



SEAMEO VOCTECH REGIONAL CENTRE
Brunei Darussalam

ANNUAL REPORT

Fiscal Year 2024-2025

"Inclusive TVET for a Green and Digital Future."



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Chairman's endorsement to the SEAMEO Council through the President

Her Excellency

DATIN SERI SETIA DR. HAJAH ROMAIZAH BINTI HAJI MD SALLEH
Minister of Education
Brunei Darussalam

Your Excellency, SEAMEO Council President,

On behalf of the Governing Board, it is both an honour and a privilege to present the SEAMEO VOCTECH Regional Centre Annual Report for the Fiscal Year 2024/2025 to the SEAMEO Council.

This report highlights the Centre's key activities and achievements during the fiscal year. The programmes and services offered to our stakeholders are organised under the following Key Result Areas: Professional Development, Research and Development, Knowledge Management, Organisational Sustainability, and Corporate Social Responsibility.

Your endorsement will greatly enhance the credibility of these initiatives, reinforcing our dedication to the SEAMEO mission. With your support, we are confident that these programmes will positively impact many lives across the region, equipping individuals with the skills and knowledge needed to build a prosperous future.

We respectfully seek your formal endorsement, allowing us to present these initiatives to the SEAMEO Council through the President. We extend our

deepest gratitude for the Council's continued trust and support, and we hope that the accomplishments outlined in this report meet the Council's expectations.

Best regards,

DR. HJ. MOHD ZAMRI HJ. MOHD SABL

Chairman, Governing Board

SEAMEO VOCTECH Regional Centre

Brunei Darussalam

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

Yang Mulia

DR. HJ MOHD ZAMRI HJ MOHD SABLI

Chairman, Governing Board

SEAMEO VOCTECH Regional Centre

Brunei Darussalam

Dear Mr. Chairman,

It is with great pleasure that I present to the Governing Board the accomplishments of the SEAMEO VOCTECH Regional Centre for fiscal Year 2024/2025.

This Annual Report for Fiscal Year 2024/2025 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 7th Five-Year Development Plan, the accomplishments presented in this report are categorised by the following Key Result Areas: Professional Development, Research and Development, Knowledge Management, Organisational Sustainability and Corporate Social Responsibility.

We would very much appreciate 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"

Best Regards,

HAJI NORJEMEE BIN JENEK

Centre Director

SEAMEO VOCTECH REGIONAL CENTRE

Brunei Darussalam

SEAMEO VOCTECH VISION, CORE VALUES, AND MISSION

VISION

"A Globally Recognised Leader in TVET"

CORE VALUES

P.R.A.I.S.E

***P**rofessionalism*

***R**espect for Diversity*

***A**ccountability*

***I**nnovativeness*

***S**ynergy*

***E**xcellence*

MISSION

*"Empowering TVET through Inclusive Education,
Digitalisation, and Sustainable Development"*

Executive Summary

KRA 1: Training and Professional Development

In the fiscal year 2024/2025, SEAMEO VOTTECH Regional Centre has continued its focus on Training and Professional Development, aligning with its vision and mission. The Centre is dedicated to delivering these programs to a wide range of stakeholders, including both private and public entities, as well as individuals seeking its services and expertise.

During this period, the Centre successfully conducted a total of 33 training programmes and workshops which were attended by 779 participants. There were 5 Regional Training Programmes (RTP), attended by 42 participants. The Centre also conducted 6 In-Country Training Programmes (ICTP), which were attended by 164 participants encompassing SEAMEO Member Countries from Brunei Darussalam, Cambodia, Malaysia, Lao PDR, the Thailand and Timor-Leste. 18 Customised Training Programmes (CTP) were conducted, attended by 390 participants.

There was also 3 Special Training Programme (STP) that was conducted in collaboration with partner institutions including from Nanning City, China and interns from The Gaeni Moentari Nusantara Foundation (GEMA) Foundation Interns, and 1 Special Training Programme was conducted for SEAMEO VOTTECH staff as part of capacity-building efforts to familiarise them with Microsoft 365.

KRA 2: Research and Innovation

Research and Innovation (R&I) play a fundamental role in SEAMEO VOCTECH's operations as an international organisation. Their active involvement in research and consultancy efforts enables them to create valuable knowledge and provide exceptional services, benefiting Brunei, fellow SEAMEO member nations, and beyond.

R&D activities are divided into Institutional Research, focusing on improving the Centre's programs, and Applied Research, addressing current TVET issues and trends. This division, led by the research manager with support from a research officer and specialists, conducts research studies, validates findings, and participates in conferences. They also offer training programs on research methodologies and provide consultancy services to strengthen TVET on both local and international levels.

KRA 3: Knowledge Management

SEAMEO VOCTECH, an international organisation, serves as a trusted source of accurate information. It provides individuals and institutions, whether local or global, with comprehensive access to knowledge through its library and database system. They efficiently manage both explicit and tacit knowledge, using advanced technology to align with global collaboration needs and strategic objectives. The primary objective is to enhance the knowledge management system for local and international clients and partners.

The Centre makes effective use of information sharing services, including digital and online publications, to showcase its programmes, services, and

achievements to its audience. Social media is fully utilised for broad marketing outreach and alumni reconnection. Furthermore, the Centre collaborates with media organisations to cover and communicate its activities to the public, ensuring widespread visibility.

KRA 4: Partnership & Organisational Sustainability

Partnership and Organisational Sustainability are fundamental components of SEAMEO VOCTECH's internal operations. These initiatives revolve around four key operational facets: financial management, infrastructure improvements, human resource management and development, and business and marketing. As SEAMEO VOCTECH strives for global recognition, it is imperative to incorporate in its strategic plan the enhancement of physical facilities, transparent financial asset management, the reinforcement of human capital capabilities, and the augmentation of the Centre's visibility and commitment to Corporate Social Responsibility.

Throughout this fiscal year, SEAMEO VOCTECH has been dedicated to strengthening and expanding its partnerships, clientele, and funding sources. This collaborative effort ensures not only the Centre's enduring reputation but also broadens the range of services available to its target community. Furthermore, the Centre's proactive marketing of services and facilities is geared towards generating additional revenue to facilitate the implementation of more programmes.

SEAMEO VOCTECH actively seeks global visibility and fulfils its social

responsibilities by participating in SEAMEO-initiated meetings, reinforcing partnerships with relevant international organisations, and engaging in international conferences. The annual SEAMEO VOTTECH Governing Board Meeting provides crucial guidance and policy direction in fulfilling the Centre's mandate. Additionally, the Centre has expanded its network by signing new Memoranda of Understanding (MoU) and Statements of Collaboration with various institutions and organisations. These agreements reflect the commitment to collaboration and support, thereby fostering SEAMEO VOTTECH's role as a leading institution in the field of Technical and Vocational Education and Training (TVET).

KRA 1:

Training and Professional Development

Key Result Area 1:

Training and Professional Development

One of the focus areas of SEAMEO VOCTECH (SV) Regional Centre is on Training and Professional Development. The Centre, intent on achieving its vision and mission, is prepared and equipped to deliver these programmes to both private and public entities; in effect, any institution or individual that needs its services and expertise.

In Fiscal Year 2024/2025, SEAMEO VOCTECH Regional Centre conducted a total of 33 training programmes and workshops, with 779 participants in attendance. This included 5 Regional Training Programmes attended by 101 participants.

Additionally, the Centre delivered 6 In-Country Training Programmes, physically and virtually with 164 participants, representing SEAMEO Member Countries such as Brunei Darussalam, Cambodia, Indonesia, Myanmar, Lao PDR and Timor-Leste. A total of 18 Customised Training Programmes were conducted, with 390 participants.

