SEAMEO VOCTECH
Regional Centre for Technical and Vocational Education and Training
Brunei Darussalam

Ensuring Greater Impact of TVET For Sustainable Development

ANNUAL REPORT FISCAL YEAR 2018 - 2019
“Ensuring greater impact of TVET for sustainable development”
# Table of Contents

<table>
<thead>
<tr>
<th>Section</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>Chairman’s Endorsement to the SEAMEO Council through the President</td>
<td>1</td>
</tr>
<tr>
<td>Centre Director’s Endorsement to the Chairman of SEAMEO VOCTECH Governing Board</td>
<td>2</td>
</tr>
<tr>
<td>SEAMEO VOCTECH’s Vision and Mission</td>
<td>3</td>
</tr>
<tr>
<td>Executive Summary</td>
<td>4</td>
</tr>
<tr>
<td>Key Result Area 1: Professional Development</td>
<td>8</td>
</tr>
<tr>
<td>Key Result Area 2: Research and Development</td>
<td>13</td>
</tr>
<tr>
<td>Key Result Area 3: Knowledge Management</td>
<td>15</td>
</tr>
<tr>
<td>Key Result Area 4: Organisational Sustainability</td>
<td>21</td>
</tr>
<tr>
<td>Key Result Area 5: Visibility and Corporate Social Responsibility</td>
<td>30</td>
</tr>
<tr>
<td>Future Initiatives</td>
<td>38</td>
</tr>
<tr>
<td>Governing Board Members</td>
<td>39</td>
</tr>
<tr>
<td>Management and Staff</td>
<td>42</td>
</tr>
</tbody>
</table>
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 2018/2019.

The report contains the accomplishments of the Centre for the fiscal year 2018/2019. 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. SAIFUL BAHARIN BIN PG DURAMAN
Chairman, Governing Board
SEAMEO VOCTECH Regional Centre
Brunei Darussalam
Centre Director’s Endorsement to the Governing Board through the Chairman

Yang Mulia
Pg. Dr. Saiful Baharin Bin Pg Duraman
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 2018/2019.

This Annual Report for Fiscal Year 2018/2019 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 recognised 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,

DR. HJ MOHD ZAMRI HJ MOHD SABLI
Centre Director
SEAMEO VOCTECH REGIONAL CENTRE
Brunei Darussalam
MISSION

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

VISION

“A Globally Recognised Regional Centre of Excellence in TVET”

CORE VALUES

Professionalism
Respect for Diversity
Accountability
Innovativeness
Synergy
Excellence
Executive Summary

KRA 1: Professional Development

For Fiscal Year 2018/2019, SEAMEO VOCTECH Regional Centre had implemented 14 training programmes attended by 481 participants. This is a decrease of 17.65% from the previous year of 17 training programmes and a decrease in the number of participants by 21.79% from 615 participants last year. The number of training programmes and participants by category are as follows: regional with five training programmes and 125 participants; two in-country with 57 participants; customised with four programmes and 90 participants; a community service with 7 participants, and three regional forums with 202 participants. Of the overall total participants, 277 are male while 204 are female participants. The participants include education policymakers, education and training institution administrators, teachers, instructors, lecturers and other practitioners.

KRA 2: Research and Development

The research and development activities of the Centre for this fiscal year includes conducting research studies, presenting research papers in conferences. Reviewing papers submission for proceedings, and forums. The Centre regularly conducts the institutional research to measure Customer Satisfaction Index (CSI) which is intended to generate participants’ feedback for regular, in-country and customised training programmes. One of the research activity which the Centre undertake is the role as a research validator for IBTE in its studies on Graduate Employment Survey and Employment Satisfaction Study which was completed in January 2019. With this role, the Centre’s researches reviewed the whole process of the studies to make sure that the process followed research procedures.
KRA 3: Knowledge Management

The information sharing services of the Centre compromise print, digital and online publications, and social media. The print publications issued by the Centre include SEAMEO VOCTECH newsletter – The Digest (July-December Issue 2018 and January-June Issue 2019), Training Information Guide 2018/2019, Annual Report 2017/2018, and 29th 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 are maintained. The Centre’s Facebook page at www.facebook.com/voctech.centre is 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 organisations, 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 were 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 were judiciously spent to ensure that the targeted programmes and services of the Centre are properly accomplished. 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.
KRA 5: Visibility and Corporate Social Responsibility

The Centre’s official attended the following SEAMEO meetings as part of their obligations and networking and partnership activities, namely; The China-ASEAN Vocational Education and Teacher Development Academic Forum 2018 on 13 – 16 July 2018, the SEAMEO Centre Director Meeting on 17 – 19 July 2018, the 18th ASIA-Pacific Training Workshop on EIU (APTW) on 20 – 28 July 2018, the ASEAN Think Tank Forum on 26 – 28 September 2018, the QS Applied Higher Education Meeting on 5 – 6 October 2018, the 41st High Officials Meeting on 28 – 29 November 2018, and the Technical Consultation Workshop on Regional Training Modules for TVET Teachers and Managers ‘Fit for Industry 4.0’ on 4 - 6 December 2018. The 29th SEAMEO VOCTECH Governing Board Meeting was held on 19 – 21 September 2018 back to back with SEAMEO International Seminar in Bali, Indonesia. 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 TVET 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 one new memorandum of understanding with educational institutions from SEAMEO member countries. 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 Initiatives

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 fiscal year 2018/2019 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. With SV's revitalised vision and objectives, it intends to deliver these programmes to any institution or individual that needs the services and expertise of SV, both private and public entities.

