



SEAMEO VOCTECH
Regional Centre, Brunei Darussalam

ANNUAL REPORT 2022

"Preparing TVET for Industry 4.0"



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ACKNOWLEDGEMENTS



بسم الله الرحمن الرحيم

الحمد لله رب العالمين والصلاة والسلام على أشرف الأنبياء والمرسلين وعلى آله وصحبه أجمعين
السلام عليكم ورحمة الله وبركاته

Established on August 28, 1990, the SEAMEO VOCTECH Regional Centre is now in its fourth year of implementation of the 6th Five Year Development Plan (FYDP 2019-2024) which carries the theme of "Preparing TVET for IR 4.0", to jointly take the opportunity of the digital industrial era which has greatly affected the way of life, work and learning. In the world of education, especially technical and vocational education and training (TVET), institutions need to act responsively and quickly, if we want to provide a knowledgeable, highly skilled and competitive workforce.

This year, the Centre continues to offer training programmes and initiatives that are relevant and geared towards the theme of the Development Plan in response to the needs of IR 4.0 and the specific challenges and effects of the COVID-19 pandemic. Training programmes, sharing sessions and the exchange of information and knowledge were implemented using the digital platform SEA-VET.net Knowledge Platform, and through conferences, seminars and forums, with the use of web-based technology.

SEAMEO VOCTECH, as a whole, has successfully implemented its activities and main training programmes including 41 main training programmes with a total of 983 participants; 7 high-impact research studies at the national and international level including consulting services; conducted an international conference and published 14 Good Practices through the SEA-VET platform, in line with its 6th Five-Year Development Plan.

To achieve the FYDP 2019-2024 theme of 'Preparing TVET for IR 4.0', the Centre has conducted two research coordination workshops, in preparation for implementing regional level research on 'TVET Institutions Readiness for IR 4.0 in Southeast Asia', a collaboration among nine SEAMEO Member States led by this Centre. This project will contribute significantly to the development of the capacity for TVET preparation that is in line with the changing needs of industry 4.0 throughout the region.

As a Regional Training Centre, SEAMEO VOCTECH is responsible for offering up-to-date and relevant training programmes to the TVET community in the ASEAN region. To equip TVET instructors with the 21st century skills needed in the new world of work, the Honourable Minister of Education, Brunei Darussalam launched two important Digital Learning facilities at SEAMEO VOCTECH on 23 July 2022.

The first is our Mobile Smart Lab, a Digital Learning facility for TVET teachers, trainers and trainees to learn, develop and share teaching and learning resources using recent and interactive technology. This is the first-of-its-kind Mobile Smart Lab for TVET in the region that can turn any room into a digital learning centre. The second is the E-Learning facility on our TVET Regional Knowledge Platform, SEA-VET.net, which now hosts 26 courses using Thinkific LMS Platform, with more in the pipeline, 23 courses using Moodle LMS Platform, and more than 500 courses co-developed by private sectors hosted under Market-place. This has been realised through SEAMEO VOCTECH's strong and strategic partnership with GIZ-RECOTVET, and in collaboration with companies of international standing such as LabTech International and FESTO Didactic.

As with individuals, no organisation can stand alone. SEAMEO VOCTECH's milestone achievements over these three decades have been made possible through the unceasing support of the Government of His Majesty the Sultan of Brunei Darussalam, represented in particular by the Ministry of Education. Together with other partners such as the SEAMEO Secretariat and other SEAMEO Units, ASEAN Secretariat, GIZ-RECOTVET, UNESCO, ILO and TVET line ministries, we continue to contribute to Priority Area 4 and other priority areas of the SEAMEO Education Agenda and to SEAMEO's Strategic Plan.

A notable example is our long-standing partnership with Institute of Technical Education (ITE), Institute of Technical Education, Education Services (ITEES) and Temasek Foundation, as evidenced by the technical skills upgrading programmes for TVET teachers in South-east Asia, with the first round in August 2013, and the third round between September 2021 and February next year. So far, 231 Master Trainers have cascaded their knowledge and expertise to 1470 participants. We believe the impact from these programmes is still being felt and has greatly benefitted TVET teachers throughout the region in various industry sectors.

In order to further advance and achieve the demands of the Industrial Revolution 4.0 (IR 4.0), the Centre has signed a Memorandum of Understanding (MOU) with the National Institute for Labour Force Development (INDMO), Timor Leste in August 2022. Excitingly, the Centre has also recently inked an MOU with Singapore National Employers Federation (SNEF) on 27th December 2022. This partnership will, in turn, broaden the Centre's reach to a wider range of participants by providing training courses that are more innovative, attractive and meeting the requirements of IR 4.0 and equipping TVET educators with 21st century skills needed in the new world of work.

I am delighted to share that SEAMEO VOCTECH has been appointed as a member of the ASEAN TVET Council (ATC) in November 2022. With this, the Centre hopes to pave a broader, more high-impact and effective role in achieving its vision and mission of advancing TVET in the Southeast Asia region.

SEAMEO VOCTECH Regional Centre always ensures all initiatives are created meticulously with care and in accordance with the efforts of SEAMEO Strategic Plan, with focus on the Priority Area 4, which is to promote TVET and increase the access to quality TVET. The Centre is also committed to adhering to the ASEAN Work Plan on Education, Outcome 4 which aims to enhance access to quality initial and continuing Technical and Vocational Education and Training (TVET) that is responsive to changing labour market demands.

Lastly, on behalf of the SEAMEO VOCTECH Regional Centre, I would like to take this opportunity to express our highest gratitude to the Ministry of Education, Brunei Darussalam who has always given us their support and enabled the Centre to successfully carry out our quality activities and training courses in the region.

We are also grateful for the support and encouragement of the SEAMEO Secretariat, our sister centres and strategic partners, which motivate us to strive towards greater programme relevance, outreach and sustainability. There is certainly no doubt in my mind that 'Together We Excel', as SEAMEO VOCTECH's motto goes.

Wabillahi Taufik Walhidayah, Wassalamu'alaikum Warahmatullahi Wabarakatuh.

'Together We Excel'

ALIAS BIN HAJI ABU BAKAR
SEAMEO VOCTECH Regional Centre,
Brunei Darussalam



- **FUNCTION AND MAIN ROLE**
- **MISSION AND VISION**
- **CORE VALUES**

FUNCTION AND MAIN ROLE

FUNCTION

Function: To help SEAMEO member countries to strengthen the education system, practices and policies of technical and vocational education practice in each country

MAIN ROLE

To enhance the ability and skills of teaching staff among technical and vocational organisations in the Southeast Asian region and internationally through:



Achieving the mandate based on the Vision, Mission and 6th Five Year Development Plan (FYDP) with the theme 'Preparing TVET towards Industry 4.0'.

VISION

A Leading Regional Centre in Advancing TVET for Southeast Asia and Beyond.

MISSION

To assist SEAMEO Member States in advancing their TVET Systems by providing relevant and effective programmes and services towards the sustainable development of the region.