The Centre also organised 1 Special Training Programme through a collaborative online initiative, along with 2 Special Training Programmes for SEAMEO VOCTECH staff as part of capacity-building efforts to familiarise them with Blender and Microsoft 365.

Regional Training Programmes (RTP)

5 Regional Training Programmes were conducted by the Centre for Fiscal Year 2024/2025. The training programmes were attended by a total of 95 participants. Table 1 shows the breakdown for this fiscal year by date, venue, and distribution of participants by gender. Table 2 shows the breakdown of participant involvement from nations beyond SEAMEO member countries.

Table 1 – Regional Training Programmes, Fiscal Year 2024/2025.

NO	TITLE	DATES	VENUE	NO. OF PARTICIPANTS BY GENDER		
				MALE	FEMALE	TOTAL
1	Measuring the Readiness of Education for IR 4.0 using SMART Education Readiness Index (SERI)	12-14 & 19-23 August 2024	Online Onsite: SEAMEO VOCTECH, Brunei Darussalam	9	9	18
2	IR 4.0 applications to enhance teaching and learning through cloud services (Online applications for content development)	14-16 & 19-20 February 2024	Online Onsite: SEAMEO VOCTECH, Brunei Darussalam	11	8	19

3	Fostering Transformational and Digital Leadership Skills for TVET School Leaders	4-6 & 10-15 Feb 2025	Online Onsite: SEAMEO VOCTECH, Brunei Darussalam	7	11	18
4	SV-CPSC Collaboration on H RTP on Integrating Entrepreneurship and Technopreneurship into the TVET Curriculum	27-29 May & 2-6 June 2025	Online Onsite: SEAMEO VOCTECH, Brunei Darussalam	8	13	21
5	ICT Empowering 21 st Century Skills	24 -26 June & 21-26 July	Online & Onsite: Brunei Darussalam.	10	5	15
TOTAL				<u>45</u>	<u>46</u>	<u>91</u>

Table 1.1 – Regional Training Programmes, Fiscal Year 2024/2025.

In one of the RTPs, the Centre also welcomed international participants from Bangladesh, Bhutan, Fiji, Maldives, Mongolia, Nepal, Pakistan and LKA. Table 1.1 provides details of the gender distribution of international participants from the training.

NO	TITLE	NO. OF PARTICIPANTS BY GENDER		
		MALE	FEMALE	TOTAL
1	SV-CPSC Collaboration on H RTP on Integrating Entrepreneurship and Technopreneurship into the TVET Curriculum. 27-29 May & 2-6 June 2025	6	4	10
TOTAL		<u>6</u>	<u>4</u>	<u>10</u>

In-Country Training Programmes (ITP)

In-Country Training Programmes allow the Centre to address the specific training needs of SEAMEO member countries, particularly those of TVET practitioners, educators, and administrators in the host country. These courses are selected from a list of identified training themes, with costs shared between the host country and the Centre.

During this fiscal year, 6 In-Country Training Programmes were conducted, with a total of 164 participants from Brunei Darussalam, Cambodia, Indonesia, Lao PDR, Thailand and Timor-Leste. Table 2 provides details on these programmes, including the date, venue, and the gender distribution of participants.

Table 2 – In-Country Training Programmes, Fiscal Year 2024/2025.

NO	TITLE	DATES	VENUE	NO. OF PARTICIPANTS BY GENDER		
				MALE	FEMALE	TOTAL
1	Greening TVET for Brunei Darussalam, in collaboration with EduHK	10-14 September 2024	Brunei Darussalam	11	15	26
2	Measuring the Employers Satisfaction of TVET Graduates for Cambodia	7-11 November 2024	Cambodia	38	6	44
3	Greening TVET for Indonesia, in collaboration with EduHK	4-8 November 2024	Indonesia	19	15	34
4	Greening TVET for Timor Leste, in collaboration with EduHK	2-6 December 2024	Timor Leste	13	11	24

5	Managing TVET Institutions in response to IR 4.0 for Thailand	10-14 March 2025	Thailand	10	6	16
6	Leading with Emotional Intelligence for TVET leaders for Lao PDR	23-27 June 2025	Lao PDR	18	2	20
TOTAL				<u>109</u>	<u>55</u>	<u>164</u>

Customised Training Programmes (CTP)

Customised Training Programmes are tailored to address the internal capacity-building needs of staff or stakeholders from requesting organisations. The courses can either be selected from the list of training themes for regional and in-country programmes or developed specifically to meet the unique needs of the requesting organisations.

In this fiscal year, 18 Customised Training Programmes were conducted, with a total of 390 participants. Table 3 provides details of these programmes, including the date, venue, and the gender distribution of participants.

Table 3 – Customised Training Programmes, Fiscal Year 2024/2025.

NO	TITLE	DATES	VENUE	NO. OF PARTICIPANTS BY GENDER		
				MALE	FEMALE	TOTAL
1	Customer Care Training Services for JPMC (Batch 28).	9-11 July 2024	Brunei Darussalam	13	32	45
2	ISO 9001:2015 Internal Audit Training	22-24 July 2024	Brunei Darussalam	6	9	15
3	Customer Care Training Services for JPMC (Batch 29).	30 July-1 Aug 2024	Brunei Darussalam	17	27	44
4	Customer Care Training Services for JPMC (Batch 30).	6-8 August 2024	Brunei Darussalam	7	14	21
5	Customer Care Training Services for JPMC (Batch 31).	20-22 August 2024	Brunei Darussalam.	13	29	42
6	Customer Care Training Services for JPMC (Batch 30).	27-29 August 2024	Brunei Darussalam	19	29	48
7	Lead Foundation Program-Module 1: Accountability for Armada Properties	11 September 2024	Brunei Darussalam	3	7	10
8	Lead Foundation Program-Module 2: Performance Management for Armada Properties	17 October 2024	Brunei Darussalam	3	7	10
9	Alternative Learning Systems (ALS) for the Philippines Normal University	18-19 & 25-27 November 2024	Brunei Darussalam	12	8	20

10	Lead Foundation Program-Module 3: Performance Management for Armada Properties	20-21 November 2024	Brunei Darussalam	3	7	10
11	Lead Foundation Program-Module 4: Learning Focused for Armada Properties	16 January 2025	Brunei Darussalam	3	7	10
12	Green TVET for IBTE	20-22 January 2025	Brunei Darussalam	9	9	18
13	MS Excel for Beginners, MOE	22-23 January 2025	Brunei Darussalam	3	16	19
14	Lead Foundation Program-Module 5: Problem Solving for Armada Properties	19-20 February 2025	Brunei Darussalam	3	7	10
15	Training of Trainers Certification (Batch 13)	15, 16, 17, 22 & 23 April 2025	Brunei Darussalam	7	5	12
16	Introduction to Global Trade and Supply Chain Management – in Collaboration with NJITT, China	16-17 April 2025	Brunei Darussalam	19	18	37
17	Lead Foundation Program-Self Awareness for Armada Properties	5 May 2025	Brunei Darussalam	3	7	10
18	Training of Assessors Certification (Batch 3)	13, 14, 15, 19 & 20 May 2025	Brunei Darussalam	8	1	9
TOTAL				<u>151</u>	<u>239</u>	<u>390</u>

Special Training Programmes (STP)

Special training programmes are classified as community service or externally funded training programmes. Community service programmes are based 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 VOTTECH and a partner organisation to meet the training needs of specific target beneficiaries.

For this fiscal year, the Centre conducted 3 special training programmes attended by SEAMEO VOTTECH staff. Table 4 shows the special training programme conducted for this fiscal year, the date, the venue and the distribution of participants by gender.

Table 4 – Special Training Programmes, Fiscal Year 2023/2024.