For Fiscal Year 2018/2019, SEAMEO VOCTECH Regional Centre had implemented 14 training programmes attended by 481 participants. This is a decrease of 17.65% from the previous year of 17 training programmes and a decrease in the number of participants by 21.79% from 615 participants last year. The decrease was mainly attributed to the decrease in number of conferences and workshops. The training programmes are classified as regional, in-country, customised, special and forums.

**Regional Training Programmes**

Five regional training programmes were conducted by the Centre for Fiscal Year 2018/2019. 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 four training areas pertaining to curriculum development, management, teacher education, and information and communication technology.

All the regional training programmes were attended by 125 participants from SEAMEO member countries which is 42% more than the previous year with 88 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. The training on “Service Excellence in Hospitality” is a joint training programme with ITE-Temasek, Singapore which will be conducted in September. Table 1 shows the title of the regional training programmes, date and number of participants by SEAMEO member countries for Fiscal year 2018/2019.
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 were 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.

Table 1 – Regional Training Programmes, FY 2018/2019

<table>
<thead>
<tr>
<th>No</th>
<th>Title</th>
<th>Date</th>
<th>Participants by SEAMEO Member Countries</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td>BRU</td>
</tr>
<tr>
<td>1</td>
<td>Learning and Course Management Systems (LMS) for Best Classroom Technology Integration</td>
<td>14-25 Jan 2019</td>
<td>4</td>
</tr>
<tr>
<td>2</td>
<td>Effective Project Management for TVET Institutions</td>
<td>11-22 Feb 2019</td>
<td>7</td>
</tr>
<tr>
<td>3</td>
<td>Technical Upgrading Programme for Vocational &amp; Technical Teachers in S.E.A on Automotive Engineering</td>
<td>18-29 Mar 2019</td>
<td>7</td>
</tr>
<tr>
<td>4</td>
<td>The Effective Usage of Labour Market Information (LMI) for Guidance on Education and Employment</td>
<td>22 Apr-3 May 2019</td>
<td>6</td>
</tr>
<tr>
<td>5</td>
<td>Integrating Entrepreneurship Skills in TVET Curriculum</td>
<td>24 Jun-4 Jul 2019</td>
<td>5</td>
</tr>
<tr>
<td></td>
<td><strong>Total</strong></td>
<td></td>
<td>29</td>
</tr>
</tbody>
</table>

* BRU - Brunei  
CAM - Cambodia  
IND - Indonesia  
LAO - Lao PDR  
MAL - Malaysia  
MYA - Myanmar  
PHI - Philippines  
SIN - Singapore  
THA - Thailand  
VIE - Vietnam  
TLS - Timor Leste
For this fiscal year, the recipients of the in-country programme are Myanmar, and Lao PDR. A total of 57 participants attended the in-country training programme. Compared to last year’s 40 participants, this fiscal year’s number of participants increased by 29.82%. 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 2018/2019

<table>
<thead>
<tr>
<th>No.</th>
<th>Title</th>
<th>Date</th>
<th>SEAMEO Member Countries</th>
<th>No. of Participants by Gender</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Male</td>
</tr>
<tr>
<td>1</td>
<td>Information and Communications Technology (ICT) in 21st Century</td>
<td>22 – 26 October 2018</td>
<td>Lao PDR</td>
<td>20</td>
</tr>
<tr>
<td>2</td>
<td>Marketing Strategy for TVET Institutions</td>
<td>11 – 15 February 2019</td>
<td>Myanmar</td>
<td>16</td>
</tr>
<tr>
<td></td>
<td><strong>Total</strong></td>
<td></td>
<td></td>
<td>36</td>
</tr>
</tbody>
</table>

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.

For this fiscal year, four customised training programmes were conducted by the Centre attended by 90 participants. Table 3 shows the customised training programmes conducted for this fiscal year, the date, the venue and the distribution of participants by gender.

Table 3 – Customised Training Programmes, FY 2018/2019

<table>
<thead>
<tr>
<th>No.</th>
<th>Title</th>
<th>Date</th>
<th>Venue</th>
<th>No. of Participants by Gender</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Male</td>
</tr>
<tr>
<td>1</td>
<td>Research Methods and Data Analysis Using SPSS for Effective</td>
<td>10 – 14 July 2018</td>
<td>Brunei</td>
<td>8</td>
</tr>
<tr>
<td>No.</td>
<td>Title</td>
<td>Date</td>
<td>Venue</td>
<td>Number of Participants</td>
</tr>
<tr>
<td>-----</td>
<td>-----------------------------------------------------------------------</td>
<td>--------------------</td>
<td>-----------</td>
<td>------------------------</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Total</td>
</tr>
<tr>
<td>1</td>
<td>Forum on “Preparing our Workforce for Industry 4.0”</td>
<td>20 August 2018</td>
<td>Brunei</td>
<td>97</td>
</tr>
<tr>
<td>2</td>
<td>Forum on “Addressing the Challenges to Drive the implementation of successful Industry 4.0 projects”</td>
<td>20 February 2019</td>
<td>Brunei</td>
<td>70</td>
</tr>
<tr>
<td></td>
<td>Total</td>
<td></td>
<td></td>
<td>202</td>
</tr>
</tbody>
</table>
Summary of Training Programmes Conducted

Overall, the Centre was able to conduct 14 training programmes attended by 481 participants. Of the overall total participants, 277 male while the female participants comprised 204 participants. The summary of the training programmes conducted for Fiscal Year 2016/2017 shown in Table 5.

