75 participants. These training programmes focused on information technology applications, ISO awareness and developments in Southeast Asian TVET. These training programmes are part of the Centre's corporate social responsibility. Table 4 shows the special training programmes conducted for this fiscal year, the date, the venue and the distribution of participants by gender.

Forums and Conferences

The Centre conducted three regional forums and one regional conference during the fiscal year attended by 238 participants. All of the forums were carried out in Brunei. In terms of the total number of participants, this year is slightly lower by 4% than last year's 249 participants. Except for the conference, the three forums were integral part of the regional training programmes. The



One of the forums conducted as an integral part of the regional training programme.

forums were attended not only by the participants of the regular training programmes but also by invited educators and other interested persons.

Table 5 shows the forum title, date, the venue and the distribution of participants by gender.

Table 5 – Forums and Conference Conducted, FY 2014 - 2015

No.	Title	Date	Venue	No. of Participants by Gender		
				Male	Female	Total
1	Regional Forum on “Competency Assessment: Issues, Challenges and Strategies”	26 Aug 2014	Brunei	23	53	76
2	Regional Forum on “Issues, Challenges and Best Practices in Curriculum Implementation”	3 Feb 2015	Brunei	35	59	94
3	A Knowledge-sharing Conference of SEAMEO Centres and Units on “Embracing International Standards Practice in Quality Assurance and Management”	12 – 14 May 2015	Brunei	17	15	32
4	Regional Forum on Research and Policymaking: Connecting the Missing Links (2) – Issues, Challenges and strategies in Linking Research and Policymaking in Education	26 May 2015	Brunei	15	21	36

Total	90	148	238
--------------	-----------	------------	------------

Summary of Training Programmes Conducted

Overall, the Centre was able to conduct 30 training programmes attended by 918 participants. Of the overall total participants, 490 are male comprising 51% while the female participants comprised 49% or 471. The summary of the training programmes conducted for Fiscal Year 2014-2015 is shown in Table 6.

Table 6 – Summary of Training Programmes Conducted, FY 2014 - 2015

Type	Number of Training Programmes	Gender		Total
		Male	Female	
Regional	6	110	60	170
In-Country	7	148	99	247
Customised	9	106	125	231
Special	4	36	39	75
Forum and Conference	4	90	148	238
Grand Total	30	490	471	961



Educational visit is one of the highlights of the training programme. In the photo, the participants together with their resource person visited one of the prestigious educational institutions in Brunei.



KRA 2: Research and Development



Key Result Area 2:

Research and Development

Research and Development (R & D) is an important and built-in component in SEAMEO VOCTECH's function as an international civil organization. R & D activities such as academic inquiries, demographic surveys, and needs analyses are significant sources of SV in determining professional development programmes that need to be promoted.

The research and development activities of the Centre includes conducting research studies, presenting research paper in conferences and forums, publishing a research work and conducting a training programme on research-related topics.

Research Conducted

The institutional research to measure Customer Satisfaction Index (CSI) which is intended to generate participants' feedbacks for regional, in-country and customized training programmes was regularly conducted by the Centre during FY 2013 – 2014. This evaluation was administered during the first half and at the end of the programme. The results of the “first half of the programme” evaluation were used to make adjustments while the programme is on-going, while the “end of the programme” evaluation will be used to enhance future programmes. The indicators of the CSI are organization and planning, instructional delivery, contents, facilitator, and the usefulness of the session.

A noteworthy achievement of SEAMEO VOCTECH is the research project on “Transversal Skills in Technical and Vocational Education and Training: Focus on Pedagogies and Assessment in Brunei Darussalam.” It was implemented in collaboration with Institute of Brunei Technical Education and funded by UNESCO Bangkok. This study aimed to identify various teaching-learning and assessment strategies in the delivery of transversal skills



A SEAMEO VOTTECH researcher is conducting an interview of the respondent in the research project on transversal skills.

in TVET institutions in Brunei Darussalam. Specifically, the project analysed the current status of teaching and assessing of transversal skills in TVET in Brunei, identified the bottlenecks in the delivery, and highlighted the proven practices in teaching and assessment of transversal skills. Considering the various definitions and scope of transversal skills, the study was focused only on

communication, collaboration, problem-solving, entrepreneurship and learning to learn skills. The report can be downloaded from <http://www.vottech.org.bn/publications/TransferableSkillsinTVET2014.pdf>.

An on-going research project of the Centre is the “International Migration of Professionals and the Role of Mutual Recognition Agreements in Facilitating Credentials and Experience Recognition across ASEAN Countries. This project is being implemented in coordination with Asian Development Bank and Migration Policy Institute.

Research Works Presented

Several researches were presented by invited Centre representative to different conference conducted by international organisations. Below are the research works presented during the Fiscal Year 2014-2015:

- **TVET Policies and Practices: The Role of TVET in Regional Integration and Development in Southeast Asia**, presented by Mr. Hj Mohd Sharifuddin Hj Mohd Salleh, Centre Director, at SEAMEO Congress, Bangkok, Thailand on 21-22 October 2014.

The role of TVET in ASEAN integration is very crucial and significant particularly in the socio-economic uplifting of our citizens. The dynamic transformation of various industries across the region is prompting TVET institutions to develop policies that contribute and fit into the demands of economic and



Mr. Hj Mohd Sharifuddin Hj Mohd Salleh, Centre Director, presenting a paper at SEAMEO Congress

labor sectors of the region. Every SEA member countries has its own TVET concerns and priorities in their respective national levels, but it would be wise and imperative to determine these policies and put them all together for TVET institutions in the region to rationalize plans and activities that would be fair, applicable and beneficial for all.

Based on these national concerns, our TVET institutions in the region have identified and integrated common issues and have forged to enhance regional cooperation in addressing these collective concerns. Thus, to achieve greater impact on the role of TVET in ASEAN integration, TVET institutions have committed to move toward common goals employing common strategies and policies. As such, in the realization of the envisioned integration, TVET institutions can work out policies together to address these TVET priority areas: transferability of skills and lifelong learning; professional development of TVET teachers; student mobility and employability; synchronization of qualifications framework; TVET accreditation system; collaboration with labor and industrial sectors; practice of quality assurance; continuous knowledge sharing and dialogues; good governance; and expansion of network for knowledge sharing.