NO	TITLE	DATES	VENUE	NO. OF PARTICIPANTS BY GENDER		
				MALE	FEMALE	TOTAL
1	Sharing Session Knowledge on Blender by Gema Foundation Interns	7 September 2024	Brunei Darussalam	2	2	4
2	International BIM Innovation Workshop, Nanning City, China	22-25 September 2025	Brunei Darussalam	17	32	49
3	In-house training on effective collaboration and scheduling with Microsoft 365	12 April 2025	Brunei Darussalam	8	14	22

TOTAL	<u>27</u>	<u>48</u>	<u>75</u>
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Seminar / Conference / Fora Programmes

As part of the onsite agenda for the Regional Training Programme (RTP) titled “SV-CPSC Collaboration on H RTP: Integrating Entrepreneurship and Technopreneurship into the TVET Curriculum”, held from **27–29 May and 2–6 June 2025**, the Centre conducted one (1) forum session. Details of the forum are presented in **Table 5** below.

Table 5 – Forum held during Fiscal Year 2024/2025.

NO	TITLE	DATES	VENUE	NO. OF PARTICIPANTS BY GENDER		
				MALE	FEMALE	TOTAL
1	Discussion Forum on Embedding Technopreneurship in TVET: Strategies, Success Stories and Industry Insight (SV-CPSC Collaboration)	27-29 May & 2-6 June 2025	Brunei Darussalam	26	23	49

Summary of Training Programmes Conducted

Overall, the Centre was able to conduct 33 training programmes attended by 779 participants. Of the overall total participants, 364 were male while the female participants comprised 415 participants. The summary of the training programmes conducted in the Fiscal Year 2024/2025 is shown in Table 6.

Table 6 – Summary of Training Programmes, Fiscal Year 2024/2025.

TYPE OF TRAINING PROGRAMMES	NUMBER OF TRAINING PROGRAMMES	GENDER		TOTAL
		MALE	FEMALE	
Regional Training Programme	6	77	73	150
In-Country Training Programme	6	109	55	164
Customised Training Programme	18	151	239	390
Special Training Programme	3	27	48	75
Total	33	<u>364</u>	<u>415</u>	<u>779</u>

Highlighted Achievement for Fiscal Year 2024–2025:

Technical Skills Upgrading Programme (TSUP) for TVET Teachers

During the fiscal year 2024–2025, SEAMEO VOCTECH, in collaboration with Temasek Foundation (TF) and ITE Education Services (ITEES), successfully concluded the Technical Skills Upgrading Programme (TSUP) for TVET teachers across Southeast Asia. This long-running initiative, which began in

2013 and concluded in July 2024, aimed to strengthen the technical and pedagogical competencies of educators in the region.

Through a nomination-based selection process, participants attended training programmes focused on Industry 4.0 skills, delivered through both virtual sessions and face-to-face training in Singapore.

Key Outcomes of TSUP:

- 291 Master Trainers successfully completed training at ITE Singapore.
- 2,110 TVET teachers participated in Post-Training Sharing Workshops (PSWs) conducted at the country level.

The cascade training model adopted in PSWs significantly expanded the programme's reach, demonstrating a positive and sustainable impact on TVET capacity-building efforts across Southeast Asia.

This achievement reflects SEAMEO VOCTECH's continued commitment to regional collaboration and excellence in technical and vocational education and training.

KRA 2:

Research and Innovation

Key Result Area 2:

Research and Innovation

Research and Innovation (R&I) is a core component of SEAMEO VOCTECH's operations as a reputable regional organisation. Through extensive research and consultancy efforts, the Centre generates valuable knowledge and provides high-quality services to Brunei, SEAMEO member nations, and furthermore. R&I at SEAMEO VOCTECH focuses on two main areas: (1) Institutional Research, to enhance the Centre's performance and (2) Applied Research, to address current issues and emerging trends in TVET. This division is led by a research manager, supported by a research officer and a team of specialists.

The Institutional Research is designed to strengthen the Centre's programmes, with a particular focus on improving its training initiatives. In contrast, external and applied research projects are conducted in response to requests from the governing board, partners, and donors. These projects address key challenges and trends within the TVET sector. R&D activities also play a crucial role in increasing the Centre's global presence by showcasing and disseminating research through presentations and publications.

SEAMEO VOCTECH's R&I efforts span a wide range of activities, including conducting research studies, validating findings, participating in conferences and forums to present research papers, publishing research

outputs, and facilitating training programmes focused on research-related topics. Additionally, the division offers training programmes focused on research methodologies, including specialised courses such as Impact Evaluation studies. The Centre also offers consultancy services to support the execution of research studies, validation processes, and advisory roles, both locally and internationally. These initiatives are designed to strengthen TVET systems and enhance capacity within the region and globally.

Research

In fiscal year 2024/2025, SEAMEO VOCTECH continued to advance its research agenda in support of evidence-based policy development and programme enhancement across the region. The Centre undertook a diverse portfolio of studies, reflecting its commitment to addressing emerging challenges and opportunities in TVET. The research summary is as follows:

- Employer Satisfaction Study 2023 for Department of Higher Education, MOE – Completed
- Employer Satisfaction Study 2024 for Department of Higher Education, MOE – In Progress (expected completion: March 2026)
- 'Graduate Employment Study 2024 for Department of Higher Education, MOE – In Progress (expected completion: November 2025)
- Graduate Employment Study 2025 for Department of Higher Education, MOE – In Progress (expected completion: March 2027)

- Greening Technical and Vocational Education and Training (TVET) across SEAMEO countries: Supporting Sustainable Development Goals (SDGs) via Knowledge Transfer from the EduHK – Completed (June 2025)
- Scoping study on Out-of-School Children and Youth (OOSCY) in Southeast Asia – Completed
- Employability of Agri-food TVET graduates in ASEAN – Completed
- Adoption of Biodiversity Inclusion Study Baseline Data for Asia (Japan) – ASEAN countries (Indonesia, Lao PDR, Brunei Darussalam & Malaysia) – In Progress (expected completion: September 2025)
- TVET Landscape Analysis (with EdTech Hub) – In Progress (expected completion: March 2026)

Papers

In addition to its ongoing research activities, the Centre's Research and Development Division successfully authored several scholarly papers during Fiscal Year 2024/2025, contributing to the advancement of knowledge and best practices in TVET across the region.

- Employer Satisfaction Survey 2023 for Higher Education Department, MOE.
- 'Employability of Agri-food TVET graduates in ASEAN' for EU-ASEAN Sustainable Connectivity Package – Higher Education Programme (SCOPE-HE).

- 'Responses of technical and vocational education and training institutions to the needs of industry's digital transformation in South-East Asia' <https://doi.org/10.54394/BJOX6123>, ILO Working Paper, Authors: Paryono & Mashod, H. (2025).
- 'Vocational Education and Training in Brunei Darussalam', in International Handbook on Education in Southeast Asia, L. P. Symaco, M. Hayden (eds.), Springer International Handbooks of Education, https://doi.org/10.1007/978-981-16-8136-3_56-1 Authors: Goh, A.Y.S. & Paryono, P. (2024).

Papers Presented

Fifteen (15) papers were presented by Centre's specialists and management at online and onsite conferences, meetings, seminars and webinars conducted by national, regional and international organisations. Below are the papers presented during the Fiscal Year 2024/2025:

1. 'Skilling for the future: TVET at the Forefront of Global Workforce transformation' Don Bosco TVET International Conference, Don Bosco Technical Institute Makati, Makati City, Metro Manila Philippines.
2. 'Initiatives on Digitalisation and Greening TVET in Southeast Asia' at the International BIM Innovation Seminar and Workshop at Guangxi Polytechnic of Construction, Nanning City, Guangxi Province, China.
3. 'Enhancing Industry-Education Integration through China-Asean TVET Partnerships for Sustainable Economic Development' China (Guangxi) - ASEAN Industrial and Educational Integration Community for Intelligent Textile and Clothing Industry Nanning City, Guangxi

Province, China.