Table 5 – Summary of Training Programmes Conducted, FY 2018/2019

<table>
<thead>
<tr>
<th>Type</th>
<th>Number of Training Programmes</th>
<th>Gender</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>Male</td>
<td>Female</td>
</tr>
<tr>
<td>Regional</td>
<td>5</td>
<td>88</td>
<td>37</td>
</tr>
<tr>
<td>In-Country</td>
<td>2</td>
<td>36</td>
<td>21</td>
</tr>
<tr>
<td>Customised</td>
<td>4</td>
<td>48</td>
<td>42</td>
</tr>
<tr>
<td>Special</td>
<td>1</td>
<td>3</td>
<td>4</td>
</tr>
<tr>
<td>Regional Forums</td>
<td>3</td>
<td>102</td>
<td>100</td>
</tr>
<tr>
<td>Grand Total</td>
<td>14</td>
<td>277</td>
<td>204</td>
</tr>
</tbody>
</table>
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 organisation. 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 customised training programmes was regularly conducted by the Centre during FY 2018/2019. 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 organisation and planning, instructional delivery, contents, facilitator, and the usefulness of the session.

A noteworthy research study on “Validating Research of IBTE on Graduates Employment Study and Employers Satisfaction Survey” was completed by January 2019 where SEAMEO VOCTECH acted as a consultant and validator for the studies carried out by the Research and Statistics Division (RSD) of the Institute of Brunei Technical Education (IBTE). The surveys are normally implemented to the IBTE graduates and employers approximately six months after convocation. The graduate employment survey was able to achieve the following objectives: (1) to collect information on graduates’ employment status, (2) to identify graduates’ employment destination, (3) to assess graduates’ job-
relevance to their programme of study, and (4) to inform and as a source of reference for policy-makers and other TVET stakeholders for planning and decision-making.

On another note, two upcoming research activities are still on going and will be implemented in the following fiscal year on; the readiness of TVET institutions and industry for Industry Revolution in SEAMEO member countries, and the prevalence of drug abuse amongst secondary and tertiary students in Brunei Darussalam.

**Research Papers 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 2018/2019:

- **“TVET during Industry 4.0 Issues, Challenges, Opportunities, and Responses”**, delivered by Dr Paryono during the Regional Forum on Addressing the Challenges to Drive the Implementation of Successful Industry 4.0 Projects at SEAMEO VOCTECH Regional Centre, Brunei Darussalam on 20 February 2019.


- **“Modules for TVET Teacher Capacity Building Programme in Response to Industry 4.0”**, in the session on TVET Strategic Country Reports and Initiatives: Moving Together Towards TVET 4.0 during the 4th High Officials Meeting for SEA-TVET, Manila, Philippines on 4 September 2018.

Key Result Area 3:

Knowledge Management

SEAMEO VOCTECH as an international organisation acts as a gatekeeper of accurate and reliable information whereby individuals and institutions, local or global can have full access in acquiring and utilising knowledge in the library and database system of SV. The explicit and tacit knowledge were carefully managed through proper classification and dissemination and used upgraded technology to conform to the needs of global collaborations and in line with its strategic goals. In addition, this effort is to enhance knowledge management system for local and international clients and partners.

The information sharing services, which include 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 maximised for wider marketing reach and for reconnecting the alumni and the Centre. The Centre also coordinated with the media organisations to cover and convey its activities to the public.

Information Sharing

The Centre used digital and online 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.

- 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 includes:

- SEAMEO VOCTECH newsletter – The Digest (July-December Issue 2018 and January-June Issue 2019)
- Annual Report 2017/2018
  This Annual Report FY 2018/2019 will be due for publication after its approval at the 30th Governing Board Meeting.
- The 29th Governing Board Meeting Final Report.

Online publication continues to be a major information dissemination medium of the Centre. The SEAMEO VOCTECH Website (www.voctech.org) was enhanced to include additional links for information sharing and dissemination.

Our learning management system, 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.
The **Online Journal System (OJS)**, which is linked to the SEAMEO VOCTECH website, consists of the SEAMEO VOCTECH 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 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 [www.ojs.voctech.org](http://www.ojs.voctech.org) and is linked to TVET@Asia – The Online Journal for Technical and Vocational Education and Training in Asia ([www.tvet-online.asia](http://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 VOCTECH incorporated social media tools into its broader marketing and communications programs as one of many pillars supporting a main message. This includes 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](http://www.facebook.com/voctech.centre) and Instagram page at [www.instagram.com/seameovoctech/](http://www.instagram.com/seameovoctech/) are 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).
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, customised and special training programmes, including the forums and conferences, were always covered by the media organizations. 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 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.
SEA-VET.net as a One-Stop Shop for TVET Information and Sharing in Southeast Asia.

During this fiscal year, under Key Result Area 3, on Knowledge Management, in relation to the SEA-VET.net, the platform was officially launched on 3rd September 2018, in conjunction with the 4th High Officials Meeting for SEA-TVET in Manila, Philippines.