CORE VALUES: P.R.A.I.S.E

RESPECT FOR DIVERSITY

The culture and uniqueness of each individual and society

INNOVATIVENESS

Encourage open-minded thinking and the contribution of creative and innovative ideas

EXCELLENCE

Towards generating excellent performance on a global scale

PROFESSIONALISM

Create professional and excellent relationships and work ethics

ACCOUNTABILITY

Produce honest and trustworthy work performance and results

SYNERGY

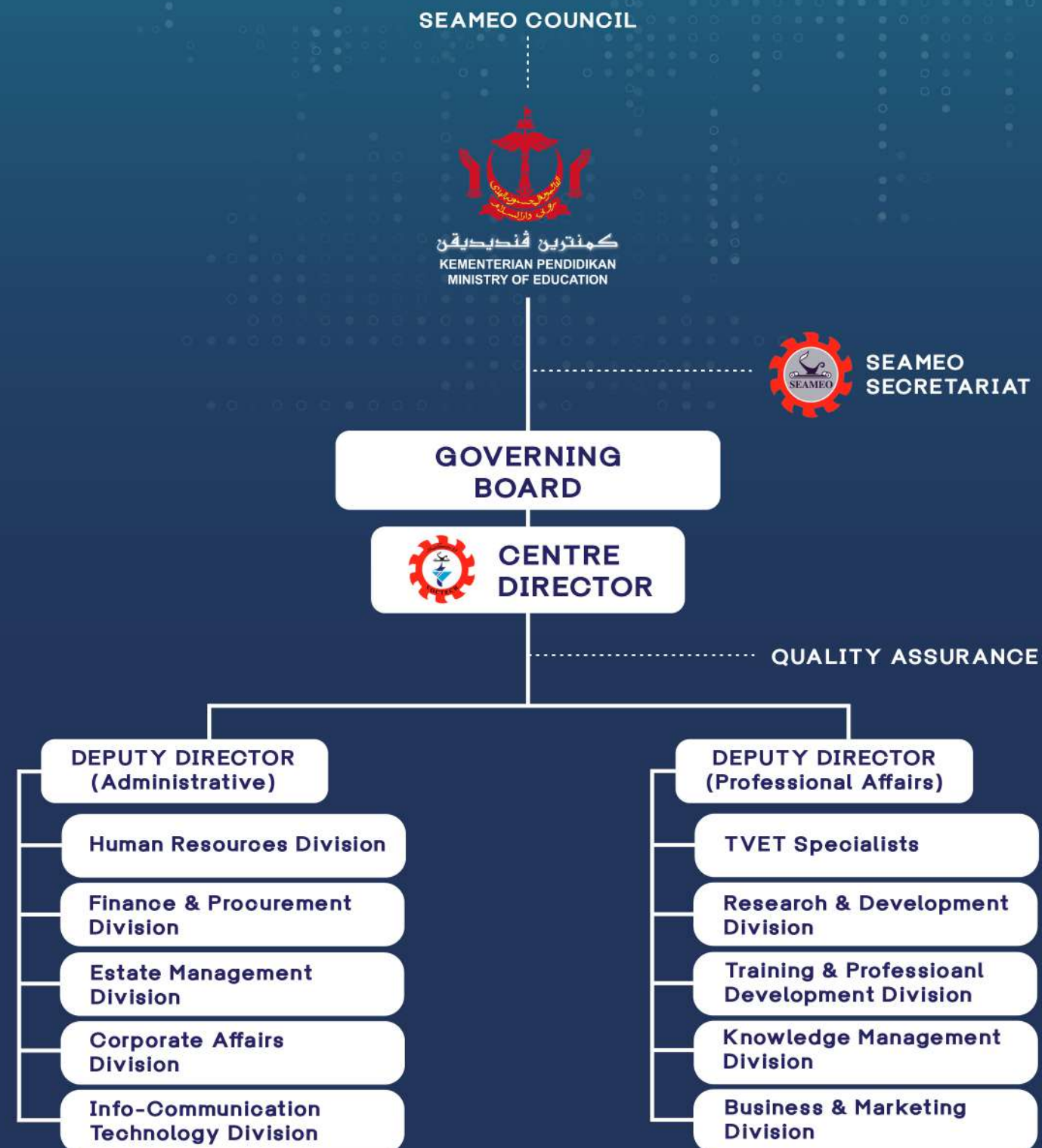
The value of cooperation, exchange of ideas, and active collaboration among members