4. 'Experience from Southeast Asia on Digital Transformation and TVET: Challenges and Opportunities' at 2nd SEAMEO – Kyungwoon University Rector Forum on Embracing Digital Transformation: Bridging the Skills Gap in Education in Education, Gumi, South Korea.
5. 'Study on the Employability of Vocational Graduates in the Agri-Food Sector in ASEAN', at Hybrid Workshop by EU-ASEAN Sustainable Connectivity Package – Higher Education Programme (SCOPE-HE), Jakarta, Indonesia.
6. 'Initial Findings from the study on the Employability of Vocational Graduates in the Agri-Food Sector in ASEAN' at Closing the Gap Workshop by EU-ASEAN Sustainable Connectivity Package – Higher Education Programme (SCOPE-HE), Bangkok, Thailand.
7. 'Fostering Employability, Innovation and Relevance in Higher Education: Challenges and opportunities' at ASEAN Policy Forum on Higher Education 2024, Vientiane, Lao PDR.
8. 'Discussion on Study on the Employability of Vocational Graduates in the Agri-Food Sector in ASEAN' at ASEAN Policy Forum on Higher Education 2024 by EU-ASEAN Sustainable Connectivity Package – Higher Education Programme (SCOPE-HE), Vientiane, Lao PDR.
9. A keynote, 'Strengthening TVET Personnel Capacity in Digital Competencies among ASEAN Countries' at ASEAN TVET CONFERENCE on 'Digital Transformation in TVET-Strengthening Personnel Capacities for the Future of Work, Vientiane, Lao PDR.
10. 'Good Practices from Brunei Darussalam' during the Plenary Session

Good practices/ examples from ASEAN countries on Digital Competency Development of TVET Personnel at ASEAN TVET CONFERENCE on 'Digital Transformation in TVET– Strengthening Personnel Capacities for the Future of Work, Vientiane, Lao PDR.

11. “Measuring critical thinking and problem-solving skills” at the Breakout One: Evaluating Problem-based Learning, 13th SEAMEO – University of Tsukuba Symposium, Transforming Education to Problem-based Learning in the Era of AI and Data Sciences, Tokyo, Japan.
12. SEAMEO VOCTECH: Advancing TVET through Regional and International Cooperation, Haikou City, Hainan Province, China.
13. SEAMEO VOCTECH: Advancing TVET through Regional and International Cooperation.
14. 'Frameworks Driving Digital and AI Skills Development in ASEAN+3' at ASEFinnoLab6: Skills Development Frameworks & Priorities across Asia and Europe (Online).
15. 'Supporting Digital & AI Transformation through International Collaboration' at BILT Bridging Event at the Global Digital TVET Transformation Summit 2025 (DOTS25), Kuala Lumpur, Malaysia.

KRA 3:

Knowledge Management

Key Result Area 3:

Knowledge Management

SEAMEO VOCTECH continues to be a reliable and authoritative source of TVET-related information for individuals and institutions throughout Southeast Asia and beyond. Leveraging its network of SEAMEO Centres and strategic partners, the Centre facilitates the structured acquisition, organisation, and dissemination of knowledge to support regional development.

To align with its strategic objectives and foster international collaboration, the Centre has adopted upgraded technologies that strengthen its knowledge management and sharing systems. These enhancements ensure equitable access to relevant information and resources for both local and global stakeholders.

The Centre also actively utilises digital platforms and online publications to communicate its programmes, services, and achievements. Social media is strategically employed to broaden outreach, engage stakeholders, and maintain meaningful connections with alumni and partners.

Information Sharing

The Centre used digital and online publications as the main medium in sharing new development in TVET, studies and research, 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 Publications and Knowledge Sharing

In fiscal year 2024/2025, SEAMEO VOCTECH continued to prioritise digital publications as a key medium for disseminating information and engaging stakeholders. Building on the upgraded website introduced in the previous fiscal year, the Centre further enhanced its digital presence to support transparency, accessibility, and regional collaboration.

Participants in regular training programmes consistently received digital copies of course materials, ensuring timely access to learning resources. The Centre's corporate multimedia was also updated to reflect the latest developments in its programmes, services, and institutional activities.

Notably, the SEAMEO VOCTECH Digest was revived and reintroduced as part of the Centre's knowledge-sharing efforts. The Digest is now regularly published and made available on the Centre's website, providing partners and stakeholders with curated insights, updates, and highlights from across the Centre's initiatives.

Key digital publications produced during the fiscal year include:

- ✓ **Annual Report 2023/2024** – endorsed at the 35th Governing Board Meeting (GBM)
- ✓ **35th GBM Report** – distributed to Governing Board Members prior to 36th Governing Board Meeting

To support training delivery and alumni engagement, the Centre's learning management system (EDUNET) remains integrated with SEA-VET.net, SEAMEO VOCTECH's Regional Knowledge Platform for TVET. EDUNET continues to serve as the primary database for two flagship training programmes.

In addition, the Thinkific LMS has been fully adopted under SEA-VET Learning as the upgraded platform for all newly introduced training programmes. The course titled "Capacity Building Program for ASEAN Member States on the Use of LMI for Better Skills Anticipation and Matching," originally hosted on the ILO learning platform, has been earmarked for adaptation to SEA-VET Learning. Currently, discussions with ILO regarding coordination, technical requirements, and copyright considerations are ongoing.

Governing Board Meeting and Regional Sharing Session

On 22 October 2024, SEAMEO VOCTECH convened its 35th Governing Board Meeting (GBM), held back-to-back with a Regional Sharing Session on *"Inclusive TVET for a Green and Digital Future."* The event was officiated by Yang Mulia Dr. Haji Azman bin Ahmad, Permanent Secretary (Higher Education), Ministry of Education, Brunei Darussalam, and attended by distinguished education leaders from across Southeast Asia.

The meeting brought together Governing Board Members and representatives from 10 SEAMEO Member Countries, alongside the Centre Director, managers, and officers. A total of seventeen (17) working papers

were presented, resulting in the endorsement of nine (9) key resolutions and the acknowledgment of eight (8) initiatives and reports related to the implementation of the Centre's programmes and services.

During the meeting, it was also agreed that the 36th Governing Board Meeting will be hosted in Kuala Lumpur, Malaysia, from 14–17 October 2025, which was later revised to 15–18 October 2025 due to internal scheduling conflicts.

Following the GBM, SEAMEO VOCTECH hosted the launch of the 2023 Global Education Monitoring (GEM) Report for Southeast Asia, in conjunction with the Sharing Session. The launch was officiated by Yang Mulia Dr. Shamsiah Zuraini Kanchanawati binti Haji Tajuddin, Permanent Secretary (Core Education), Ministry of Education, Brunei Darussalam.

Produced by UNESCO in collaboration with SEAMEO, the GEM Report titled *“Technology in Education: A Tool on Whose Terms?”* explores the use of technology in education across 11 Southeast Asian countries, including Brunei Darussalam. The report calls on governments to ensure that educational technologies are appropriate, equitable, and scalable, with a focus on social, economic, and environmental sustainability.

The Sharing Session that followed featured insightful contributions from Governing Board Members and industry experts, including representatives from GIZ RECOTWIN, Labtech International, CAITO, and NISAI. Discussions centred on integrating sustainability and inclusivity into TVET systems, with emphasis on curriculum development, teacher training, and aligning TVET

with the evolving demands of modern industries.