The platform has previously been endorsed during the 3rd High Officials Meeting for SEA-TVET (2017) and SEAMEO Council Conference (2018) and is a uniquely set up stakeholder cooperation platform, for TVET policy-makers, practitioners and academics to rally, join forces, pool resources through sharing knowledge and engaging in continuous regional dialogues across boundaries. With full-force support, SEA-VET.net will be a lasting space where lifelong learning is promoted, networks are bonded, meaningful interactions occur and existing regional exchanges are consolidated and continued.

This state-of-the-art “one-stop shop” for Technical and Vocational Education and Training (TVET) in Southeast Asia has attracted a total of 3774 users and 305 registered users since its launch less than a year ago. As of July 2019, SEA-VET.net has provided users with comprehensive, relevant and up-to-date content in TVET news (122), resource materials (99), events (69), initiatives (13) and good practices (6), including communities of practice (8).

Even in its infancy, SEA-VET.net continues to explore new arenas that could provide users with better experiences and benefits. In serving the education sector, in the pipeline is an e-learning section for teachers and learners in partnership with TVET institutions. SEA-VET.net continually moves forward to make quality education accessible and affordable to more learners while enabling TVET institution providers to make more visible investments in
regional education. SEA-VET.net is also looking to providing youths in TVET institutions leadership opportunities through projects, camps and interactive activities.

In founding SEA-VET.net, SEAMEO VOCTECH has sown the seeds for regional cooperation in TVET and in order for this initiative to bear fruits, SEAMEO VOCTECH now invites the Southeast Asia TVET community to actively use SEA-VET.net, share knowledge and collaborate to improve and harmonize TVET regionally. With a promising future to become a renowned online regional knowledge platform for Southeast Asia, the SEA-VET.net team aims to continuously provide and facilitate the right quantity of quality content for the users. Share our vision in building a regional community to jointly advance TVET in Southeast Asia and let us grow TVET together with SEA-VET.net.

Look out for our new developments and subscribe to our newsletter at sea-vet.net/newsletter. If you have ideas for our platform or would like to collaborate as a partner institution, email us at team@sea-vet.net.
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 SEAMEO VOCTECH 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.

During this fiscal year, under Key Result Area 4, Organisational Sustainability, SEAMEO VOCTECH has been working on strengthening and expanding partners, clientele and funding donors to collaborate and support each other in implementing the Centre's programmes. By doing so, this will sustain the image of the centre and offer more services to the targeted community.

In addition, the Centre is also working on marketing its services and facilities to create additional revenues for implementing more programmes. Customised training programmes and funding for projects from partners, such as GIZ-RECOTVET and IBTE are some of the examples, not to mention renting Centre's facilities.

Staff Development

For Fiscal Year 2018/2019, the Centre has a total of 38 manpower complement comprising the management and support staffs distributed among the different offices and divisions. For this fiscal year, the Centre was able to augment two seconded officers from Ministry of Education, Brunei Darussalam, Hajah Noor Arbeyah Haji Noor Kaseh who was appointed as Human Resource Manager, while Mohammad Iswandi Haji Hamdi was appointed as Knowledge Management Manager on 23 July 2018 and 01 September 2018 and respectively. Table 7 shows the management and support staffs distributed among the different offices and divisions.
Table 7 – Centre Management and Staff, Fiscal Year 2018/2019

<table>
<thead>
<tr>
<th>Designation/Position</th>
<th>No. of Staff</th>
</tr>
</thead>
<tbody>
<tr>
<td>Centre Director</td>
<td>1</td>
</tr>
<tr>
<td>Deputy Director in Administration</td>
<td>1</td>
</tr>
<tr>
<td>Deputy Director of Professional Affair/Research Development Manager/Research Specialist</td>
<td>1</td>
</tr>
<tr>
<td>Training and Professional Development Manager/Teacher Education Specialist</td>
<td>1</td>
</tr>
<tr>
<td>Knowledge Management Manager</td>
<td>1</td>
</tr>
<tr>
<td>Human Resource Manager</td>
<td>1</td>
</tr>
<tr>
<td>Finance and Procurement Manager</td>
<td>1</td>
</tr>
<tr>
<td>Estate Management Manager</td>
<td>1</td>
</tr>
<tr>
<td>Business Marketing Manager</td>
<td>1</td>
</tr>
<tr>
<td>Office of Centre Director</td>
<td>1</td>
</tr>
<tr>
<td>Office of Administration</td>
<td>2</td>
</tr>
<tr>
<td>Training and Professional Development Division</td>
<td>3</td>
</tr>
<tr>
<td>Knowledge Management Division</td>
<td>4</td>
</tr>
<tr>
<td>Business and Marketing Division</td>
<td>1</td>
</tr>
<tr>
<td>Finance and Procurement Division</td>
<td>3</td>
</tr>
<tr>
<td>Facilities Management Division</td>
<td>15</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>38</strong></td>
</tr>
</tbody>
</table>