- **Integrating Transferable Skills in TVET Curriculum, Teaching-Learning, and Assessment in six SEAMEO Member Countries**, delivered by Dr. Paryono at SEAMEO Congress, Bangkok, Thailand on 21-22 October 2014 and at International Skills Partnership Seminar: Bringing the Learning Home, Hanoi, Vietnam on 25-26 October 2014

In the context of Technical and Vocational Education and Training (TVET) where the primary goal is to prepare the students for entering labour force, transferable skills are even more crucial for them as previous studies have shown that employers prefer to hire employees



Dr. Paryono (left) together with his co-presenters in the International Skills Partnership Seminar: Bringing the Learning Home.

with these skills. This paper shared various strategies adopted by six SEAMEO member countries namely, Brunei, Indonesia, Malaysia, Philippines, Thailand, and Vietnam. Based on the synthesis of the comparative research study of these six countries and seminar-workshop organised by SEAMEO VOCTECH Regional Centre in collaboration with UNESCO Bangkok and British Council, this paper proposes models of integrating transferable skills in TVET curriculum, teaching-learning, and assessment.

In the integration of transferable skills in TVET curriculum, the full integration is preferable, meaning that these skills must be integrated in all vocational and technical contents, taught using suitable methods, and assess continuously through monitoring and integrated project- or problem-based assessment. Constructivist approach is more suitable teaching and learning for inculcating transferable skills, such as implementing experiential learning and learner-centred approaches. In monitoring and assessing transferable skills, holistic and authentic monitoring and assessment are recommended. Holistic assessment means assessing the competencies as a whole and not in isolation using various techniques or tools to collect evidences and multi assessors if necessary. Authentic assessment means assessing student competencies that are meaningful for their real life, relevant and closely related to workplace situation.

- **Approaches to TVET Teachers and Instructors in ASEAN Member Countries,** presented by Dr. Paryono at the Third UPI International Conference on Technical

and Vocational Education and Training, Bandung, Indonesia on 13-14 November 2014.

This paper focuses on issues around the preparation of TVET teachers based on a meta-analysis of nine country reports presented during SEAMEO VOTTECH's Expert meeting in Thailand in December 2012 and updated from the country reports of training participants during fiscal year 2013/2014, and SEAMEO VOTTECH's sharing sessions with the 2014 Governing Board Meeting. The salient findings are as follows:



Dr. Paryono is presenting a paper at the Third UPI International Conference on Technical and Vocational Education and Training.

Brunei current policies and practices include the effort for ensuring high quality teachers, uplifting teachers' professional standards and enhancing image of teachers as the first choice profession. Indonesia is focusing on teacher certification programme by stressing the importance of qualification and teacher competency standards. Lao and Cambodia are focusing on raising their teachers' qualification to higher diploma and baccalaureate. Malaysia is addressing the complexity of various providers and perspectives by forming Malaysian Qualifications Agency (MQA) and transforming teachers' competencies by including industrial experience, and promoting teacher capacity building programme by introducing training levy. Myanmar is introducing e-learning systems to teachers for furthering their education and training, and referring to National Qualifications Standard (NQF) and proposed ASEAN Qualifications Standard (AQF). Singapore Institute of Technical Education is training its own teachers using Competency-based curriculum (CBC) and authentic learning approach using TPCK model (Technological, Pedagogical, Content, Working Knowledge). Thailand is emphasizing the importance of education for sustainable development for TVET teachers, introducing Problem-based Learning (PBL) and

using instructional media. Vietnam is highlighting the importance of upgrading teaching staff both pre and in-service focusing on management, contents, curricula, teaching and assessment methods.

This paper also discusses some challenges and issues in TVET teacher education, among them are lacking of industrial experience, attracting certain gender in teaching force, linking with industry, and standardization. Selected strategies are also discussed, including recommendations to enhance the quality and quantity of teachers, and addressing the issue of flexibility and mobility.

Research Trainings Conducted

Two research training programme were conducted for this fiscal year. The first was the Customised Training Programme on “Research Methods for Managers for Civil Service Institute”, which was held on 13 – 18 October 2014 in Brunei. It was attended by 18 participants comprising of educators, managers, administrators, supervisors and coordinators.

Another training programme on research was the Regional Training Programme on “Applied Research for Decision Making and Policy Creation” which was conducted on 18 – 30 May 2015. Twenty Three (23) participants from 10 SEAMEO Member Countries comprising policymakers, managers/directors, researchers, key administrators have participated in this training programme.



Key Result Area 3:

Knowledge Management

SEAMEO VOCTECH as an international organization acts as a gatekeeper of accurate and reliable information whereby individuals and institutions, local or global can have full access in acquiring and utilizing knowledge.

The information sharing services which include print, digital and online publications were harnessed by the Centre in presenting its programmes and services, and accomplishments to its constituents. In addition, social media was also fully maximized for wider marketing reach and for reconnecting the alumni and the Centre. The Centre also coordinated with the leading media organizations to cover and convey its activities to the public.

Information Sharing

The Centre used print and digital publications as the main medium in sharing new development in TVET, studies and researches, and important events to the public. These publications are thoroughly maintained and updated to ensure that interested parties are well-informed about the Centre's programmes and services.

- **Print Publication**

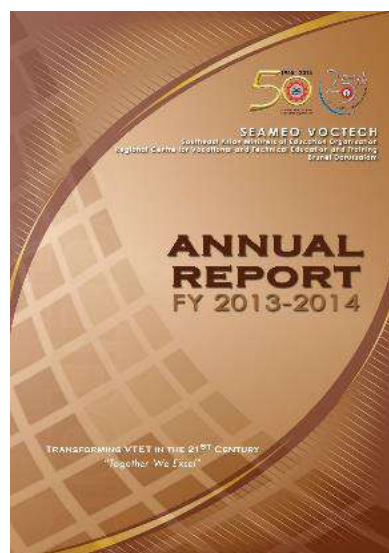
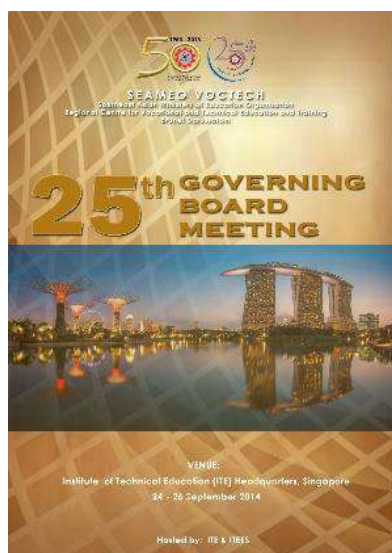
The Centre issued its regular print publications during the fiscal year. All these publications were distributed to the Centre's stakeholders and made available to the public in general. These publications are:

- ✓ SEAMEO VOCTECH newsletter – The Digest (July-December Issue 2014 and January-June Issue 2015)
- ✓ Training Information Guide 2015-2016

✓ Annual Report 2013-2014

This Annual Report FY 2014-2015 will be due for publication after its approval at the 26th Governing Board Meeting.