ORGANISATIONAL CHART

ORGANISATIONAL CHART

SEAMEO VOCTECH REGIONAL CENTRE



DIRECTOR'S OFFICE

Centre Director
*Alias bin Haji Abu Bakar

Deputy Director (Administration)
*Pengiran Haji Mohamad Sufri bin Pengiran Ali

Deputy Director (Professional Affairs)
Dr Paryono

Confidential Secretary
Hazleyanawati @ Hazleyana Susanti binti Abdullah

TVET SPECIALISTS

TVET Research Specialist
Dr Paryono

TVET Curriculum Specialist
Noorhayati Cynthia binti Abdullah

TVET Management Specialist
Dr Jaya Priah Kasinathan

TVET Teacher Education Specialist
Reena @ Lim Bee Yew

ICT Specialist
Vacant

QUALITY ASSURANCE DIVISION

Head of Quality Assurance
Vacant

Quality Assurance Officer
Mimi Syafiah @ Rajmah binti Hj Ja'afar

HUMAN RESOURCE DIVISION

Human Resource Manager
*Halimahtun Saadiah binti Pehin Dato Sulaiman

Clerk
Nooraini binti Hj Lamit

Asmad bin Lamat

Office Assistant
Vacant

FINANCE AND PROCUREMENT DIVISION

Finance and Procurement Manager
Hj Nordin bin Hj Ahmad

Accounting Assistant
Mohammad Faris Zai'em bin Hj Zanle

Clerk
Norakasmawaty binti Awg Simpul

Nortia binti Hj Dullah

Storekeeper
Muhd Al-Aiman Syazwi bin Abdullah Bupor

ESTATE MANAGEMENT DIVISION

Estate Manager
Leanne binti Abdullah Lee @ Yen Chin

VIH Officer
Vacant

Maintenance & Transportation Trainee
**Muhammad Rahimi bin Md Yassin

Maintenance Staff
Saronni bin Hj Rashid

Hj Md Nur Alief Shahfie bin Abdullah

Receptionist
Hj Mohd Suhaili bin Hj Abas

Nordin bin Haji Dullah

Ashraful Qushaini bin Hj Abd Momin

Zulnah binti Hj Zulhizam

Housekeeper
Sunerdy bin Hj Abdullah Sani

Haleti binti Hj Ibrahim

Nazman bin Hj Musa

Transportation Staff
Asarwih bin Siandok @ Abdullah

Security
*Hj Salleh bin Hj Mahmud

*Lamat bin Hj Lamit

CORPORATE AFFAIRS DIVISION

Corporate Affairs Manager
Noorhayati Cynthia binti Abdullah

Corporate Affairs Officer
Nursyuhaidah binti Hj Ahmad

INFO-COMMUNICATION TECHNOLOGY (ICT) DIVISION

Info-Communication Manager
Ariffin bin Hj Yusof

ICT Application Officer
Monarita binti Hj Harris Mohd Noor Ilham

ICT Officer (GIZ)
Awang Muhammad Afiq Rafieuddin bin Haji Burhanuddin

ICT Assistant
**Muhammad Khairuddin bin Haji Abd. Rahman

RESEARCH & DEVELOPMENT DIVISION

Research & Development Manager
Dr Paryono

Research & Development Officer
Hartini binti Hj Mashod

TRAINING & PROFESSIONAL DEVELOPMENT DIVISION

Training & Professional Development Manager
Dr Jaya Priah Kasinathan

Training Officer
Hjh Siti Rusiah binti Hj Kawang

Assistant Training Supervisor
Mohd Kasim bin Hj Abd Rahman

IT Officer
**Muhammad Syafiq bin Dabeding

KNOWLEDGE MANAGEMENT DIVISION

Knowledge Management Manager
Reena @ Lim Bee Yew

Documentation Officer & Public Relations
Aiman Bazilah binti Hj Alihan

Creative Officer (GIZ)
Noorfitriah Hafizah binti Md Hassan

Content Assistant Officer (GIZ)
Nurhaidatul Fatimah binti Marzuki

Instructional Designer
Dr Foo Sze Yeng

Clerk
Nurul Amin Saleha binti Mahmud

BUSINESS & MARKETING DIVISION

Business & Marketing Manager
Leanne binti Abdullah Lee @ Yen Chin

Clerk
Hartini binti Hj Harun

**Seconded Officers / Staff*
***iReady*



HUMAN RESOURCES STATUS

4.1 TOTAL NUMBER OF OFFICERS AND STAFF

DIVISION	OFFICERS & STAFF		TOTAL	ASSIDERED		VACANCY	2022 PLANNING
i	 1	 0	1	 1	 0	0	0
ii	 4	 4	8	 1	 1	3	3
iii	 3	 11	14	 1	 3	1	1
iv	 4	 5	9	 0	 0	2	2
v	 9	 2	10	 2	 0	0	0
GH	 2	 0	3	 3	 0	0	0
TOTAL	23	22	45 TOTAL NUMBER	8	4	12 TOTAL NUMBER	

Until 4 December 2022

- One (1) new recruitment of Research Officer
- Three (3) new recruitments through the iReady Apprenticeship Programme to replace retired/retired staff.
- Two (2) new recruitment through the allocation of the Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ)

OFFICERS : STAFF RATIO

1:3

4.2 TOTAL NUMBER OF OFFICERS AND STAFF ACCORDING TO QUALIFICATIONS

STAFF LEVEL	TOTAL NO. OF OFFICERS & STAFF		
Dootoral Degree (Level 8)	 1	 2	3
Degree (Level 6 - 7 or equivalent)	 6	 8	14
Highest Diploma (Level 5 or equivalent)	 4	 4	8
TVET (Level 2 - 4 or equivalent)	 1	 0	1
Secondary Level	 11	 8	19
TOTAL	23	22	45 TOTAL NUMBER

Until 4 December 2022



STATISTICS AND FACTS

REGIONAL TRAINING PROGRAMME (RTP) YEAR 2022

Competency-Based
Assessment in TVET (Online)
6 - 10 Jun | NP: **23**

Effective Application of Learning
Management System in Online Teaching
and Learning (Online)
20 - 25 Jun | NP: **23**

Sub-Regional on
Competency Based
Curriculum Development (On-site)
21 - 23 Jun | NP: **38**

GIZ Module 2:
Professional Development Training
for TVET Teachers in Industry 4.0
(Hybrid)
1 - 5 Aug & 15 - 19 Aug | NP: **12**

GIZ Module 3: Curriculum Design for
Industry 4.0 Work Process (Online)
29 Aug - 2 Sep | NP: **14**

FEB

MAR

MAY

JUN

JUL

AUG

SEP

NOV

Equipping TVET Personnel with
Quantitative Research Methods
(Online)
21, 22, 24, 26 Feb | 1 Mar | NP: **24**

Establishing, Maintaining and Enhancing
Institutional Partnership (Online)
16 - 21 May | NP: **27**

GIZ Module 0: Action Oriented Learning
& Teaching (Online)
18 - 20 & 25 - 26 Jul | NP: **32**

GIZ Module 1: Industrial Revolution,
Digitalization, Disruption and
Employment
27 - 29 Jul | NP: **23**

ITE: TVET for
Southeast Asia on Hotel Management
with Industry 4.0 (On-site)
15 - 30 Sep | NP: **20**

Hybrid Training Workshop Research
on the Readiness of TVET Institutions
for IR 4.0 (Hybrid)
21 - 22 Sep & 8 - 10 Nov | NP: **25**

261

Total Number of
RTP Participants

*NP: No. of Participants

IN-COUNTRY TRAINING PROGRAMME (ITP) AND SPECIAL TRAINING PROGRAMME (STP) YEAR 2022

Assessing Knowledge Constructing
Written Tests (Online)
8 - 10 Feb | NP: 33

Applying Student-Centred
teaching Methodologies (Online)
10 - 12 May | NP: 19

FEB

MAR

MAY

JUN

Measuring Training Efficiency and
Effectiveness Using Return of
Training Investment Technique
(Online)
7 - 9 Mar | NP: 27

Competency-Based Curriculum
Development (Online)
29 - 31 Mar | NP: 33

Creating Master Trainers on How to
use a TVET LMS and Virtual TVET
(Labtech)
6-10 Jun | NP: 12

Training of Trainers on Automotive
Technology Using Virtual TVET
(On-site)
13 - 14 Jun | NP: 24

Training of Trainers on HVAC
Technology Using Virtual TVET
(On-site)
15 - 16 Jun | NP: 24

160

Total Number of
ITP Participants

12

Total Number of
STP Participants

*NP: No. of Participants

In-country Training Programme (ITP)

Special Training Programme (STP)

CUSTOMISED TRAINING PROGRAMME (CTP) YEAR 2022

Basic English at the Workplace, IPA
12 & 14 Feb | NP: 33

Training of Trainers Certification
Programme
11 - 14, 18 & 20 Apr NP: 17

Customer Care Training Services for
Jerudong Park Medical Centre (JPMC)
16 - 18 Aug | NP: 33 (Batch 1)

Customer Care Training Services for
Jerudong Park Medical Centre (JPMC)
• 4 - 6 Oct | NP: 27 (Batch 3)
• 18 - 20 Oct | NP: 28 (Batch 4)

Islamic Values on Customer Service
Training for Tourism Industries in Brunei
Darussalam, Ministry of Primary
Resources and Tourism (MPRT)
11 - 12 Oct | NP: 14

Customer Care Training Services for
Jerudong Park Medical Centre (JPMC)