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 Thursday 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.
<table>
<thead>
<tr>
<th>Name</th>
<th>Course/Meeting/Conference/Workshop/Seminar/Activity</th>
<th>Place</th>
<th>Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hajah Noorzainab binti Haji Abdullahi</td>
<td>Knowledge Management Training</td>
<td>SEAMEO VOCTECH</td>
<td>19 July 2016m</td>
</tr>
<tr>
<td>Haji Nordin bin Haji Ahmad</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Haji Abdul Haris bin Haji Mohammad Ali</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Leanne binti Abdullah Lee @ Yen Chin</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hajah Noor Arbieyah binti Haji Noor Kaseh</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Mimi Syafi’ah binti Haji Ja’afar</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hazleyanawati binti Abdullah</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hajah Siti Rusiah binti Haji Kawang Ariffin</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>bin Haji Yusof Monarita binti Haji Harris</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Mohd Noor Ilham Nursyuhaiddah binti Haji Ahmad</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Dr Haji Mohd Zamri bin Haji Sabli</td>
<td>SEAMEO VOCTECH Strategic Planning for 6th Five Year Development Plan</td>
<td>SEAMEO VOCTECH</td>
<td>12 – 16 August 2018</td>
</tr>
<tr>
<td>Hajah Noorzainab binti Haji Abdullahi</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Dr Paryono</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Haji Nordin bin Haji Ahmad</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Haji Abdul Haris bin Haji Mohammad Ali</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Leanne binti Abdullah Lee @ Yen Chin</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Name</td>
<td>Course/Meeting/Conference/Workshop/Seminar/Activity</td>
<td>Place</td>
<td>Date</td>
</tr>
<tr>
<td>----------------------------------------------------------------------</td>
<td>-----------------------------------------------------------------------------------------------------------------------</td>
<td>------------------------</td>
<td>---------------</td>
</tr>
<tr>
<td>Hajah Noor Arbeyyah binti Haji Noor Kaseh</td>
<td>Jerayawara Pemberigaan Kuasa Menahan Gaji dan Mengantung daripada menjalankan tugas dan Kewajipan</td>
<td>Kementerian Pendidikan</td>
<td>15 Jan 2019</td>
</tr>
<tr>
<td>Mimi Syafis’ah binti Haji Ja’afar</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hazleyanawati binti Abdullah</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hajah Siti Rusiah binti Haji Kawang</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Ariffin bin Haji Yusof</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Monarita binti Haji Harris Mohd</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Noor Ilham</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Nursyuhaidah binti Haji Ahmad</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Norakasimawaty binti Awg Simpul</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hjh Siti Rusiah binti Hj Kawang</td>
<td>The Job - Training on the Management of Grants and Financial Administration</td>
<td>SEAMEO VOCTECH</td>
<td>04 – 08 March 2019</td>
</tr>
<tr>
<td>Norlia binti Haji Dullah</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Mohammad Iswandi bin Hamdi</td>
<td>TVET Baseline Study 2019</td>
<td>IBTE Kampus Sultan Saiful Rijal</td>
<td>04 May 2019</td>
</tr>
</tbody>
</table>
### Table 9 - Overseas Courses/Programmes Attended by Officers and Staff, Fiscal Year 2018/2019