✓ The 25th Governing Board Meeting Final Report.



SEAMEO VOTTECH's Print Publications

- **Digital and Online Publication**

The Centre maintained its digital publications as one of the main medium in disseminating and sharing information. The participants to the regular training programme are always provided with digital copy of the course materials. The corporate multimedia was upgraded to incorporate the latest information on the activities and new programmes and services of the Centre. For this fiscal year, the digital publications developed by the Centre include the annual report presentation to the Governing Board, and the major accomplishment report submitted to SEAMEO Secretariat.

Online publication continues to be a major information dissemination medium of the Centre. The **SEAMEO VOTTECH Website** (www.voctech.org) was enhanced to include additional links for information sharing and dissemination. The Regional Cooperation Platform Website (www.rcp-platform.com) which provides a forum

for professional and scientific exchange in the field of initial and continual vocational teacher education and training in the East and Southeast Asian region is continuously link to the Centre's website.

The learning management system called EDUNET continue to serve as the database of all the learning materials used in the training programmes of the Centre. All the learning materials of the regular training programmes for this fiscal year were uploaded to EDUNET which could be accessed by participants and alumni.



SEAMEO VOTEC Website



The EDUNET

The **Online Journal System (OJS)**, which is linked to the SEAMEO VOTTECH website, consists of the SEAMEO VOTTECH Journal and the SEAVERN journal which are both available for download. The SV Journal is the official journal of the Centre which contains abstract and full paper research works published



Online Journal System

in its printed publication counterpart. The SEAVERN Journal is a compilation of research information from the Southeast Vocational Education Research Network (SEAVERN) project comprises research reports, research conference proceedings and research abstracts of works done by other researchers. The website address of the journal system is <http://ojs.vottech.org> and is linked to TVET@Asia – The Online Journal for Technical and Vocational Education and Training in Asia (www.tvet-online.asia). Through this system, dissemination and access to the research works related to vocational and technical education is facilitated.

- **Social Media**

SEAMEO VOTTECH incorporated social media tools into its broader marketing and communications programs as one of many pillars supporting a main message. This includes but is not limited to dissemination of news, promotions, interactions with prospective participants/alumni, posting professional videos, photo-sharing and community building.

The Centre's Facebook page at www.facebook.com/voctech.centre is being used extensively to promote training programmes, regional forums, international conferences and significant events. The page aims to build collaborative community around a shared experience or interest especially in the areas of ICT,

Curriculum Design, Teaching & Learning, Management and Research. In addition, the page serves as a rallying point for the Centre's alumni to reconnect and to share their enthusiasm for Technical and Vocational Education and Training (TVET).



Screen shot of SEAMEO VOCTECH Facebook account

Media Publicity

Leading media organizations, both print and broadcast media, had always been a partner in disseminating the important events in the Centre. The opening and closing programme of the regular, customized and special training programmes, including the forums and conferences, were always covered by the media organizations.



News articles on the Centre's important events

the Centre. In some cases, the Centre Director is invited as guest in their public affair programme to discuss the latest events in the Centre.

The leading English and Malay-language daily newspapers and some Chinese media groups in Brunei published news articles prepared by media correspondents and by the Centre. Most often, these articles were located in the prime page of their newspaper and were usually published in their online publications.

Aside from the print media, the broadcast media was always covering the Centre events and activities. The Radio Television Brunei (RTB) Network in its latest news broadcasting programme always aired the opening and closing ceremony of the regular training programme and the forums conducted by



KRA 4: Organisational Sustainability



Key Result Area 4:

Organisational Sustainability

Organisational Sustainability is a key result area in which activities revolve around the internal operations of SEAMEO VOCTECH. It focuses on three important aspects of operation which are financial management, infrastructure improvements and human resource management and development. In as much as SV is looking towards achieving global recognition, it included in its strategic plan activities that would establish sustainable sources of funds, enhance its physical facilities, and reinforce the capabilities of its existing human capital. In addition, the Centre maintained its ISO certification and accreditation as an authorized Training and Testing Centre of the internet and Computing Core and Certification (IC³) programme in Brunei by the Certiport Company.

Infrastructure Development

The Centre undertook some improvements in its physical facilities. A new training room that can accommodate more than 50 participants was constructed at the first floor of the Centre. Besides this new training room, a Secretariat Room was also constructed to serve as a holding room for resource persons and to serve as a training staff room.



The newly-constructed training room

Staff Development

For Fiscal Year 2014-2015, the Centre has a total of 46 manpower complement comprising the management and support staffs distributed among the different offices and divisions. An additional Manager was seconded by the Ministry of Education, Brunei Darussalam to augment the workforce. Mr. Haji Haris bin Haji Mohammad Ali was appointed as Human Resource Manager and Training and Professional Development Manager in concurrent capacity on 19 March 2015. Table 7 shows the management and support staffs distributed among the different offices and divisions.

Table 7 – Centre Management and Staff, Fiscal Year 2014 – 2015

Designation/Position	No. of Staff
Centre Director	1
Deputy Director (Professional)/Research and Innovation Manager/Research Specialist	1
Deputy Director (Administration)	1
Quality Management Representative/Management Specialist	1
Knowledge Management Manager/Curriculum Specialist	1
Business and Marketing Manager	1
Finance and Procurement Manager	1
VIH Manager/Vocational and Technical Education Specialist	1
Human Resource Manager/Training and Professional Development Manager	1

Office of Centre Director	1
Training and Professional Development Division	4
Knowledge Management Division	5
Research and Innovation Division	1
Finance and Procurement Division	4
Facilities Management Division	19
Human Resource Division	3
Total	46

The upgrading of the professional competencies and the physical and spiritual well-being of the staff is at the forefront of the Centre's strategy in strengthening its organizational capacity. Centre staff attended training programmes, conferences and forums as participant, resource person or keynote speaker. The training programmes, conferences and forums attended by the staffs were either local or international. Table 8 and 9 show the local and international courses attended by the staff during the Fiscal Year.