530

Total Number of
CTP Participants
Not including December 2022

JAN

FEB

MAR

APR

JUL

AUG

SEP

OCT

NOV

DEC

Islamic Values on Customer
Service for Balai Khazanah Islam SHHB
• 10 - 11 Jan | NP: 27
• 12 - 13 Jan | NP: 26

Service Excellence in
Hospitality/Food Service Industry
Training for DARE
20 - 21 Jan | NP: 14

Islamic Values on Customer
Services Training for Tourism
Industries in Brunei Darussalam
• 16 - 17 Mar | NP: 25
• 30 - 31 Mar | NP: 18

Training of Assessors Certification
Training Programme
12 - 14 & 18 - 19 Jul | NP: 7

Ownership Mindset and Problem
Solving for Armada Properties Sdn
Bhd
18 - 19 Jul | NP: 26

Basic English at the Workplace, IPA
6 & 7 Sep | NP: 30

Customer Care Training Services for
Jerudong Park Medical Centre (JPMC)
6 - 8 Sep | NP: 33 (Batch 2)

Islamic Values on Customer
Service Training for Tourism Industries
in Brunei Darussalam, Ministry of
Primary Resources and Tourism (MPRT)
14 - 15 Sep | NP: 23

Customer Care Training Services for
Jerudong Park Medical Centre (JPMC)
• 1 - 3 Nov | NP: 32 (Batch 5)
• 15 - 17 Nov | NP: 27 (Batch 6)

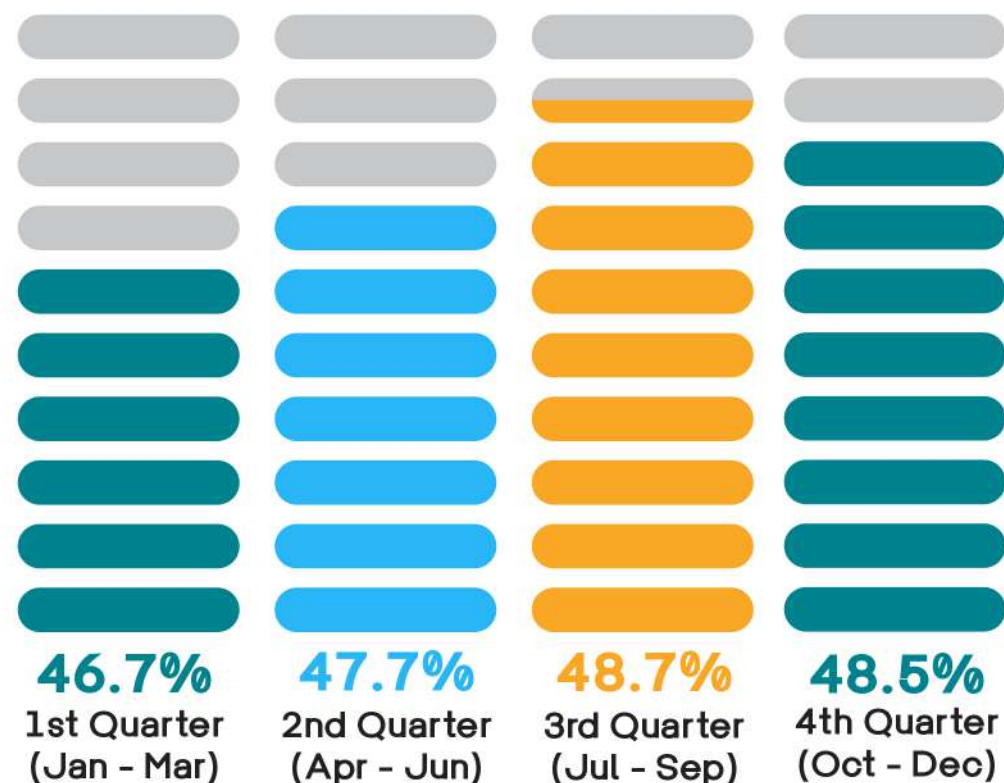
Competency Assessment for Armada
Properties Sdn Bhd
• 14 - 15 Nov | NP: 10
• 16 - 17 Nov | NP: 15

Islamic Values on Customer
Service Training for Tourism Industries
in Brunei Darussalam, Ministry of Primary
Resources and Tourism (MPRT)
• 9 - 10 Nov | NP: 27
• 21 - 22 Nov | NP: 23

Role of Clean and Hygienic Public Toilets in
Tourism Industry of Brunei Darussalam, MPRT
24 & 26 Nov | NP: 15

*NP: No. of Participants

AVERAGE RATE OF SEAMEO VOCTECH INTERNATIONAL HOUSE USAGE FOR 2022



56
TOTAL NUMBER OF ROOMS
(INCLUDING LEVEL 3 AND LEVEL 4)

26
NUMBER OF ROOMS ALLOTTED
FOR PERMANENT USE

4
NUMBER OF
RENTED ROOMS

13
NUMBER OF ROOMS
AWAITING RENOVATION
(LEVEL 3)

13
NUMBER OF ROOMS
BEING USED DUE TO BUILDING
INFRASTRUCTURE (LEVEL 4)

DATA PERFORMANCE OF SEA-VET.NET WEBSITE

Since December 2018, the website performance data show that SEA-VET.net has successfully achieved:



77,048
users



280,024
page views

CONTENTS OF THE SEA-VET.NET WEBSITE

Since December 2018, SEA-VET.net has successfully produced and uploaded a number of contents to the website:



386
news



160
events



11
country
profiles



13
good
practices



219
publications



16
infographics



17
newsletters



32
initiatives



15
community
of practices

SEA-VET.NET LAUNCHES

'SEA-VET Learning' 23 July 2022 | SEAMEO VOCTECH, Brunei Darussalam

An addition to the SEA-VET.net page with relevant information aimed to advance the career development and profession of TVET professionals in Southeast Asia.

'Private Sector Page' 27 October 2022 | Avani Sukhumvith Bangkok, Thailand

In conjunction with the launch of SEA-VET Learning, SEA-VET Lab represents a development of SEA-VET.net towards IR 4.0, as the lab was launched specifically for TVET teachers, students and media developers to collaborate, share knowledge and TVET digital course by using interactive technologies.



'SEA-VET Lab' 23 July 2022 | SEAMEO VOCTECH, Brunei Darussalam

A knowledge hub for TVET information that caters to the demands of the private sector and the business world, whether for businesses that are just starting their journey or already experienced in skills development.

SEA-VET.NET ACTIVITIES

"Focal Point Preliminary Workshop: TVET Country Profiles and Content Update on SEA-VET.net"



04 October 2022 | Online, Zoom

Aimed at sharing knowledge and presenting the concept of Country Profiles updates to Focal Points from SEAMEO countries, and to set the foundations for the workshop held on 28 October 2022.

"SEA-VET.net Focal Point and Strategic Partner Workshop: Sharing Knowledge for better TVET Systems in Southeast Asia"



28 October 2022 | Avani Sukhumvith Bangkok, Thailand

Aimed at establishing the planning and updating of Country Profiles between national focal points and international partners. Standard procedures of knowledge and content transfer between national focal points, partners and the SEA-VET.Net team were also agreed upon in the workshop, to be uploaded to the SEA-VET.net website.