<table>
<thead>
<tr>
<th>Name</th>
<th>Course/Meeting/Conference/Workshop/Seminar/Activity</th>
<th>Place</th>
<th>Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Leanne binti Abdullah Lee @ Yen Chin</td>
<td>China-ASEAN Vocational Education and Teacher Development Academic Forum 2018</td>
<td>Guilin, China</td>
<td>13 – 16 July 2018</td>
</tr>
<tr>
<td>Dr Haji Mohd Zamri bin Haji Sabli</td>
<td>SEAMEO Centre Directors Meeting (CDM) 2018</td>
<td>Thailand</td>
<td>17 – 19 July 2018</td>
</tr>
<tr>
<td>Noorhayati Cynthia binti Abdullah</td>
<td>18th ASIA-Pacific Training Workshop on EIU (APTW)</td>
<td>Seoul, Korea</td>
<td>20 – 28 July 2018</td>
</tr>
<tr>
<td>Dr Paryono</td>
<td>Resource Person for 11th China ASEAN Education Cooperation Week</td>
<td>China</td>
<td>25 – 29 July 2018</td>
</tr>
<tr>
<td>Noorhayati Cynthia binti Abdullah</td>
<td>In Country Training Programme – Assessment of Students Competencies</td>
<td>Malaysia</td>
<td>06 – 10 August 2018</td>
</tr>
<tr>
<td>Noorhayati Cynthia binti Abdullah</td>
<td>Customised Programme – Authentic Teaching, Learning and Assessment</td>
<td>Philippines</td>
<td>27 – 31 August 2018</td>
</tr>
<tr>
<td>Hajah Noorzainab binti Haji Abdulladi</td>
<td>29th SEAMEO VOCTECH Governing Board Meeting (GBM)</td>
<td>Bali, Indonesia</td>
<td>19 – 21 September 2018</td>
</tr>
<tr>
<td>Dr Paryono</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Mimi Syafi’ah binti Haji Jaa’far Nursyuhaidah binti Haji Ahmad</td>
<td>29th SEAMEO VOCTECH Governing Board Meeting (GBM) [Secretariat Committee]</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Noorhayati Cynthia binti Abdullah</td>
<td>China (Hainan)- ASEAN Think Tank Forum (II)</td>
<td>China</td>
<td>26 – 28 September 2018</td>
</tr>
<tr>
<td>Dr Paryono</td>
<td>QS Applied Higher Education Meeting</td>
<td>Singapore</td>
<td>05 – 06 October 2018</td>
</tr>
<tr>
<td>Name</td>
<td>Course/Meeting/Conference/Workshop/Seminar/Activity</td>
<td>Place</td>
<td>Date</td>
</tr>
<tr>
<td>------------------------------------------------------</td>
<td>--------------------------------------------------------------------------------------------------------------------</td>
<td>----------</td>
<td>---------------------------</td>
</tr>
<tr>
<td>Dr Abbes Sebihi</td>
<td>In-Country Training Programme: Information and Communication Technology (ICT) in 21st Century</td>
<td>Lao Pdr</td>
<td>22 – 26 October 2018</td>
</tr>
<tr>
<td>Hajah Noorzainab binti Haji Abdulladi</td>
<td>41st SEAMEO High Official Meeting</td>
<td>Thailand</td>
<td>28 – 29 November 2018</td>
</tr>
<tr>
<td>Dr Paryono Noorhayati Cynthia binti Abdullah</td>
<td>Technical Consultation Workshop on Regional Training Modules for TVET Teachers and Managers “Fit for Industry 4.0”</td>
<td>Malaysia</td>
<td>4 – 6 December 2018</td>
</tr>
<tr>
<td>Noorhayati Cynthia binti Abdullah</td>
<td>Conducted Customised Programme: Curriculum Design and Development</td>
<td>Philippines</td>
<td>04 – 08 March 2019</td>
</tr>
<tr>
<td>Mimi Syafi’ah binti Haji Ja’afar</td>
<td>SEAMEO VOCTECH-TEMASEK Foundation-Itees Technical Skills Upgrading Programme For TVET Teachers And Trainers In S.E.A On “Automotive Engineering” (Assistant)</td>
<td>Singapore</td>
<td>18 – 19 March 2019</td>
</tr>
<tr>
<td>Hajah Noorzainab binti Haji Abdulladi Nursyuhaidah binti Haji Ahmad</td>
<td>Attended Closing Ceremony SEAMEO VOCTECH-TEMASEK Foundation-Itees Technical Skills Upgrading Programme For TVET Teachers And Trainers In S.E.A On “Automotive Engineering”</td>
<td>Singapore</td>
<td>29 March 2019</td>
</tr>
<tr>
<td>Haji Nordin bin Haji Ahmad</td>
<td>The Regional Workshop On Seameo Strategic Plan (2011-2020)</td>
<td>Thailand</td>
<td>17 – 18 June 2019</td>
</tr>
</tbody>
</table>
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 41st High Officials Meeting was held in Bangkok, Thailand on 28 – 29 November 2018 and was attended by the High Officials from the 11 SEAMEO Members Countries, 3 SEAMEO Associate Member Countries, 4 Affiliate Member Countries, 24 SEAMEO Regional Centers/Network and 12 partners/observers. The Honorable Dr Saophon Naphorn, Vice Minister of Education, Ministry of Education Thailans graced the opening ceremony of the 41st SEAMEO High Official Meeting with opening remarks. The Centre was represented by the Acting Centre Director, Hajah Noorzainab binti Haji Abdulladi. This annual meeting was held to review programmes that were in progress or have been achieved by SEAMEO units in the previous year, and to consider proposals for new programmes that involve collaboration on a regional level. This year’s meeting listened to a myriad of papers presented by SEAMEO units presenting or proposing programmes within their specialised scope of work and serving their mission in respond to SEAMEO 7 priority areas (2015-2035).
Group photo of education ministers, vice ministers, permanent secretaries, and director generals.

Mrs Hajah Noorzainab (2nd Left) with the representatives from Ministry of Education, Brunei Darussalam

- The 4th High Official Meeting on SEA-TVET on Moving Together towards TVET 4.0 was held on 4 – 5 September 2018 hosted by the Technical education and Skills Development Authority (TESDA) and the Department of Education, The Philippines in partnerships with the SEAMEO and SEAMEO VOCTECH, SEAMEO SEARCA, and SEAMEO INNOTECH at Manila, Philippines. The 4th High Officials Meeting on SEA-TVET discussed on the following objectives; 1) to discuss the current situation of TVET collaboration during 2017-2018 and to identify the
strategies to improve the regional cooperation for the region; 2) to discuss the national and regional TVET initiatives that may enhance the responsiveness of the member states and the region towards industry 4.0; 3) to determine and plan for the regional directions and strategies to advance the quality of TVET in line with the industry 4.0 and harmonization in Southeast Asian countries; 4) to seek advice/approval on the regional initiatives from the TVET High Officials for further implementation; and 5) to strengthen cooperation among the TVET ministries/departments agencies among Southeast Asia and with other countries beyond Southeast Asian.
Centre Directors Meeting was held on 17 – 19 July 2018 in Aroma Hotel, Bangkok. A total of 92 participants, representing 26 SEAMEO Centres, SEAMEO Secretariat, Associate Member Countries, Affiliate Members and 11 Partners/Observers reviewed the activities accomplished in FY 2017/2018, considered 15 proposals and project updates from the centres. The proposals from different centres reflected their commitment to contributing to education and learning in various ways within the expertise of the individual centres, serving to accomplish the SEAMEO seven priority areas and contributing to the achievement of SDG4. The next meeting is scheduled 9-11 July 2019. SEAMEO VOCTECH Regional Centre was represented by Dr. Haji Mohd Zamri Haji Sabli.