For this fiscal year, 'Tahlil' Prayers is held every Saturday morning and is continuously practiced by the staff as a means of spiritual renewal. As part of their sacred duty, the staff also observes all Islamic Religious celebrations. The Centre's staff regular physical fitness programmes showed good participation every Saturday afternoon.



The Centre staffs are doing a prayer during one of the Islamic religious celebration.

Institutional Certification and Accreditation

The Centre undertook internal and external audit as a requirement in maintaining its ISO 9001:2008 certification from 19 to 29 November 2014. The objective of the audit was to determine the capability and effectiveness of the Centre's management system in ensuring continual compliance with customer, statutory and regulatory requirements, meeting its specified objectives and conformity of the management system to stated criteria. The scope and areas of audit include:

- management commitment and systems support functions;
- corrective and preventive action and continual improvement processes;
- sales and marketing including contract review;
- planning, realization, and evaluation of training services, including training needs analysis;
- management of VOTTECH International House, including housekeeping, catering, accommodation and transportation; and c
- competency and development of employees.

The results of the internal and external audit showed that the SEAMEO VOTTECH management system has been generally maintained in accordance with the requirements of the ISO 9001:2008 standard. Some areas of concern that requires review and consideration by top management so as to ensure continual improvement were identified.

The Centre has maintained its accreditation as an authorized Training and Testing Centre of the internet and Computing Core and Certification (IC³) programme in Brunei by the Certiport Company. Through this accreditation, the Centre was able to provide training and certification to practitioners and government employees.



(Left photo) SEAMEO VOCTECH's Management Representative shows documentary evidence to the ISO Auditor. (Right photo) The ISO Auditor discusses the external audit findings with the Centre Director.

Table 8 - Local Courses/Programmes Attended by Officers and Staff, Fiscal Year 2014-2015

Name	Course/Meeting/Conference/Workshop/Seminar/ Activity	Place	Date
Noraarney binti Abdullah Apoh	Persidangan Antarabangsa Professional Communication for Business Engineering and Technology (PCBET 2014)	The Centre Point Hotel, Gadong	7 – 9 Oct 2014
Nur Fatin Hamamah @ Diyana binti Haji Burhanuddin	Sesi Muzakarah Pejabat Peguam Negara dengan Kerjasama Lembaga Tawaran Negara dan Pusat Kebangsaan E-Kerajaan (EGNC) Bagi Kementerian Pendidikan dan Jabatan-Jabatan di bawahnya	Bangunan Undang-Undang dan Mahkamah-Mahkamah, Pejabat Peguam Negara	16 Oct 2014
Mohd Kasim bin Hj Abd Rahman	Taklimat Pencegah Kebakaran 01/2014 (TMK) bagi pegawai-pegawai dan kakitangan, Kementerian Pendidikan	Kementerian Pendidikan	1 Nov 2014
Norakasmawaty binti Awg Simpul Norlia binti Haji Dullah	Taklimat Purchase Order (PO) Rollover bagi Kementerian Pendidikan dan Jabatan-Jabatan di dalamnya	Kementerian Pendidikan	29 Nov 2014
Nooraini binti Hj Lamit	Jarayawara Farmasi	Kementerian Kesihatan	21 January 2015
Mimi Syafi'ah binti Hj Ja'afar	Kursus Pengukuhan Islam bagi sepanjang tahun 1436H/2015M – Fiqh At Thaharah	Pusat Dakwah Islamiah	26 – 29 January 2015
Hj Md Sharifuddin bin Hj Md Salleh Hj Ali Husaini bin Hj Mohd Diah Dr Paryono Hj Nordin bin Hj Ahmad Hj Abdul Haris bin Hj Mohammad Ali Leanne binti Abdullah Lee@Yen Chin Mr.Edward M.Dela Rosa Dr. Marcelino C. Gapultos Norhayati Cynthia binti Abdullah Mimi Syafi'ah binti Hj Ja'afar	SEAMEO VOCTECH ISO 9001:2008 Awareness Week	SEAMEO VOCTECH	24 – 26 February 2015

Name	Course/Meeting/Conference/Workshop/Seminar/ Activity	Place	Date
Ariffin bin Hj Yusof Monarita binti Hj Harris MNI Noraarney binti Abdullah Apoh Hazleyanawati binti Abdullah Hjh Siti Rusiah binti Hj Kawang Nur Fatin Hamamah @ Diyana binti Haji Burhanuddin Nursyuhaidah binti Hj Ahmad Hjh Ibrarizah@Edah binti Hj Ibrahim Mohd Kasim bin Hj Abd Rahman Norakasmawaty binti Awg Simpul Nooraini binti Hj Lamit Asmad bin Hj Lamat Nurul Amin Salehah binti Mahmud Mohd Al-Aiman Syazwi bin Abdullah Bupor			
Nooraini binti Hj Lamit	Kursus Pengukuhan Islam bagi sepanjang tahun 1436H/2015M – Ilmu Tajwid	Pusat Dakwah Islamiah	25 – 26 February 2015
Hj Ali Husaini bin Hj Mohd Diah Ariffin bin Hj Yussof Monarita binti Hj Harris MNI	Talk (Morning session) : - Open Data - Data Protection Policy	Learning Lab, MISC, Citis Square	20 April 2015
Nur Fatin Hamamah @ Diyana binti Haji Burhanuddin	Program 'Outreach' kesihatan mengenai kanser payudara bagi pegawai dan kakitangan wanita sempena kempen kesedaran kanser payudara 2014	Kementerian Pendidikan	25 April 2015