MAIN ACTIVITIES OF YEAR 2022

TRAINING AND PROFESSIONAL DEVELOPMENT

The centre continues to be committed to achieving the mandate that has been given to strengthen and improve the quality of TVET in Southeast Asia through human resource development. Therefore, training and professional development is one of the SV activities/programmes that are very significant in the investment of human resources development programmes, especially in the field of TVET by focusing on IR 4.0.

SEAMEO VOCTECH will always offer appropriate, relevant and up-to-date training and professional development programmes.

YEAR 2022

REGIONAL TRAINING PROGRAMME (RTP)	From December 2021 until November 2022, RTPs were successfully conducted both virtually and physically	11 training 261 participants
IN-COUNTRY TRAINING PROGRAMME (ITP)	From December 2021 until November 2022, ITPs were successfully conducted virtually and physically	6 training 160 participants
CUSTOMISED TRAINING PROGRAMME (CTP)	CTP is conducted based on the needs of Ministries, Departments, Public and Private Institutions of Higher Education. These programmes were attended by officers from government and private institutions	23 training 530 participants
SPECIAL TRAINING PROGRAMME (STP)	From June 6-10, 2022, STPs were successfully held physically	1 training 12 participants

TOTAL NO. OF TRAINING PROGRAMMES: **41**
TOTAL NO. OF PARTICIPANTS: **963**

RESEARCH AND DEVELOPMENT

1. 'Validation report for 'IBTE Employers' Satisfaction Survey 2021'.

2. Survey on 'Healthy School Canteen', an Inter-Centre Collaboration (ICC) project led by SEAMEO RECFON.

7. An ICC project led by SEAMEO VOCTECH on 'The Readiness of TVET Institutions for IR 4.0 in the Southeast Asia' (in progress).

3. A language research project titled 'Language Policy and Language Education in Southeast Asia' led by SEAMEO QITEP.



6. 'UK-ASEAN Partnerships and Exchanges Baseline Research' for UK-ASEAN PEER (funded by British Council).

4. ASEAN-ROK Collaborative Project: 'Enhancing the Competitiveness of ASEAN Human Resources Through TVET Curriculum Supported by Involvement of Industries and Labour Market' (SV roles are only for Brunei Darussalam).

5. Validation of Graduate Employment Study for Higher Education Institutions 2021 in Brunei Darussalam for Higher Education Division, Ministry of Education, Brunei Darussalam.

Research and Development is one of the integral components of SV as a regional centre. Research activities in the division include conducting research such as academic studies, demographic surveys and needs analyses.

Furthermore, SV specialists also conduct training programmes on TVET research and development themes, present studies and research at conferences and forums, and publish articles in academic publications.

KNOWLEDGE MANAGEMENT

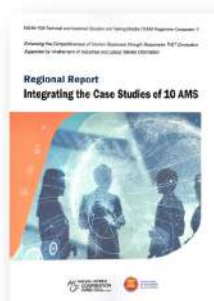
The Centre aims to be a platform that has access to the latest information that includes TVET Best Practices and systems that can be utilised as references for individuals, domestic and foreign institutions through the SEAMEO VOCTECH e-library and database. The initiative in establishing SEA-VET.Net has also provided access to useful and up-to-date information in the field of TVET and IR 4.0.

In collaboration with GIZ-RECOTVET and the ASEAN Secretariat, the Centre has produced two (2) publications in 2022 for the use of all levels of education in Southeast Asian countries, which can be found on the SEA-VET.Net platform website.



SKILLED WORKFORCE IN ASEAN REGION: ISSUES, CHALLENGES, AND WAY FORWARD

Author: Dr. Paryono | Publisher: Dr. Paryono
Year of Publication: 2022



REGIONAL REPORT OF ASEAN-ROK TECHNICAL AND VOCATIONAL EDUCATION AND TRAINING MOBILITY (TEAM) PROGRAMME – COMPONENT 1: 'ENHANCING THE COMPETITIVENESS OF HUMAN RESOURCES THROUGH RESPONSIVE TVET CURRICULUM SUPPORTED BY INVOLVEMENT OF INDUSTRIES AND LABOR MARKET INFORMATION' INTEGRATING THE CASE STUDIES OF 10 AMS

Author: ASEAN Secretariat, Dr. Paryono (Brunei Darussalam)
Publisher: ASEAN Secretariat
Year of Publication: 2022



'ENHANCING THE COMPETITIVENESS OF HR THROUGH RESPONSIVE TVET CURRICULUM SUPPORTED BY INVOLVEMENT OF INDUSTRIES AND LABOR MARKET INFORMATION'. COUNTRY REPORT: NEGERA BRUNEI DARUSSALAM

Author: Dr. Paryono | Publisher: ASEAN Secretariat
Year of Publication: 2022

COLLABORATION NETWORK (MoU/MoA) AND MEETINGS



República Democrática de Timor-Leste
INDMO INSTITUTO NACIONAL DE DESENVOLVIMENTO DE MÃO-DE-OBRA

A Memorandum of Understanding (MoU) with Timor Leste was signed on 15 August 2022 for 'Research, Consultancies and Capacity Building Programmes'. Both parties agree to declare their respective requirements and create a foundation for cooperation based on the conditions that have been agreed upon;

- a) Research and development for advancing quality, competitiveness and inclusiveness of the workforce via the contribution of vocational training
- b) Improve Institutional Vocational Training Capacity
- c) Institutional capacity building and partnership



FESTO

On July 23, 2022, an Addendum to the Memorandum of Agreement (MoA) with Labtech International Ltd for cooperation in TVET digital learning resources and Memorandum of Agreement (MoA) with FESTO DIDACTIC SE were signed online, to offer e-learning training programmes through SEA-VET.net Learning witnessed by the Honourable Minister of Education of Brunei, Datin Seri Setia Dr Hajah Romaizah binti Haji Mohd Salleh.





Jerudong Park Medical Centre

A Memorandum of Agreement (MoA) was signed on **7 June 2022** with **Jerudong Park Medical Centre** to **provide training for Customer Care Training for two years from 1 June 2022**, as witnessed by Permanent Secretary (Higher Education) of the Ministry of Education, the Honourable **Dr. Haji Azman bin Ahmad**.



45th SEAMEO HIGH OFFICIALS MEETING, 28 – 30 NOVEMBER 2022 AT THE ROYAL ORCHID SHERATON HOTEL & TOWERS, BANGKOK, THAILAND.

The first face-to-face SEAMEO High Officials Meeting since the COVID-19 pandemic was held on **29 November 2022**, comprising the head of delegation and high officials from 11 SEAMEO member countries, representatives from SEAMEO Associate Member Countries, Affiliate Members and 26 SEAMEO Regional Centres/Network as well as SEAMEO partners. **Dr. Shamsiah Zuraini Kanchanawati Haji Tajuddin**, Permanent Secretary (Core Education) attended the meeting as high official representative of the Ministry of Education, Brunei Darussalam and Vice Chairperson of the 45th High Officials Meeting.