Governing Board Meeting

The 29th Governing Board Meeting back to back with the SEAMEO International Seminar was held from 19 to 21 September 2018 at Pullman Bali Beach Resort, Bali, Indonesia. The International Seminar 2018 with the theme SEAMEO Education Agenda for
Sustainable Southeast Asia hosted by the Ministry of Education and Culture (MOEC). MOEC and the SEAMEO brings together diverse education actors and stakeholders representing the governments of SEAMEO member countries was involved in one of the seven (7) sub-themes; namely promoting Technical and Vocational Education and Training where all sharing sessions of the Governing Board Members were presented. Also attending the opening ceremony were Ministry of Education and Culture, High Officials of MOEC, Director of SEAMEO Centres, Governing Board Members/Representatives, and SEAMEO Country partners.

For this fiscal year, the Governing Board approved the following resolutions:

- Follow-up actions on the resolutions of the 28th Governing Board Meeting
- Proposed 6th Fiver Year Development Plan
- Annual Report for Fiscal Year 2017/2018
- Financial Audit Report for Fiscal Year 2017/2018
- Reappointment Auditor
- Proposed Financial Budget Fiscal Year 2019/2020
- Scholarship Model for Regional Training Programmes

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 2019/2020
- Staff Rules and Regulations
- Module Development Industry Revolution 4.0
- Business and Marketing Initiatives
- Update on Regional Knowledge Platform: SEA-VET.NET
- Progress Report on the Development of Southeast Asian Technical and Vocational Education and Training (SEA-TVET)
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.

Other meetings, conference, and workshops attended by the Centre representatives during the fiscal year are as follows:
• China-ASEAN Vocational Education and Teacher Development Academic Forum 2018 in Gulin, China on 13 to 16 July 2018.
• SEAMEO Centre Director Meeting in Thailand on 17 to 19 July 2018.
• 18th ASIA-Pacific Training Workshop on EIU (APTW) in Seoul Korea on 20 to 28 July 2018.
• 29th SV Governing Board Meeting in Bali, Indonesia on 19 to 21 September 2018.
• China (Hainan) – ASEAN Think Tank Forum (II) in China on 26 to 28 September 2018.
• QS Applied Higher Education Meeting in Singapore on 5 to 6 October 2018.
• 41st SEAMEO High Official Meeting in Thailand on 28 to 29 November 2018.
• Technical Consultation Workshop on Regional Training Modules for TVET Teachers and Managers ‘Fit for Industry 4.0’ in Malaysia on 4 to 6 December 2018.
• The Regional Workshop on SEAMOE Strategic Plan in Thailand on 17 to 18 June 2019.

Networking and Partnership

During this fiscal year, SEAMEO VOCTECH signed two memorandum of agreement (MOA) on Technical and Vocational Education and Training (TVET) with; (1) The Council of Higher Education, Research, and Development Central Board of Muhammadiyah, Indonesia; and (2) Don Bosco-One TVET, Philippines. The areas of collaboration are joint activities in TVET, training professional staff members and sharing of facilities and human resources.

Aside from signing agreements with new partner, the Centre maintained its partnerships with the following institution for Fiscal Year 2018/2019:
• Pusat Pengembangan dan Pemberdayaan Pendidik dan Tenaga Kependidikan Medan, Indonesia
• SEAMEO Regional Centre Open Learning Centre (SEAMOLEC), Indonesia
• Guiyang Vocational and Technical College, China
• UNESCO Asia and Pacific Bureau for Education
• Korea Research Institute of Vocational Education and Training
- 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
- National University of Laos (NUoL)
- Ho Chi Minh City of Technical Education, Ho Chi Minh
- Universiti Tun Hussein Onn, Malaysia
- Tongji University, Shanghai
- Ansaldo Thomassen B.V, Netherlands
- Rajabhat University Network, Thailand
- Open University Malaysia, Malaysia
- Yogyakarta Muhammadiyah University, Indonesia
- SEAMEO Regional Centre for Innovation and Technology (SEAMEO INNOTECH), Philippines
- SEAMEO Regional Centre for Tropical Biology (SEAMEO BIOTROP), Indonesia
- Institute of Brunei 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)
- Malang State University, Indonesia
- Polytechnic Padang, Indonesia
- Tabung Ekonomi Gagasan Anak Bumiputera Sarawak, Malaysia
- Don Bosco-One TVET, Philippines
- The Council of Higher Education, Research, and Development Central Board of Muhammadiyah, Indonesia
Future Trends

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

- Design and develop innovative training programmes.
- Organize 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 utilisation.
- 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. SAIFUL BAHARIN BIN PG DURAMAN
Chairman
Senior Lecturer
Faculty of Engineering
University Technology Brunei
Tungku Highway
Gadong BE1410, Brunei Darussalam
E-mail: saiful.duraman@utb.edu.bn

CAMBODIA

MR SIM SAMNANG
Member
Deputy Director General of Directorate General Department of TVET
Ministry of Labour and Vocational Training
No.3, St. Russian Federation Boulevard
Khan Toul Kok, Phnom Penh City, Cambodia
E-mail: simsamnang@hotmail.com

INDONESIA

DR. M BAKRUN
Member
Director of Technical and Vocational Education
Directorate General of Basic and Secondary Education
Ministry of Education and Culture
Jl Jenderal Sudirman, Senayan
Central Jakarta, Indonesia
E-mail: bakrun@kemdikbud.go.id