The session underscored the importance of equipping the workforce with future-ready skills to support sustainable economic growth and social inclusion. It also provided valuable opportunities for networking and collaboration, reinforcing SEAMEO VOCKETCH's role in fostering regional partnerships and professional development across Southeast Asia.

SEA-VET.net – One-Stop Hub for TVET Information and Sharing in SEA

SEA-VET.net has made significant strides in advancing its e-learning initiatives in close collaboration with SEAMEO VOCKETCH and reputable e-learning course providers, all while ensuring the sustainability of the Regional TVET Platform.

Website Performance Data

The Regional Knowledge Platform for TVET “SEA-VET.net” continues to be the prime source for TVET information in the region and continues to be updated and enhanced.

As of 30 June 2025, SEA-VET.NET:

- registered **638,216** (pageviews is the total number of pages viewed: repeated views of a single page are counted),
- accumulated **150,598** users (users who have initiated at least one session during the date range),
- achieved **15,109** of contents downloaded.

It has published 742 TVET news articles, 234 events, 328 publications, 37 initiative programmes, 15 good practices, 25 newsletters, and facilitated 12,207 downloads of various publications.

SEA-VET Learning

The following are the latest updates on SEA-VET Learning's progress as of June 2025:

- A total of 56 online courses has been uploaded to SEA-VET Learning, providing TVET professionals with valuable opportunities to gain new skills and advance their careers.
- SEA-VET Learning offers courses in six key categories: Curriculum Design and Development, Information Communication and Technology, Onboarding, Teaching, Learning and Assessment, TVET Management, and TVET Research.

Sub-Pages in SEA-VET.net

The Private Sector Page on SEA-VET.net continues to be actively maintained, featuring case studies and initiatives such as the *Inclusive Reskilling and Upskilling* programme, developed in collaboration with GIZ RECOTWIN. This initiative supports industries including tourism, construction, and manufacturing in integrating gender, diversity, and inclusion into workforce development strategies. The accompanying Toolbox remains available to guide stakeholders in applying inclusive practices through foundational assessments and practical resources.

Similarly, the ASEAN TVET Council (ATC) Webpage is consistently managed in close coordination with the ATC Secretariat, ensuring the sustainability of its content and alignment with regional workforce development priorities. The SEA-VET team at SEAMEO VOTTECH remains committed to working alongside the ASEAN Secretariat to provide a reliable platform for disseminating updates and developments from the Council. In parallel, the team continues to collaborate with consultants supported by GIZ RECOTWIN to ensure the long-term sustainability and enhancement of the SEA-VET.net platform, particularly in preparation for the conclusion of the current grant in August 2026.

KRA 4:

Partnership and Organisational Sustainability

Key Result Area 4:

Partnership and Organisational Sustainability

Partnership and Organisational Sustainability remain a key strategic focus for SEAMEO VOCTECH, encompassing four critical dimensions: financial management, infrastructure enhancement, human resource development, and business and marketing strategies. As the Centre continues to pursue global recognition, its strategic plan integrates the enhancement of physical facilities, transparent and accountable financial practices, continuous investment in human capital, and the strengthening of institutional visibility and CSR initiatives.

During fiscal year 2024/2025, SEAMEO VOCTECH prioritised strengthening relationships with partners, clients, and funding agencies to support programme implementation and long-term sustainability. Continued support from the GIZ RECOTWIN project enabled the maintenance of SEA-VET.net and the expansion of training offerings via SEA-VET Learning, reinforcing the Centre's reputation and extending its reach to target communities.

To enhance public engagement and visibility, the Centre collaborated with media organisations to promote its activities and actively marketed its services and facilities to generate additional revenue for future initiatives.

Participation in SEAMEO-led meetings, international conferences, and strategic partnerships with global institutions further elevated the Centre's profile on the regional and international stage.

In pursuit of expanding its training programmes, SEAMEO VOCTECH formalised new Memoranda of Understanding (MoUs) with institutions in Indonesia, the Republic of China, and marked new collaborative engagements with organisations in Brunei Darussalam and Hong Kong. These partnerships reflect the Centre's commitment to fostering inclusive, high-quality TVET across borders and ensuring the sustainability of its programmes and platforms.

Staffing and Development

For the fiscal year 2024/2025, the approved staffing establishment for SEAMEO VOCTECH comprises 45 personnel, including management, officers, and support staff. As of the reporting period, the Centre's current staff strength stands at 41, leaving four positions yet to be filled.

In this regard, recruitment efforts are currently underway to fill the roles of IT Officer and a replacement Research Officer, in line with the Centre's operational needs and strategic priorities.

During the fiscal year, the Centre welcomed one new management team member. Table 6 provides details, including the name, position and the start of employment at the Centre.

Table 7 – New staff members at SEAMEO VOCTECH

NO	NAME	POSITION	DATE OF JOINING
1.	Dr. Muhammand Ikhwan Jambak	TVET Specialist (Information Technology)	15 January 2025

Additionally, the Centre hosted eighteen (18) internship students and three (3) part-time research assistants during the fiscal year as seen on Table 8.

Table 8 – Internship students at SEAMEO VOCTECH

NO	NAME	PERIOD OF ATTACHMENT	
		FROM	TO
1.	Melvin Moning	19/01/2024	31/12/2025
2.	Mohammad Arif Hidayatulloh &	13/8/2024	11/9/2024
3.	Achmad Arditio Sumartono	13/8/2024	11/9/2024
4.	Siti Rashadah Khairiyah binti Haji Muhd Ameer / Tundak	06/01/2025	31/12/2025
5.	Dk. Nurin Batrisya binti Pg Haji Suhaili	06/01/2025	31/12/2025
6.	Nurul Namira binti Arifin	06/01/2025	30/06/2025
7.	Muhammad Rayyan Syukri bin Awang Arifin	06/01/2025	30/06/2025
8.	Muhammad Afiq bin Mustapa	06/01/2025	30/06/2025
9.	Muhammad Amirul Wa'ie bin Rozailan	06/01/2025	30/06/2025
10.	Natasha Emerald Leong binti Mohammad Haziman	10/03/2025	29/03/2025
11.	Mohammad Akmal Danish bin Sumardi	25/03/2025	30/06/2025

12.	Ak. Mohammad Wafiq bin Pg. Supandi	24/03/2025	30/06/2025
13.	Is'ad Wong bin Akid Wong	24/03/2025	30/06/2025
14.	Siti Norhamidah binti Brahim	12/05/2025	21/07/2025
15.	Muhammad Fattah Irsyaduddin bin Serudin	12/05/2025	16/06/2025
16.	Farah Amal Nabilah binti Muhammad Azman	12/05/2025	29/09/2025
17.	Amal Amiratun Nazirah binti Muhammad	14/05/2025	30/09/2025
18.	Waliu Rokeeb	12/05/2025	21/07/2025

Table 9 shows the management and support staff distributed among the different offices and divisions.

Table 9 – Centre's Management and Staff, Fiscal Year 2023/2024

DESIGNATION/POSITION	NO. OF STAFF
Centre Director	1
Deputy Director of Administration	1
Deputy Director for Professional Affairs/Research Development Manager/Research Specialist	1
Human Resource Manager	1
Corporate Affairs Manager/TVET Specialist	1
Training and Professional Development Manager/TVET Specialist	1
TVET Specialist	1
Information and Technology Manager	1

*Knowledge Management Manager	n/a
Finance and Procurement Manager	1
**Facilities Management Manager	n/a
Sales and Marketing Manager	1
Office of Centre Director	1
Office of Administration	2
Office of Corporate Affairs	2
Training and Professional Development Division	3
Research and Development Division	1
Knowledge Management Division	2
Sales and Marketing Division	1
Finance and Procurement Division	4
Information and Technology Division	2
Quality Assurance Division	1
Facilities Management Division	12
TOTAL	<u>41</u>

* Acting by KMO.