Name	Course/Meeting/Conference/Workshop/Seminar/ Activity	Place	Date
Hj Ali Husaini bin Hj Mohd Diah	Pemberigaaan program Pembelajaran & Pembangunan Kapasiti Institut Perkhidmatan Awam April 2015-Mac 2016 “Sesi Wold Café bersama pegawai penyelaras Latihan”	Orchid Garden Hotel	30 April 2015
Dr. Paryono Leanne binti Abdullah Lee@Yen Chin	Talk : Validation on IBTE’S Employability Study	Pusat Latihan Makenik	02 May 2015
Hj Abdul Haris bin Hj Mohammad Ali Mimi Syafi’ah binti Hj Ja’afar Nursyuhaidah binti Hj Ahmad	A Knowledge –Sharing Conference of SEAMEO Centres and units on “Embracing International Standards Practice in Quality Assurance and Management”	SEAMEO VOCTECH	12 – 14 May 2015
Md Al-Aiman Syazwi bin Abdullah Bupor	Awardee for SEAMEO Service Awards 2014/2015	Freshco Banquet Hall	13 May 2015
Norhayati Cynthia binti Abdullah Nursyuhaidah binti Hj Ahmad	Projek “Southeast ASIA Primary Learning Metrics (SEA-PLM)	SEAMEO VOCTECH	18 – 19 May 2015
Hjh Ibrarizah@Edah binti Hj Ibrahim	Kursus pengukuhan Islam bagi sepanjang Tahun 1436H/2015M - Tashawwuf	Pusat Dakwah Islamiah	18 – 21 May 2015
Hj Nordin bin Hj Ahmad Nur Fatin Hamamah @ Diyana binti Haji Burhanuddin Norakasmawaty binti Awg Simpul Norlia binti Haji Dullah Md Al-Aiman Syazwi bin Abdullah Bupor	A Plus User Training	SEAMEO VOCTECH	02 June 2015

Table 9 - Overseas Courses/Programmes Attended by Officers and Staff, Fiscal Year 2014-2015

Name	Course/Meeting/Conference/Workshop/Seminar/Activity	Place	Date
Haji Md Sharifuddin bin Haji Md Salleh	China-ASEAN TVET in the 7 th China-ASEAN Education Cooperation Week (CAECW)	Guizhou Province, China	1 – 5 Sept 2014
Haji Md Sharifuddin bin Haji Md Salleh	Forum Tamasek Foundation ASIA Leaders Connect 2014	Singapore	19 – 20 Sept 2014
Haji Md Sharifuddin bin Haji Md Salleh Dr. Paryono Mr. Edward M. Dela Rosa Leanne binti Abdullah Lee @ Yen Chin Ariffin bin Hj Yusof Mimi Syafi'ah binti Hj Ja'afar Nur Fatin Hamamah@ Diyana binti Hj Burhanuddin Nursyuhaidah binti Hj Ahmad	SEAMEO VOCTECH 25 th Governing Board Meeting	Singapore	24 – 26 Sept 2014
Haji Md Sharifuddin bin Haji Md Salleh	Global Forum on Skill for Work and Life Post-2015 UN Campus	Bonn, Germany	14 – 16 Oct 2014
Haji Md Sharifuddin bin Haji Md Salleh Dr Paryono Nursyuhaidah binti Haji Ahmad	SEAMEO Congress "Southeast Asia in Transition: Re-Thinking Education Science and Culture for Regional Integrating"	Thailand	20 – 22 Oct 2014
Haji Ali Husaini bin Haji Mohd Diah	2014 WFCP World Congress	Beijing, China	23 – 26 Oct 2014
Dr Paryono	International Skills Partnership "Bringing The Learning Home"	Hanoi, Vietnam	25 – 26 Oct 2014
Noorhayati Cynthia binti Abdullah Nursyuhaidah binti Haji Ahmad	The SEA-BES and SEA-PLM Consultative Meeting	Penang, Malaysia	4 – 5 Nov 2014
Haji Md Sharifuddin bin Haji Md Salleh	The 4 th World Congress on Teacher education for VTET	Malaysia	5 – 6 Nov 2014

Name	Course/Meeting/Conference/Workshop/Seminar/Activity	Place	Date
Dr. Marcelino C. Gapultos	In-country Training Programme: Marketing Strategies of Education Institution	Cambodia	24 – 28 Nov 2014
Haji Md Sharifuddin bin Haji Md Salleh Haji Nordin bin Haji Ahmad	37 th SEAMEO High Official Meeting (HOM)	Bangkok, Thailand	25 – 27 Nov 2014
Noorhayati Cynthia binti Abdullah	In-Country Training Programme: Authentic Teaching Learning and Assessment	Lao PDR	26 – 30 Jan 2015
Noorhayati Cynthia binti Abdullah	In-Country Training Programme: Applying Learner-Centred Methodologies	Myanmar	16 – 20 Feb 2015
Dr. Paryono	SEAMEO Regional meeting and planning workshop on SEAMEO College	Bangkok, Thailand	9 – 10 Mar 2015
Dr. Paryono	Asian Development Bank's R-CDTA 8389	Thailand	11 – 13 Mar 2015
Dr. Paryono	Workshop for RCP members	Vietnam	20 – 21 April 2015
Dr. Paryono	Regional Policy Dialogue on TVET Personnel	Vietnam	22 – 23 April 2015
Hj Abdul Haris bin Hj Mohammad Ali Ariffin bin Hj Yusof	SEA online course development	Indonesia	27 – 29 April 2015
Hj Md Sharifuddin bin Hj Md Salleh	48 th SEAMEO Council Conference	Thailand	06 – 09 May 2015
Mr Edward M. Dela Rosa	In-Country Training Programme: Competency Assessment in VTET Marketing	Vietnam	25 – 29 May 2015
Dr. Paryono	Annual Education Conference	London	01 – 02 June 2015
Mr Edward M. Dela Rosa	In-Country Training Programme: Integrating 21 st Century Labour Market Competencies in VTET Curriculum	Thailand	02 – 12 June 2015
Hj Md Sharifuddin bin Hj Md Salleh	SEAMEO Centre Directors Meeting (CDM) 2015	Thailand	08 – 10 June 2015
Dr. Marcelino C. Gapultos	In-Country Training Programme: Enhancing the Corporate Image of TVET Institutions	Cambodia	22 – 26 June 2015



KRA 5: Visibility and Corporate Social Responsibility



Key Result Area 5:

Visibility and Corporate Social Responsibility

To ensure global visibility and to meet its social responsibility, the Centre participated in SEAMEO-initiated meetings, continued expanding and strengthening its partnership with relevant international organisations, and participated in international conferences.

The annual SEAMEO VOCTECH Governing Board Meeting was also held to seek guidance and policy direction in carrying out the mandate of the Centre. SEAMEO VOCTECH also signed three new memorandum of understanding (MOU) with foreign educational institutions during the fiscal year.

SEAMEO Meetings

Centre officials regularly attend and participate actively in the deliberations of SEAMEO meetings. For this fiscal year, the meetings attended were the Centre Directors Meeting and the High Officials Meetings.