SNEF

A Memorandum of Understanding (MOU) was signed on **27 December 2022** with **Singapore National Employers Federation (SNEF)** to promote collaboration in **Green and Digital TVET for sustainable development**. The collaboration aims to build capacity in areas such as In-company Trainer Training, Master Trainer Training and Digital TVET training using technologies such as AR, VR, and MR and to explore the Skills Demand for the Future Economy Report, on digital economy, green economy, and care economy.



SECOND MEETING OF THE ASEAN TVET COUNCIL (ATC) 17-18 NOVEMBER 2022, MANILA, THE PHILIPPINES.

The virtual meeting was led by **HE DANILO P. CRUZ**, Chair of the ASEAN TVET Council 2020-2022 and the **Director General of TESDA**. The agenda, among others, were to follow up actions taken from the 1st ATC Meeting held virtually on 10 March 2021, ATC Annual Report, ATC terms of reference, proposal to co-host regional activities, decisions of the ASEAN Summits and other relevant ASEAN Meetings, and ATC Work Plan 2021- 2030. During the discussion on ATC terms of reference, it was amended that SEAMO Secretariat has vested SEAMEO VOCTECH with the mantle for overseeing matters and responsibilities related to TVET in ASEAN.



33rd SEAMEO VOTTECH GOVERNING BOARD MEETING



Held physically on
26 OCT 2022

Officiated by
Mr. Wittawat Punjamawat

Advisor, Policy and Planning
Office of Vocational Education
Commission (OVEC), Thailand

The Centre presented:

15
working
papers

3
resolutions

5
initiatives
and the implementation
of its programmes
and services in the
next year.

This meeting was attended by members of the SEAMEO VOTTECH Governing Board and representatives from 11 SEAMEO member countries, senior officials, the Director of the SEAMEO Secretariat, as well as the SEAMEO VOTTECH management led by the SEAMEO VOTTECH Regional Centre Director, Alias Haji Abu Bakar.

The 34th governing board meeting
will be held on

**25 OCT 2023
at Timor-Leste**

INTERNATIONAL CONFERENCE THEMED 'DIGITALISING AND GREENING TVET FOR SUSTAINABLE DEVELOPMENT'



Held on
27 OCT 2022

in conjunction with the
33rd physical SEAMEO
VOTTECH 33rd
Governing Board
Meeting

Officiated by
Dr. Pichet Popakdee

Deputy Permanent Secretary
(Higher Education) representing
the Thai Minister of Education

572
registrations
(physical and virtual)

31
countries

Keynote speakers:



Prof. Georg Spoettl
University of Bremen
'Digitalisation of TVET - Its
Successes, Challenges and
Opportunities'



Julien Magnat
ILO, Bangkok
'Skills for a Greener Future'



Dr. Margarita Pavlova
UNEVOC, Hong Kong
'Adaptation of TVET Pedagogies
for Greening and Digitalisation'

Amongst the list of panel speakers involved in the international
conference are SEAMEO members and guests;

- UN OHCHR, Geneva
- ASEAN Secretariat
- ETS Didactic, Germany
- Colombo Plan Staff College, Asia-Pacific Accreditation and
Certification Commission, Philippines
- Singapore National Employers Federation (SNEF)
- FESTO DIDACTIC SE
- LabTech International
- NISAI Group, UK
- Office of Vocational Education Commission (OVEC), Thailand
- Rajamangala University of Technology Thanyaburi (RMUTT),
Thailand
- Universiti Brunei Darussalam
- Yogyakarta State University, Indonesia
- ASEAN Business Advisory Council (ABAC), Brunei Darussalam



FEEDBACK

In reference to the International Conference's online evaluation form,
the majority of respondents found the keynote presentations and
panel discussions to be engaging, highly relevant and helpful for their
understanding. The execution and outcomes of the International
Conference also received positive comments, as many have
expressed appreciation and congratulations from both the conference
participants and the speakers.

KEY PERFORMANCE INDICATORS AND KEY DELIVERABLES 2022

7.1 SEAMEO VOCTECH KPI BACKGROUND



7.2 SEAMEO VOCTECH KEY PERFORMANCE INDICATORS (KPI)



KRA 1



KRA 2



KRA 3

KRA 03

KNOWLEDGE MANAGEMENT

SO 01

Sustaining SEA-VET.net

- Intensifying public and private sector partnerships
- Conducting and offering Webinars and MOOCs

SO 02

Collection sustainability and maintenance of e-Library

- Provide capacity-building to maintain e-library
- Enhance digital publication
- Maintain and service e-library system

SO 03

Maintaining and sustaining SEAMEO VOCTECH Intranet

- Evaluate the system usage
- System maintenance and upgrade
- Quality assurance process for all digitised forms and documents

SO 04

Information sharing

- Publish reliable and updated print materials to inform about and promote SV's programmes, services and accomplishments for local as well as regional stakeholders

SO 05

Maintaining effectiveness of online learning process for course participants

- Utilising full range of multimedia content for online delivery
- Increase user engagement with online courses

KRA 4

KRA 04

ORGANISATIONAL SUSTAINABILITY AND CORPORATE SOCIAL RESPONSIBILITY

SO 01

Establish Sustainable Sources of Fund

- Request for an increase in SV's Grant from Brunei Government
- Generate income from existing products and new projects with partners and external donors (training, research, forum and conferences)

SO 02

Upgrade the Centre's Infrastructure

- Upgrading process of 2nd floor accommodation
- Upgrade Front Office Application System
- Review VIH's In-House Procedure
- Establish HSSE at workplace

SO 03

Establish an Effective Human Resources and Organisational Development

- Update Human Resources Information System
- Update Staff Rules and Regulation (SRR)
- Organisational structure restructuring
- Implement Succession Planning (SP) in Management

SO 04

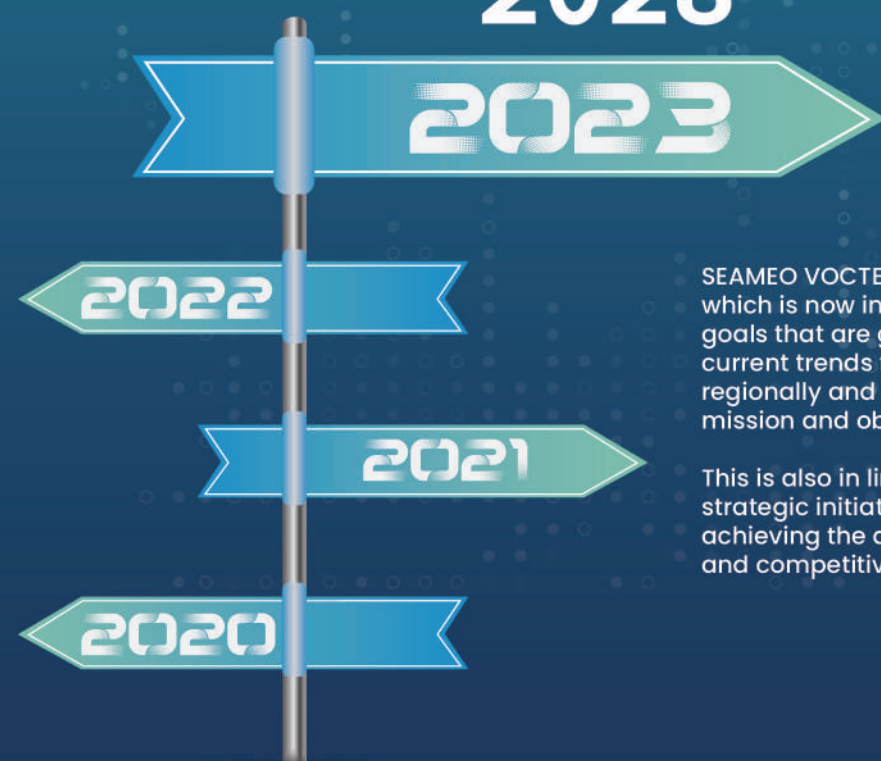
Enhance Visibility and Corporate Social Responsibility (CSR)