** Acting by SMM.

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 organisational capacity. In this line, the Centre staff attended training programmes, conferences and forums as participants, resource persons or keynote speakers. Table 10 shows the local courses/conferences/meetings/webinars attended by the staff during the Fiscal Year 2024/2025.

**Table 10 – Local Courses/Webinars/Conferences/Meetings attended
by Officers and Staff, Fiscal Year 2024/2025**

NAME	SEMINARS/TRAININGS/ WORKSHOPS/ MEETINGS ATTENDED	DATE AND VENUE
Muhammad Afiq Rafieuddin bin Haji Burhanuddin	Kursus Occupational First Aid bagi pegawai dan kakitangan di Jabatan/ pejabat di bawah Kementerian Pendidikan	21 –22 January 2025
Dr. Hartini binti Haji Mashod		
Halimahtun Saadiah binti PDP Haji Sulaiman	Taklimat pelaksanaan garis panduan menangani isi gangguan di tempat kerja dalam Perkhidmatan Awam Negara Brunei Darussalam	27 March 2025
Haji Norjemee bin Jenek	Effective Collaboration and Scheduling with Microsoft 365	13 – 14 March 2025 Bangkok, Thailand
Nursyuhaidah binti Haji Ahmad		
Noorhayati Cynthia binti Abdullah		
Dr. Jaya Priah Kasinathan		
Dr. Muhammad Ikhwan Jambak		
Ariffin bin Haji Yusof		
Rajmah @ Mimi Syafiáh binti Haji Jaáfar		
Monarita binti Hj Harris Mohd Noor Ilham		
Aiman Bazilah binti Hj Alihan		
Nur Haidatul Fatinah binti Haji Marzuki		
Hjh Siti Rusiah binti Hj Kawang		
Mohammad Faris Zai'em bin Hj Zanie		

Noorfitriah Hafiizah binti Mohd Hassan		
Nooraini binti Haji Lamit		
Asmad bin Haji Lamat		
Norakasmawaty binti Awg. Simpul		
Norlia binti Hj Dullah		
Mohd Kasim bin Haji Abd Rahman		
Hartini binti Haji Harun		
Muhd Al-Aiman Syazwi bin Abdullah Bupor		
Melvin Moning		
Siti Rasyadah Khairiyah binti Hj Muhd Ameer/ Tundak		
Dk. Nurin Batrisya binti Pg Haji Suhaili		
Muhammad Rayyan Syukri bin Awang Arifin		
Muhammad Afiq bin Mustapa		
Muhammad Amirul Waie bin Razalian		
Mohammad Akmal Danish bin Sumardi		
Ak. Mohammad Wafiq bin Pg Supandi		
Is'ad Wong bin Akid Wong		
Haji Norjemee Bin Jenek	Taklimat Peraturan-peraturan pegawai-pegawai dan Kakitangan Kerajaan (Kelakuan Dan Tatatertib)	14 April 2025
Pg. Hj Mohammad Sufri Bin Pg. Ali		
Dr. Paryono		

Halimahtun Saadiah Binti PDIS Mejar Jeneral (B) Dato Paduka Haji Sulaiman	
Haji Nordin Bin Haji Ahmad	
Noorhayati Cynthia Binti Abdullah	
Dr. Jaya Priah Kasinathan	
Dr. Muhammad Ikhwan Jambak	
Leanne Binti Abdullah Lee @Yen Chin	
Ariffin Bin Haji Yusof	
Hazleyanawati @ Hazleyana Susanti Binti Abdullah	
Dr. Hartini Binti Haji Mashod	
Rajmah @ Mimi Syafiah Binti Haji Jaafar	
Monarita Binti Hj Harris Mohd Noor Ilham	
Aiman Bazilah Binti Hj Alihan	
Nursyuhaidah Binti Hj Ahmad	
Mohammad Faris Zaiem bin Hj Zanie	
Noorfitriah Hafizah Binti Mohd Hassan	
Nur Haidatul Fatinah Binti Haji Marzuki	
Muhd Al-aiman Syazwi Bin Abdullah Bupor	
Nooraini Binti Haji Lamit	
Asmad Bin Haji Lamat	

Norakasmawaty Binti Awg. Simpul	
Norlia Binti Hj Dullah	
Mohd Kasim Bin Haji Abd Rahman	
Hj Md Nur Alief Shahfie Bin Abdullah	
Saronni Bin Hj Rashid	
Asarwih Bin Siandok @ Abdullah	
Hj Muhd Suhaili Bin Hj Abas	
Nordin Bin Hj Dullah	
Ashraful Qushaini Bin Hj Abd Momin	
Zulinah Binti Zulhizam	
Sunerddy Bin Abdullah Sani	
Nazman Bin Haji Musa	
Haiati Binti Hj Ibbrahim	
Haji Salleh Bin Hj Mahmud @ Salleh Anak Junny	
Lamat Bin Haji Lamit	
Melvin Bin Morning	
Siti Rasyadah Khairiyah Binti Hj Muhd Ameer/ Tundak	
Nurul Namira Binti Arifin	
Muhammad Rayyan Syukri Bin Awang Arifin	
Muhammad Afiq Bin Mustapa	
Muhammad Amirul Waie Bin Razalian	
Mohammad Akmal Danish Bin Sumardi	
Ak. Mohammad Wafiq Bin Pg Supandi	

Is'ad Wong Bin Akid Wong		
Dr. Muhammad Ikhwan Jambak	Top Up Program-Masterclass: Generative AI and the Art of Prompting	23 May 2025
Ariffin bin Haji Yusof		

Overseas engagements: SEAMEO and International Conferences, Workshops, Meetings and Visits

As a SEAMEO Regional Centre for TVET, SEAMEO VOCTECH regularly engages in conferences, workshops, and meetings organised by SEAMEO and international partners. These activities not only fulfil the Centre's institutional responsibilities but also strengthen partnerships and foster new collaborations.

Table 11 shows the overseas courses/conferences/meetings/webinars attended by the staff during the Fiscal Year 2024/2025.

**Table 11 – Overseas Courses/Meetings/Conferences/
Workshops/Seminars/Activities Physically attended By
SEAMEO VOCTECH Staff (July 2024 – June 2025)**

NAME	SEMINARS/TRAININGS/ WORKSHOPS/ MEETINGS ATTENDED	DATE AND VENUE
Dr. Paryono	The 13 th SEAMEO-University of Tsukuba (UT) Symposium "Transforming Education to Problem-based Learning in the Era of AI and Data Science"	6 –7 February 2025 Japan
Haji Norjemee bin Jenek	2 nd SEAMEO Monitoring, Evaluation & Learning (MEL) Capacity Building Workshop	13 – 14 March 2025 Bangkok, Thailand
Nursyuhaidah binti Haji Ahmad		
Dr. Paryono		