- The annual **Centre Directors Meeting** was held on 8 - 9 June 2015 at the S31 Hotel in Bangkok, Thailand. Centre Director Hj Md Sharifuddin bin Hj Md Salleh, represented SEAMEO VOCTECH in the meeting. The meeting focused on actions taken on the resolutions of the 48th SEAMEO Council Conference, such as the SEAMEO Online Capacity Building for Southeast Asian Member Countries, Regional Activities in Celebrating the SEAMEO 50th Anniversary, and Ministerial Round Table Meeting. Reports on the progress of major initiatives under the SEAMEO Strategic Plan 2011-2020 were also presented by the concerned units. New initiatives, proposal, and activities through the support of SEAMEO partners, collaborators and among SEAMEO Centres were also discussed during the meeting. The CDM 2015 was followed by The Mid-Term Review Meeting on 10

June 2015 at Anantara Bangkok Riverside Resort & SPA in Bangkok, Thailand to analyse lessons learned through the implementation of SEAMEO Strategic Plan (2011-2020) and to assess the challenges.



Centre Director Hj Md Sharifuddin bin Hj Md Salleh (seated, right) in a group photo with SEAMES Director Dr. Gatot Hari Priowirjanto (Ir.) and the other regional centre directors during the Centre Directors Meeting on 8 – 9 June 2015 in Bangkok, Thailand.

➤ The **37th High Officials Meeting**

was held in Bangkok, Thailand on 25 – 27 November 2014 and was attended by the High Officials from the 10 SEAMEO Member Countries, SEAMEO Center Directors, 3 Associate Members, 2 Affiliate Members and Observers from other Government and Non-Government Organizations.



Centre Director Mr. Hj Sharifuddin Hj Md Salleh (2nd from left) and Finance Manager Mr. Nordin Hj Ahmad (left) participated in the 37th High Officials Meeting.

SEAMEO VOCTECH Regional Centre was represented by its Centre Director, Mr. Hj Sharifuddin Hj Md Salleh and Finance Manager, Mr. Nordin Hj Ahmad. Dr Suthasri Wongsamam, Permanent Secretary of Education, Thailand who was elected as the new Chairman presided over the meeting. The issues discussed and decisions made during the meeting include: updates on the SEAMEO Congress, SEAMEO 50th anniversary celebration, 4th annual forum on Basic Education and SEAMEO College; tentative date of the 38th SEAMEO High Officials Meeting; and the upcoming 48th SEAMEO Council Conference.

- The **48th SEAMEO Council Conference** was held at the Royal Cliff Hotels Group, Chonburi, Thailand from 6 to 9 May 2015. The three-day conference was attended by the Ministers of Education and higher education officials from 11 SEAMEO Member Countries, representatives from SEAMEO Associate Member countries, SEAMEO Affiliate members, SEAMEO Regional Centres and international organizations/institutions. His Excellency Admiral Narong Pipathanasai, Thailand's Minister of Education, who succeeded His Excellency Prof. Pham Vu Luan, Vietnam's Minister of Education and Training, as the 48th SEAMEO Council President chaired the three-day meeting. Centre Director, Mr Haji Mohd Sharifuddin bin Hj Mohd Salleh attended the conference on behalf of SEAMEO VOCTECH Regional Centre.

During the Ministerial Round Table Meeting on the theme "SEAMEO in the Next Decade," the discussion focused on how SEAMEO can be of best value to address

the implication of the seven priority areas of the SEAMEO Post-2015 Education Agenda. The seven priority areas are: (1) Early childhood care and education, (2) inclusive education and access to education, (3) resilience in education, (4) technical and vocational education and training (TVET), (5) teacher education, (6) higher education and research, and (7) 21st Century curriculum.



The Ministers of Education from the SEAMEO member countries discuss the seven priority areas of the SEAMEO Post-2015 Education Agenda during the Ministerial Round Table Meeting.

One of the highlights of the conference is the presentation of SEAMEO Service Award to outstanding employees of each Centre. From SEAMEO VOCTECH Regional Centre, Mr Muhd Al-Aiman Syazwi bin Abdullah Bupor was awarded the SEAMEO Service Award.



Mr. Muhd Al-Aiman Syazwi bin Abdullah Bupor receives the SEAMEO Service Award from SEAMES Director Dr. Gatot Hari Priowirjanto.

Governing Board Meeting

The 25th Governing Board Meeting was held on 24 – 26 September 2014 at ITE Headquarter, Singapore. The opening ceremony was graced by the presence of the Guest of Honor, Mr Bruce Poh Geok Huat, Director and CEO of Institute of Technical Education, Singapore.



Group photo of the Governing Board Members and the Management and Staff of SEAMEO VOCTECH together with the Honorable Mr. Bruce Poh Geok Huat, (6th from right) Director and CEO of Institute of Technical Education, Singapore during the Governing Board Meeting.

For this fiscal year, the Governing Board was able to approve the following resolutions:

- Follow-up actions on the resolutions of the 24th Governing Board Meeting
- Annual Report for Fiscal Year 2013-2014
- Financial Audit Report for Fiscal Year 2013-2014



The Chairman Pg. Dr. Hj Md. Esa Al-Islam bin Pg. Hj Md. Yunus (right), SEAMEO VOCTECH Governing Board, presides over the 25th Governing Board Meeting held on 24 – 26 September 2014 at ITE Headquarter, Singapore.

The Governing Board also acknowledged the proposed initiatives of the Centre

and the reports on the implementation of its programmes and services. The proposed initiatives of the Centre are as follows:

- Regional Training Programme Theme for Fiscal Year 2015-2016
- Celebration of SEAMEO VOCTECH's 25th Anniversary
- Scheme To Engage Former SEAMEO VOCTECH Specialists As SEAMEO VOCTECH Fellow
- Update on Implementation of Technical Skills Training for TVET Teachers: A Collaboration between TEMASEK Foundation and Institute of Technical Education-Education Services (ITEES), Singapore.

International Conferences, Workshops, Meetings and Visits

As part of its obligations as a SEAMEO Regional Centre for TVET and to its partners, Centre representatives were invited to attend, either as paper presenters or participants in conferences, workshops and meetings, by international organisations in the region and beyond. Aside from performing its obligations to its partners, it also serves as a way of maintaining and establishing new partnership.