- Increase the number of local and international networks
- Strengthen relations both locally and internationally
- Strengthen visibility and Corporate Social Responsibility (CSR) Programme



WAY FORWARD 2023

WAY FORWARD 2023



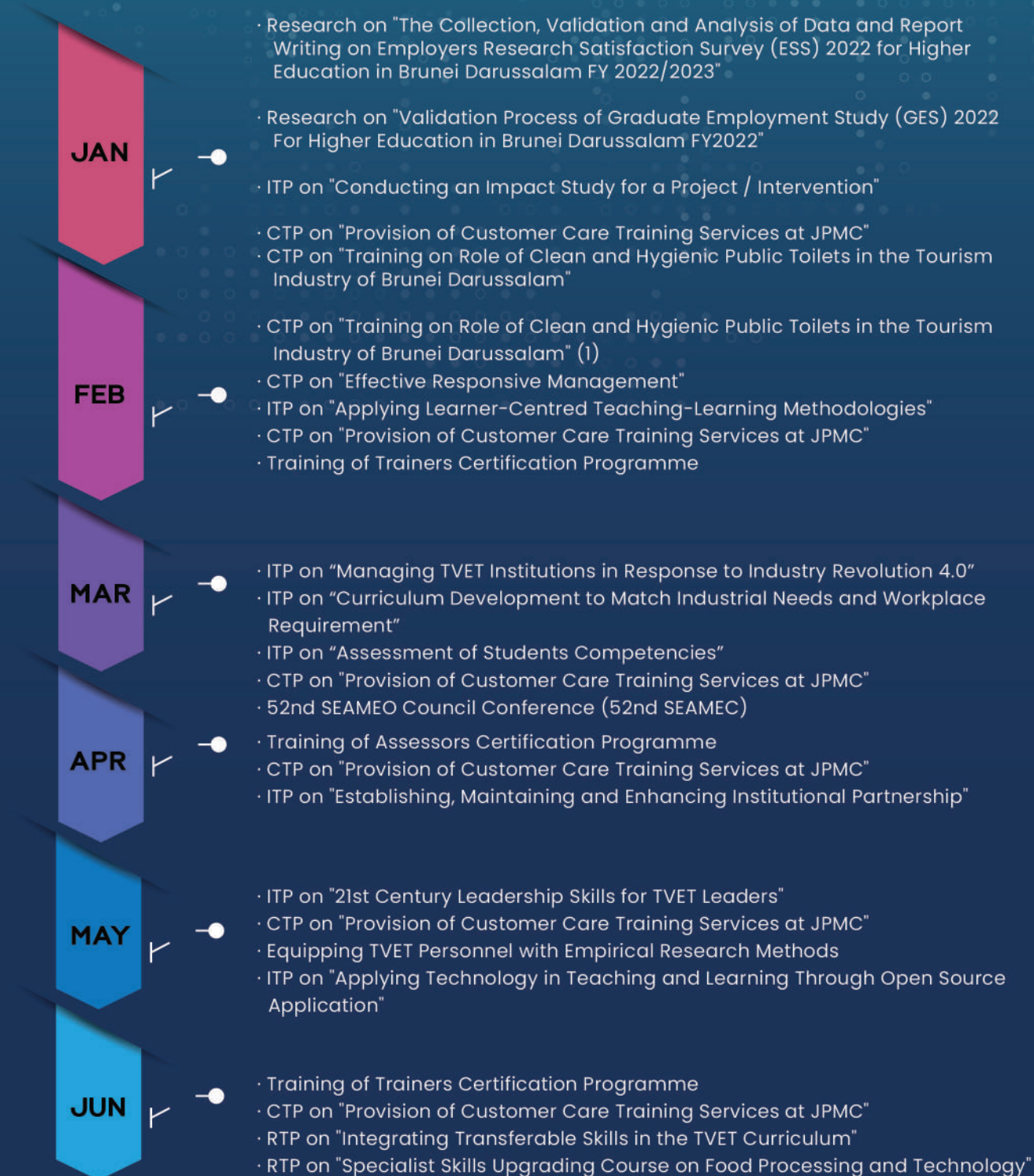
SEAMEO VOCTECH's 6th Five-Year Strategic Plan, which is now in its 4th Year of 2022/2023, targets goals that are guided by the interests, needs and current trends for SEAMEO VOCTECH nationally, regionally and globally to achieve the vision, mission and objectives of the Centre.

This is also in line with the objectives and strategic initiatives of the Ministry of Education in achieving the advancement of high performing and competitive human resources.