Dr. Hartini binti Haji Mashod	2 nd SEAMEO Policy Research & Publication Capacity Building Workshop	13 – 14 March 2025 Bangkok, Thailand
Haji Norjemee bin Jenek	Symposium on International Vocational Education Cooperation	23 – 25 April 2025 Haikou City, China
Ariffin bin Haji Yusof		
Leanne Abdullah Lee		
Aiman Bazilah Haji Alihan		
Pg Haji Mohd Sufri Pg Ali	16 th SEAMEO INNOTECH International Conference in Education: Unlocking Potential through Accessible Equitable Learning	16 May 2025 Manila, Philippines
Mohammad Faris Zai'em bin Haji Zanie		
Halimahtun Saadiah Pehin Dato Hj Sulaiman	The Overseas Vocational Education Symposium Along the Belt and Road 2025	22 May 2025 Chongqing, China
Leanne Abdullah Lee		
Haji Norjemee bin Jenek	2 nd EU-ASEAN Policy Dialogue on Higher Education: The Sustainable Connectivity Showcase	26 – 28 May 2025 Brussels, Belgium
Dr. Paryono	Bridging Innovation & Learning in TVET 2025 (BILT 2025) – Global Digital TVET Transformation Summit 2025	28 – 30 May 2025 Kuala Lumpur, Malaysia
Pg Hj Mohad Sufri Pg Ali		
Haji Norjemee bin Jenek	Regional Policy Dialogue (RPD): “TVET for Rural and Regional Advancement”	11 – 12 June 2025 Melaka, Malaysia
Dr. Paryono		
Dr. Jaya Priah Kasinathan	In Country Training Programme: Leading with Emotional Intelligence for TVET Leaders	23 – 27 June 2025 Lao PDR

Networking and Partnership

For Fiscal Year 2024/2025, the Centre signed two (2) Memoranda of Understanding as follow:

1. Lao National Chamber of Commerce and Industry Chongqing (LNCCI)
2. Universiti Gadjah Mada (UGM), Indonesia

The Centre also signed two (2) Statements of Collaboration with:

1. The Education University of Hong Kong (EduHK), Hong Kong
2. Dynamik Technologies, Brunei Darussalam

In line with its commitment to educational diplomacy and regional networking, SEAMEO VOCTECH was honoured to receive a series of courtesy visits from esteemed institutions and stakeholders during the fiscal year:

- Universitas Sebelas Maret (UNS), Indonesia – 2 July 2024
- Graduate School Yogyakarta State University, Indonesia – 26 September 2024
- SEAMEO Secretariat, 3 February 2025

These engagements provided valuable opportunities to discuss potential collaborations in research, joint publications, and knowledge exchange. Notably, the Centre also welcomed representatives from the Ministry of Education, Brunei Darussalam during the Eid al-Fitr 2025 celebration, further strengthening ties with national education authorities and reinforcing its role as a regional hub for TVET cooperation.

During the fiscal year, SEAMEO VOCTECH not only established new partnerships but also actively sustained existing collaborations with institutions and organisations in the TVET sector. These partnerships supported initiatives in skills training, professional development, capacity building, and human resource innovation. Strategic engagements with

industry stakeholders also advanced efforts in digital and green TVET, alongside joint research, personnel exchanges, and participation in international conferences.

- 2nd Brunei-China Art and Visual Culture Festival, 3 August 2024, Brunei Darussalam
- Participation to: Monitoring, Evaluation & Learning (M.E.L) with SEAMEO Secretariat. Bangkok, Thailand. (2024- active)
- Leadership Forum: Digital Transformation in Skills Education. Singapore, August 15, 2024.
- Participation to 4th ASEAN TVET Council Meeting, 19 September 2024 (Online)
- Participation to: Closing the Gap Workshop, Bangkok, Thailand. 28-29 October 2024
- Participation to: EU-ASEAN Sustainable Connectivity Package- Higher Education: ASEAN Policy Forum on Higher Education 2024, Vientiane, Lao PDR. 11-12 November 2024
- 47th High Officials Meeting, Bangkok Thailand, 27 November 2024.
- ASEAN TVET Conference: Digital Transformation in TVET – Strengthening Personnel Capacities for the Future of Work, Vientiane, Lao PDR, 28-29 November 2024
- 13th SEAMEO-University of Tsukuba (UT) Symposium "Transforming Education to Problem-based Learning in the Era of AI and Data Science, Japan, 6 - 7 February 2025
- SEAMEO VOCTECH & GIZ RECOTwin SEA-VET Sustainability Workshop (Online), 18-19 February 2025

- Participation to 2nd SEAMEO MEL Capacity Building Workshop and 2nd SEAMEO Policy Research and Publication Capacity Building, Bangkok, Thailand, 13–14 March 2025
- Symposium on International Vocational Education Cooperation. Haikou City, Hainan Province, China, 23 – 25 April 2025
- 16th SEAMEO INNOTECH International Conference "AI in Education: Unlocking Potential through Accessible Equitable Learning". Manila, Philippines, 16 May 2025
- 2nd EU–ASEAN Policy Dialogue on Higher Education: The Sustainable Connectivity Showcase, Brussels, Belgium, 26 – 28 May 2025
- Bridging Innovation & Learning in TVET 2025 (BILT 2025) – Global Digital TVET Transformation Summit 2025. Kuala Lumpur, Malaysia, 28 – 30 May 2025.
- Participation to Mazhab Syafi'i International Conference, 3 June 2025

National capacity building (Brunei Darussalam)

- Legislative Council Meeting, Ministry of Education, Session, – 13 March 2025
- Briefing on General Regulations for Government Officers, Human Resource Development & Administration Division – 14 April 2025

Staff Welfare and Development

During the fiscal year 2024/2025, SEAMEO VOCTECH maintained its institutional commitment to staff welfare through a comprehensive strategy integrating professional growth with holistic well-being.

A cornerstone of this effort was the establishment of regular spiritual gatherings, including weekly 'Tahlil' prayers every Thursday morning, providing a dedicated forum for spiritual reflection. The Centre further reinforced its supportive culture by collectively observing significant Islamic religious holidays, thereby strengthening communal bonds and shared values.

Complementing these activities, a series of staff development programmes was implemented to advance professional competencies while simultaneously promoting physical and mental health. Among these, the regular Work Life Activities, scheduled for Saturday afternoons and featuring structured sports and recreational sessions, were instrumental in fostering team cohesion and encouraging sustainable healthy lifestyles.

Additional key initiatives demonstrated the Centre's dedication to a compassionate and socially responsible workplace. These included the organisation of an Eid celebration for all staff and the facilitation of charitable contributions to support community members in need.

Future Initiatives (2024/2025–2028/2029)

As SEAMEO VOCTECH enters its 7th Five-Year Development Plan (FYDP), the Centre reaffirms its commitment to advancing “Inclusive TVET for a Green and Digital Future.” This plan outlines a forward-looking agenda designed to empower TVET institutions, educators, and policymakers across Southeast Asia to respond effectively to the evolving demands of digitalisation, sustainability, and inclusion. Through its three core service areas; (1) capacity building, (2) research and consultancy, and (3) information sharing and management, the Centre aims to lead regional efforts in building resilient, future-ready TVET ecosystems.

Capacity Building and Training Programme. SEAMEO VOCTECH will continue to strengthen its role as a leading regional training provider through the delivery of innovative, flexible, and inclusive professional development programmes. Its flagship Training of Trainers (ToT) and Training of Assessors (ToA) programmes will remain central pillars, equipping TVET educators and institutional leaders with pedagogical and assessment competencies aligned with Industry 4.0 and sustainability imperatives. In addition, the Centre will diversify its training modalities through micro-credential and blended learning programmes to support lifelong learning and provide flexible upskilling pathways. These initiatives will embrace digital learning technologies, including virtual labs and simulation-based training, to enhance learning engagement and relevance. Capacity-building activities will also embed green and digital

competencies, ensuring that TVET personnel are prepared not only to use technology effectively but also to promote environmental stewardship and inclusive growth within their institutions.