The meetings, conference, workshops and official visits attended by the Centre representatives during the fiscal year are as follows:

- China-ASEAN TVET in the 7th China-ASEAN Education Cooperation Week (CAECW), Guizhou Province, China, 1 – 5 Sept 2014
- Forum Tamasek Foundation ASIA Leaders Connect 2014, Singapore, 19 – 20 Sept 2014
- Global Forum on Skill for Work and Life Post-2015, Bonn, Germany, 14 – 16 Oct 2014
- Launching of Southeast Asia Primary Learning Metric (SEA-PLM), Bangkok, Thailand, 20 October 2014
- SEAMEO Congress “Southeast Asia in Transition: Re-Thinking Education, Science and Culture for Regional Integration,” Bangkok, Thailand 21-22 Oct 2014

- 2014 WFCP World Congress, Beijing, China, 23 – 26 Oct 2014
- International Skills Partnership “Bringing The Learning Home,” Hanoi, Vietnam, 25 – 26 Oct 2014
- The SEA-BES and SEA-PLM Consultative Meeting, Penang, Malaysia, 4 – 5 Nov 2014
- The 4th World Congress on Teacher education for VTET, Malacca, Malaysia, 5 – 6 Nov 2014
- Third UPI International Conference On Technical And Vocational Education and Training, Bandung, Indonesia, 13-14 November 2014
- SEAMEO Regional Meeting and Planning Workshop on SEAMEO College, Bangkok, Thailand, 9 – 10 March 2015
- Asian Development Bank’s R-CDTA 8389, Bangkok, Thailand, 11 – 13 March 2015
- Workshop for RCP Members, Vietnam, 20 – 21 April 2015
- Regional Policy Dialogue on TVET Personnel, Vietnam, 22 – 23 April 2015
- SEA Online Course Development, Indonesia, 27 – 29 April 2015
- Annual Education Conference “Going Global 2015 Conference for Leaders of International Education,” London, England, 1-2 June 2015



Networking and Partnership

SEAMEO VOCTECH signed three new memorandum of understanding (MOU) during the fiscal year. Two of the new partners are Indonesian educational institutions- Pusat Pengembangan dan Pemberdayaan Pendidik dan Tenaga Kependidikan Medan and SEAMEO Regional Centre Open Learning Centre (SEAMOLEC), while the other one is Guiyang Vocational and Technical College from China. The new partners

A photo opportunity of the Centre Director Mr Haji Mohd Sharifuddin bin Hj Mohd Salleh (front row, center) with the representatives of SEAMOLEC and Wasan Vocational School after the signing of the Memorandum of Understanding.

and the areas of collaboration are shown in the table below.

Table 10 – New Partners and Areas of Collaborations

Partner Institutions	Areas of Collaboration
Pusat Pengembangan dan Pemberdayaan Pendidik dan Tenaga Kependidikan Medan, Indonesia	• Joint activities in TVET. • Training professionals staff members in CTP • Exchange of faculty and staff • Sharing of facilities and human resources
SEAMEO Regional Centre Open Learning Centre (SEAMOLEC), Indonesia	• Collaboration in the field of education. • Exchange of faculty and staff. • Sharing of facilities and human resources.
Guiyang Vocational and Technical College, China	• Cooperation in the field of education • Continue to support tour and organize different TVET-related activities. • Fully support the ASEAN-China Mechanism for Cooperation and Exchanges in TVET.

Aside from signing agreements with new partners, the Centre maintained its partnerships with the following institution for Fiscal Year 2014-2015:

- Oak Tree Simulations, LLC, USA
- China Education Association for International Exchange (CEAIE), China
- Guizhou Provincial Department of Education (GPDE), China
- Research Institute for Vocational Education and Training, Korea
- Ansaldo Thomassen B.V, Netherlands
- Rajabhat University Network, Thailand
- Open University Malaysia, Malaysia
- Sunshine Coast Institute of Technical and Further Education (TAFE), Australia
- Yogyakarta Muhammadiyah University, Indonesia
- SEAMEO Regional Centre for Innovation and Technology (SEAMEO INNOTECH), Philippines
- SEAMEO Regional Centre for Tropical Biology (SEAMEO BIOTROP), Indonesia

- Department of Technical Education, Brunei Darussalam
- Institute of Technical Education, Singapore
- National Centre for Vocational Education Research Ltd. (NCVER), Australia
- Colombo Plan Staff College (CPSC), Philippines
- GIZ, Germany
- UNESCO, Bangkok
- Rajamangala University of Technology Thanyaburi (RMUTT), Thailand
- UNESCO-UNEVOC, Germany
- University Technology Malaysia (UTM)

Future Trends

SEAMEO VOCTECH envisions undertaking the following programmes, projects and activities for the succeeding fiscal years:

- Design and develop innovative training programmes.
- Organise conference on TVET sustainability.
- Consolidate evaluation results of training programmes and analyse impact and effectiveness.
- Identify relevant funding donors for flagship research projects.
- Publish thematic materials on contemporary issues in TVET.
- Collaborate with partners within and outside the region for knowledge generation, acquisition, dissemination and utilization.

- Enhance database management system for alumni, and existing and potential pool of resource person.
- Generate income from existing products and services.
- Implement a regular, preventive and corrective maintenance programme for the Centre's facilities and equipment.
- Implement staff development programmes based on a TNA.
- Develop and implement international relations programme.
- Establish an attractive marketing package for the local and international markets.
- Initiate and sponsor student-related activities and adopt-a school programme.
- Initiate environmental awareness programmes.
- Award sponsorship for student/teacher leadership development training programme.

Governing Board Members



BRUNEI DARUSSALAM

PG DR. HJ MD ESA AL-ISLAM BIN PG HJ MD YUNUS

Chairman

Assistant Vice Chancellor (Academic)
Institute Technology Brunei
Tungku Highway
Gadong BE1410, Brunei Darussalam
E-mail: esa.yunus@itb.edu.bn





CAMBODIA

MR TEP OEUN

Member

Deputy Director of TVET
Ministry of Labor and Vocational Training
No.3, St. Russian Federation Boulevard
Khan Toul Kok, Phnom Penh, Cambodia
E-mail: tepoeuntvet@gmail.com



INDONESIA

DRS. M. MUSTAGHFIRIN AMIN, MBA

Member

Director of Technical and Vocational Education
Kemdikbud, Building E, 12th – 13th Floor
Jl Jenderal Sudirman, Senayan
Central Jakarta, Indonesia
E-mail: mustaghfirin@yahoo.com