ACTION PLAN TO ACHIEVE KPI TARGET 2023

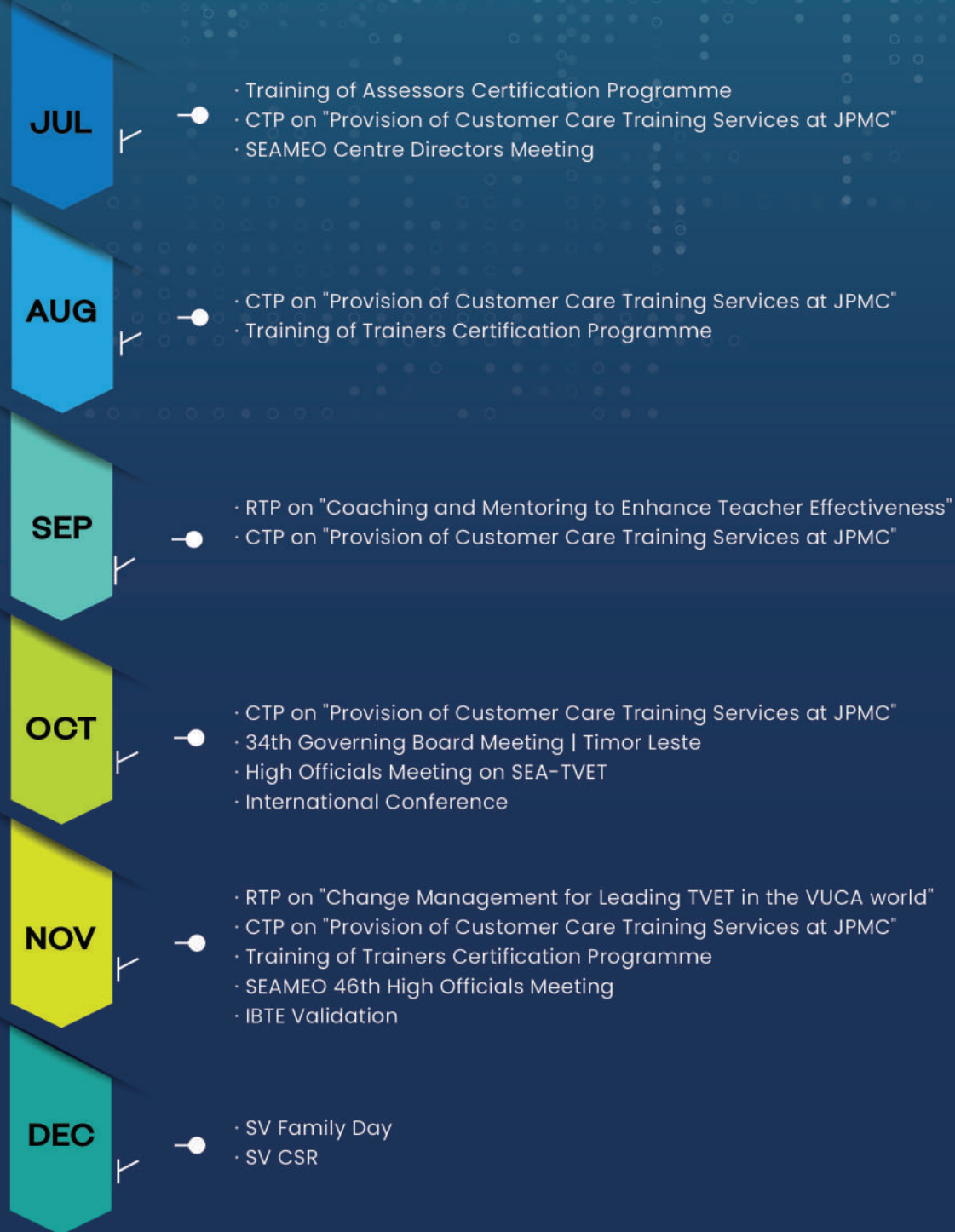


SEAMEO VOCTECH ACTIVITIES CALENDAR 2023



DATE SUBJECT TO CHANGE

SEAMEO VOTTECH ACTIVITIES CALENDAR 2023



DATE SUBJECT TO CHANGE

SEAMEO VOTTECH RELIGIOUS ACTIVITIES CALENDAR 2023



*DATE SUBJECT TO CHANGE

Daily religious activities:

- Reciting Surah Yassin and Doa Tolak Bala (everyday)
- Reciting Surah Yassin, Doa Tahlil dan Doa Tolak Bala (every Thursday)



ANALYSIS OF INITIATIVES TO ACHIEVE KPI 2022 TARGETS

STRATEGIC OBJECTIVES AND INITIATIVES FOR FY 2023-2024

KRA	KRA 1 Training and Professional Development	KRA 2 Research and Development	KRA 3 Knowledge Management	KRA 4 Organisational Sustainability and Corporate Social Responsibility (CSR)
STRATEGIC OBJECTIVES & INITIATIVES	Strengthen programme relevancy and attractiveness · Design and develop innovative training programmes · Design and develop technology-oriented capacity building training programmes · Implement the training programmes Enhance quality of training programmes and their delivery · Consolidate evaluation of training programmes and analyse their impacts and effectiveness · Consolidate, update and monitor training Implement stringent screening committee for scholarship candidate selection · Monitor the activities and implementation of Screening Committee for Selection Scholarship Candidate Expand scope of training programmes offered · Implement corrective measures to strengthen the training programmes and their accreditation values	Sustain innovative research services · Retain the quality of research capacity · Keep up research relevance · Maintain diversified excellent research services · Uphold innovative branding research activities	Sustain SEA-VET.net · Intensify public and private sector partnerships · Conduct and offer Webinars and MOOCs Sustain collection sustainability and maintenance of e-library Maintain and sustain SEAMEO VOCTECH Enhance existing information sharing system to cater to SEAMEO Country Members and Affiliate Members · Publish reliable and updated print materials to inform about and promote SV's programmes, services and accomplishments for local as well as regional stakeholders Maintain the effectiveness of the online learning process for course participants · Establish of online learning community · Intensify user engagement with online courses · Utilise full range of multimedia content for online delivery	Establish Sustainable Sources of Fund · Request for an increase in VOCTECH's Grant from Brunei Government · Generate income from existing products and new projects with partners and external Upgrade the Centre's Infrastructure · Upgrading process of 2nd floor accommodation · Upgrade Front Office Application System Review VIH's in-house Establish an Effective Human Resources and Organisational Development · Upgrade Human Resource Information System · Update Staff Rules and Regulations Organisational structure restructuring · Implement Succession Planning (SP) in management Enhance the Visibility and Corporate Social Responsibility · Increase the number of local and international network · Strengthen relation both locally and internationally · Strengthen the Visibility and CSR

10 TRAINING PROGRAMMES OFFERED BY SEAMEO VOCTECH

Regional Training Programme (RTP)

A Regional Training Programme, also known as RTP, is a two-week face-to-face training programme originally designed for participants from private and public technical and vocational educational institutions.

It is normally a scholarship programme offered and hosted by SEAMEO VOCTECH, wherein representatives from SEAMEO Member Countries are given the opportunity to visit Brunei Darussalam.

The new 6th Five-Year Development Plan has envisioned SV to include and expand its services for organisations other than TVET and educational institutions, and towards IR 4.0.

The Centre has opened its doors to any organisation in need of the programme by inviting fee-paying participants, individually or in groups, to participate in the training programmes.

The In-Country Training Programme, also known as ITP, is based on the specific needs of a SEAMEO Member Country. The training is selected from a list of training themes or the country can suggest a training programme that meets their immediate needs, subject to the availability of the specialist.

The ITP is conducted in the host country which will also be in charge of selecting the participants and coordinating the programme.

A country is entitled to one ITP in a year except when the host country requests that the same in-country training programme be conducted "back-to-back" to another batch of participants.

In-Country Training Programme (ITP)

Customised Training Programme (CTP)

The Customised Training Programme, also known as CTP, is a training programme designed to meet the capacity-building needs or a professional development programme requested by any organisation or agency.

It is basically designed to augment the income-generating activities of SEAMEO VOCTECH, with fees coming from the individual participants or the requesting agency.

The CTP has been successful in assisting the participants to upgrade their knowledge and skills that meet their specific training needs

The Special Training Programme, also known as STP. Which offered free of charge as a community service programme or funded by an external organisation to meet the needs of target beneficiaries.

Special Training Programme (STP)