LAO PDR

MR VANNALEK LEUANG
Member
Deputy Director-General
Department of Technical and Vocational Education
Ministry of Education and Sports
P.O Box 67, Vientiane, Lao PDR
E-mail: vleuang@yahoo.com

MALAYSIA

MR ZAINUREN HJ MOHD NOR
Member
Director
Technical and Vocational Education Division
Ministry of Education
Level 6, Block E14, Complex E
Federal Government Administrative Centre
62604 Putrajaya, Malaysia
E-mail: zainuren.mnor@moe.gov.my
MYANMAR

DR. AYE MYINT
Member
Director General
Department of Technical and Vocational Education
Ministry of Education (Science and Technology)
Meiktila Myo Mandalay Region
Myanmar
E-mail: dram.rector@gmail.com

PHILIPPINES

MR ELMER K TALAVERA
Member
Executive Director
Technical Education and Skills Development Authority (TESDA)
East Service Road, South Superhighway,
Taguig City, Philippines
E-mail: ektalavera@tesda.gov.ph;
bolabsbolabs@gmail.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. SUTHEP CHITTAYAWONG
Member
Secretary-General
Office of the Vocational Education Commission
Ministry of Education, Thailand
Retchadamnoen Nok Avenue
Dusit, Bangkok 10300, Thailand
E-mail:suthepchon2@hotmail.com

TIMOR LESTE

DRA. ISABEL DE LIMA
Member
Director
National Labor Force Development Institute
Ministry of Education, Youth and Sports
Rue De Vila Verde, Dili, Timor Leste
E-mail: afamata@yahoo.com
VIETNAM

PROF. DR. TRAN TRUNG  
**Member**  
President  
Hung Yen University of Technology and Education  
Dan Tien, Khoai Chau, Hau Yen  
Ministry of Education and Training  
E-mail: trantrung@utehy.edu.vn

EX-OFFICIO MEMBERS

DR ETHEL AGNES P VALENSUELA  
**Director**  
SEAMEO Secretariat  
920 Darakan Building, Sukhumvit 40 Road,  
Bangkok 10110, Thailand  
E-mail: secretariat@seameo.org

DR. HAJI MOHD ZAMRI BIN HAJI SABLI  
**Centre Director**  
SEAMEO VOCTECH Regional Centre  
Jalan Pasar Baharu, Gadong BE1318  
Brunei Darussalam  
E-mail: zamri.sabli@moe.gov.bn
Management and Staff

MANAGEMENT
DR. HAJI MOHD ZAMRI HAJI SABLI
Centre Director
Email: zamri.sabli@moe.gov.bn

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

MRS HAJAH NOORZAINAB HAJI
ABDULLADI
Deputy Director for Administration
Email: noorzainab.abdulladi@moe.gov.bn

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

MR HAJI ABDUL HARIS HAJI MOHAMMAD
ALI
Estate Management Manager
Email: haris.ali@voctech.edu.bn

MR MOHAMMAD ISWANDI HAMDI
Knowledge Management Manager
Email: iswandi.hamdi@moe.gov.bn

MRS NOOR ARBIEYAH HAJI NOOR
KASEH
Human Resource Manager
Email: noorarbieyah.kaseh@moe.gov.bn

MRS NOORHAYATI CYNTHIA ABDULLAH
Training and Professional Development
Manager/Teacher Education Specialist
Email: Cynthia.haizamdin@voctech.edu.bn

MRS LEANNE ABDULLAH LEE
Business Marketing Manager
Email: leanne.lee@voctech.edu.bn
SUPPORT STAFF

CENTRE DIRECTOR’S OFFICE
Ibarizah@Edah binti Haji Ibrahim

ADMINISTRATION / HUMAN RESOURCE DIVISION
Nooraini binti Haji Lamit
Asmad bin Haji Lamat

FINANCE PROCUREMENT DIVISION
Norakasmawaty binti Simpul
Norlia binti Haji Dullah
Mohd Al-Aiman Syazwi bin Abdullah Bupor

TRAINING & PROFESSIONAL DEVELOPMENT DIVISION
Mimi Syafi’ah binti Haji Ja’afar
Hajah Siti Rusiah binti Haji Kawang
Md Kasim bin Haji Abd Rahman

BUSINESS & MARKETING DIVISION
Hartini binti Haji Harun

KNOWLEDGE MANAGEMENT DIVISION
Ariffin bin Haji Yusof
Monarita binti Haji Harris Mohd Noor Ilham
Nursyuhaidah binti Haji Ahmad
Nurul Amin Salehah binti Mahmud

FACILITIES MANAGEMENT MANAGER / VOCTECH INTERNATIONAL HOUSE
Hazleyana Susanti binti DP Othman
Haji Mohd Sofian bin Haji Julaihi
Saronni bin Haji Rashid
Md Nur Alieb Shahfie bin Abdullah
Nordin bin Haji Dullah
Haji Muhd Suzaili bin Haji Abas
Ashraful Qushaini bin Haji Abd Momint
Zulinalah binti Zhulizam
Sunerdgy bin Haji Abdulllah Sani
Haiati binti Ibrahim
Nazman Haji Musa
Asarwih bin Abdullah Siandok
Muhammad Zulerwandie bin Haji Hamdan
Mohammad Amin Shah bin Haji Kasah
Rambli bin Ahmad