Research and Consultancy. The Centre will continue to play a pivotal role in conducting applied research and policy studies that support evidence-based decision-making at national and regional levels. Building upon its previous success with the Smart Education Readiness Index (SERI), SEAMEO VOCTECH will advance the development of the Greening Education Readiness Index (GERI) – a new regional framework to assess and monitor the readiness of education and training institutions for green transition. Through such frameworks, SEAMEO VOCTECH aims to provide member countries with diagnostic tools to guide strategic planning and implementation of sustainable and digital transformation in TVET. The Centre will also expand its consultancy services by collaborating with governments, industries, and development partners to conduct labour-market studies, impact evaluations, and institutional development projects that strengthen the link between skills development and employability.

Information Sharing and Knowledge Management. To reinforce regional cooperation and learning exchange, SEAMEO VOCTECH will enhance its SEA-VET.net regional knowledge platform. The upgraded platform will serve as a comprehensive hub for TVET information, research, statistics, and capacity-building resources, promoting greater inclusivity and collaboration among Southeast Asian stakeholders. In parallel, SEA-VET Learning will be expanded

to offer more online and hybrid learning opportunities, reaching broader audiences across the region. The Centre also plans to strengthen TVET data collection and analytics, enabling better visibility of regional progress and trends. Regular dissemination of thematic reports, policy briefs, and multimedia learning content will ensure continuous sharing of good practices and innovations.

Partnership and Organisational Sustainability. SEAMEO VOCTECH will continue to engage with development partners, donors, and industry collaborators to mobilise resources and co-create impactful programmes. Internally, the Centre will embed green practices within its operations and training environment, demonstrating leadership in environmental responsibility and institutional sustainability. Through these initiatives, SEAMEO VOCTECH will solidify its role as a catalyst for inclusive, green, and digital transformation in TVET, ensuring that Southeast Asia's workforce remains competitive, resilient, and future-ready.

GOVERNING BOARD MEMBERS

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Timor Leste 	MRS. DRA. ISABEL F. LIMA Director, National Labor Force Development Institute (INDMO), Ministry of Education, Youth and Sports Rue De Vila Verde, Dili, Timor Leste	E-mail: afamata@yahoo.com
Vietnam 	MR PHAM BACH DUONG Head of International Cooperation Division, Ho Chi Minh City University of Technology and Education No1 Vo Van Ngan, Thu Duc Distric, Ho Chi Minh City	E-mail: bachduong@hcmute.edu.vn

SEAMEO VOCTECH MANAGEMENT AND STAFF



NO.	NAME	POSITION
MANAGEMENT		
1	Haji Norjemee bin Jenek	Centre Director
2	Pg. Haji Mohamad Sufri bin Pg Ali	Deputy Director Administration
3	Dr. Paryono	Deputy Director Professional Affairs / Research and Development Manager
4	Halimahtun Saadiah binti PDIS Mejar Jeneral (B) Dato Paduka Seri Haji Sulaiman	Human Resource Manager
5	Haji Nordin bin Haji Ahmad	Finance & Procurement Manager
6	Norhayati Cynthia binti Abdullah	TVET Specialist (Curriculum) cum Corporate Affairs Manager
7	Dr Jaya Priah Kasinathan	TVET Specialist (Management) cum Training & Professional Development Manager
8	Dr.Muhammad Ikhwan Jambak	TVET Specialist (Information Technology)
9	Ariffin bin Haji Yusof	IT Manager
10	Leanne binti Abdullah Lee@Yen Chin	Sales & Marketing Manager/ Acting Estate Management Manager
DIRECTOR'S OFFICE		
11	Hazleyanawati @ Hazleyana Susanti binti DP Othman	Confidential Secretary

QUALITY ASSURANCE DIVISION		
12	Mimi Syafi'ah @ Rajmah binti Haji Ja'afar	Quality Assurance Officer
TRAINING & PROFESSIONAL DEVELOPMENT DIVISION		
13	Hajah Siti Rusiah binti Haji Kawang	Training & Professional Development Officer
14	Nurhaidatul Fatinah binti Haji Marzuki	Training & Professional Development Officer / Assistant Content Officer SEA-VET.net
15	Mohd Kasim bin Haji Abdul Rahman	Training Assistant
RESEARCH AND DEVELOPMENT DIVISION		
16	Dr Hartini binti Haji Mashod	Research & Development Officer
IT DIVISION		
17	Monarita binti Haji Harris Mohd Noor Ilham	ICT Application Officer
18	Afiq Rafieuddin bin Haji Burhanuddin	IT Officer SEA-VET.net
KNOWLEDGE MANAGEMENT DIVISION		
19	Aiman Bazilah binti Haji Alihan	Acting Knowledge Management Manager / Public Relations Officer
20	Noorfitriah Hafiizah binti Mohd Hassan	Creative Officer SEA-VET.net
CORPORATE AFFAIRS DIVISION		
21	Nursyuhaidah binti Haji Ahmad	Corporate Affairs Officer
22	Nurul Amin Salehah binti Mahmud	Corporate Clerk
SALES AND MARKETING DIVISION		
23	Hartini binti Haji Harun	Sales & Marketing Clerk
HUMAN RESOURCE DIVISION		
24	Nooraini binti Haji Lamit	Administration Clerk
25	Asmad bin Haji Lamat	Administration Clerk
FINANCE & PROCUREMENT DIVISION		
26	Muhammad Faris Zai'em bin Haji Zanie	Finance and Procurement Officer
27	Muhd Al-Aiman Syazwi bin Abdullah Bupor	Finance & Procurement Storekeeper
28	Norakasmawaty binti Awang Simpul	Payroll & Procurement Clerk
29	Norlia binti Haji Dullah	Finance & Treasury Clerk
FACILITIES MANAGEMENT DIVISION		
30	Saronni bin Haji Rashid	Maintenance Personnel
31	Haji Md Nur Alief Shahfie bin Abdullah	Maintenance Personnel

32	Asarwih bin Siandok @ Abdullah	Transport Personnel
33	Haji Muhd Suhaili bin Haji Abas	Front Desk Personnel
34	Nordin bin Haji Dullah	Front Desk Personnel
35	Ashraful Qushaini bin Haji Abdul Momin	Front Desk Personnel
36	Zulinah bte Hj Zulhizam	Front Desk Personnel
37	Sunerddy bin Haji Abdullah Sani	Housekeeping Personnel
38	Nazman bin Haji Musa	Housekeeping Personnel
39	Haiati binti Haji Ibrahim	Housekeeping Personnel
40	Haji Salleh bin Haji Mahmud@Salleh Anak Junny	Security Personnel
41	Lamat bin Haji Lamit	Security Personnel
PART-TIME		
42	Melvin bin Moning	Research Assistant
43	Siti Rashadah Khairiyah binti Haji Muhd Ameer/ Tundak	Research Assistant
44	Dk. Nurin Batrisyia binti Pg. Haji Suhaili	Research Assistant
INTERNS		
45	Nurul Namira binti Arifin	Finance & Procurement Division
46	Muhammad Rayyan Syukri bin Awang Arifin	Estate Management Division
47	Muhammad Afiq bin Mustapa	IT Division
48	Muhammad Amirul Wa'ie bin Rozailan	Training and Professional Development Division
49	Natasya Emeralda Leong binti Mohammad Haziman	Human Resource Division
50	Mohammad Akmal Danish bin Sumardi	IT Division
51	Ak. Mohammad Wafiq bin Pg. Supandi	Sales & Marketing Division
52	Is'ad Wong bin Akid Wong	Knowledge & Management Division
53	Siti Norhamidah binti Brahim	Corporate Affairs Division

54	Muhammad Fattah Irsyaduddin bin Serudin	Training and Professional Development Division
55	Farah Amal Nabilah binti Muhammad Azman	Research and Development Division
56	Amal Amiratun Nazirah binti Muhammad	Research/Finance
57	Waliu Rokeeb	Research and Development Division



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