LAO PDR

MR PHOUVIENG PHOUMILAY

Member

Deputy Director-General
Technical & Vocational Education Department
Ministry of Education
P.O Box 67, Vientiane, Lao PDR
E-mail: phoumilay@yahoo.com



MALAYSIA

DATO' HJ AHMAD TAJUDIN BIN JAB

Member

Director

Technical and Vocational Education Division
Ministry of Education Malaysia
Level 6, Block E14, Complex E
Federal Government Administrative Centre
62604 Putrajaya, Malaysia
E-mail: tajudinjab.bptv@gmail.com;
tajudin.jab@moe.gov.my





MYANMAR

DR ZAW MIN AUNG

Member

Director General

Department of Technical Vocational Education

Ministry of Science and Technology

Myanmar

E-mail: zawminaung@gmail.com



PHILIPPINES

SEC. EMAMANUEL JOEL VILLANUEVA

Member

Director General

Technical Education and Skills Development Authority

TESDA Complex, East Service Road, South Superhighway,

Taguig City, Philippines

E-mail: secjoel_tesda@yahoo.com



SINGAPORE

MR AW YORK BIN

Member

Deputy CEO (Industry)

Institute of Technical Education

10 Dover Drive, Singapore 138683

Republic of Singapore

E-mail: Aw_York_Bin@ite.edu.sg



THAILAND

DR CHAIPREUK SEREERAK

Member

Secretary-General

Office of the Vocational Education Commission

Ministry of Education, Thailand

Retchadamnoen Nok Avenue

Dusit, Bangkok 10300, Thailand

E-mail: chaipreuk@yahoo.com



VIETNAM

DR HOANG NGOC VINH

Member

Director-General



Department of Technical and Vocational Education
Ministry of Education and Training
49 Dai Co Viet Str, Hanoi, Vietnam
E-mail: hnvinh@moet.gov.vn
tviet_vietnam@yahoo.com

EX-OFFICIO MEMBERS



DR GATOT HARI PRIOWIRJANTO
Director
SEAMEO Secretariat
920 Darakan Building, Sukhumvit 40 Road,
Bangkok 10110, Thailand
E-mail: secretariat@seameo.org



MR HJ MD SHARIFUDDIN BIN HJ MD SALLEH
Centre Director
SEAMEO VOCTECH Regional Centre
Jalan Pasar Baharu, Gadong BE1318
Brunei Darussalam
E-mail: sharifuddin.salleh@vottech.edu.bn



Management and Staff



MANAGEMENT

MR HJ MD SHARIFUDDIN BIN HJ MD SALLEH
Centre Director
Email: sharifuddin.salleh@voctech.edu.bn

MR EDWARD M. DELA ROSA
Knowledge Management Manager/
Curriculum Specialist
Email: edward.rosa@voctech.edu.bn

MR HAJI ALI HUSAINI HAJI MOHD DIAH
Deputy Director for Administration
Email: alihusaini.diah@voctech.edu.bn

MR HAJI HARIS BIN HAJI MOHAMMAD ALI
Training and Professional Development
Manager/Human Resource Manager
Email: haris.ali@voctech.edu.bn

MR PARYONO, Ph.D
Deputy Director for Professional Affairs/
Research & Development Manager/Research
Specialist
Email: paryono@voctech.edu.bn

MR MARCELINO C. GAPULTOS, Ph.D
Management Specialist
Quality Management Representative
Email: marcelino.gapultos@voctech.edu.bn

MR HAJI NORDIN HAJI AHMAD
Finance and Procurement Manager
Email: nordin.ahmad@voctech.edu.bn

MRS NOORHAYATI CYNTHIA ABDULLAH
Teacher Education Specialist/Facilities
Management Manager
Email: Cynthia.abdullah@voctech.edu.bn

MRS LEANNE ABDULLAH LEE @YEN CHIN
Business and Marketing Manager
Email: leanne.lee@voctech.edu.bn

SUPPORT STAFF

DIRECTOR'S OFFICE

Mrs Ibarizah @Edah Haji Ibrahim

HUMAN RESOURCE DIVISION

Mrs Nooraini Haji Lamit
Mr Asmad Haji Lamat
Mr Pg Sulaiman Pg Haji Amin

**FINANCE AND PROCUREMENT
DIVISION**

Ms Nur Fatin Hamamah @ Diyana binti
Haji Burhanuddin
Mrs Norakasmawaty Simpul
Mrs Norlia Haji Dullah
Mr Mohd Al-Aiman Syazwi Abdullah
Bupor

KNOWLEDGE MANAGEMENT DIVISION

Mr Ariffin Haji Yusof
Mrs Monarita Haji Harris Mohd Noor
Ilham
Mrs Noraarney Abdullah Apoh
Mrs Nursyuhaidah binti Haji Ahmad
Mrs Hartini Haji Harun

RESEARCH & INNOVATION DIVISION

Ms Noorashikin Haji Nawe

**TRAINING AND PROFESSIONAL
DEVELOPMENT DIVISION**

Mrs Mimi Syafi'ah Haji Ja'afar
Mrs Hajah Siti Rusiah Haji Kawang
Ms Hazleyana Susanti DP Othman
Mrs Nurul Amin Salehah Mahmud

FACILITIES MANAGEMENT DIVISION

Mr Md Kasim Haji Abd Rahman
Mr Haji Mohd Sofian Haji Julaihi
Mr Saronni Haji Rashid
Mr Md Nur Alief Shahfie Abdullah
Mr Haji Shahron Haji Ismail
Mrs Zulinah Zulhizam
Mr Nordin Haji Dullah
Mr Haji Muhd Suhaili Haji Abas
Mr Yusrey Haji Gapor @Haji Mohd Daud
Mr Ashraful Qushaini Haji Abd Momin
Ms Sarinah Abdul Hamid
Ms Nurhidayah Haji Ibrahim
Mr Nazman Haji Musa
Mr Sunerddy Haji Abdullah Sani
Mrs Fatimah Haji Ibrahim
Mrs Haiati Ibrahim
Mrs Masnah Haji Ali Mustafa
Mr Pg Haji Omarali Pg Amat
Mr Asarwih Abdullah Siandok



SEAMEO VOCTECH

Southeast Asian Ministers of Education Organisation
Regional Centre for Vocational and Technical Education and Training
Jalan Pasar Baharu, Gadong BE1318, Brunei Darussalam
Tel No.: +673 2447992 Fax. No.: +673 2447955
Website: www.voctech.org
E-mail: info@voctech.org