



SEAMEO VOC TECH
Regional Centre, Brunei Darussalam

ANNUAL REPORT

FY 2022-2023

"Preparing TVET for Industry 4.0"

TABLE OF CONTENTS

Chairman's Message	2
Centre Director's Message	4
Executive Summary	6
Key Result Area 1: Professional Development	8
Key Result Area 2: Research and Development	17
Key Result Area 3: Knowledge Management	23
Key Result Area 4: Organisational Sustainability and Corporate Social Responsibility	27
Future Initiatives	40
SV Activities	41
Governing Board Members	47
Management and Staff	50

1

Chairman's Message

Chairman's Message to SEAMEO Council President



H. E. Sara Zimmerman Duterte-Carpio

Vice President
Secretary of Education
Republic of Philippines

Dear Madam SEAMEO Council President,

On behalf of the Governing Board, it is a great honour and privilege to present to the SEAMEO Council the SEAMEO VOCTECH Regional Centre Annual Report for Fiscal Year 2022/2023.

The report contains the activities and accomplishments of the Centre for the fiscal year 2022/2023. The programmes and services provided by the Centre to its stakeholders are categorised into the following Key Result Areas: Professional Development, Research and Development, Knowledge Management, Organisational Sustainability and Corporate Social Responsibility.

Your endorsement will lend immense credibility to these initiatives, reinforcing our commitment to the SEAMEO mission. We are confident that with your support, these programmes will create a positive impact on the lives of many individuals across our region, empowering them with the skills and knowledge necessary to build a prosperous future.

We kindly request your formal endorsement for these initiatives, allowing us to present them to the SEAMEO Council through the President. We wish to extend our gratitude for the continuous support and trust of the Council in all our undertakings and we hope that our accomplishments presented in this report meet the Council's high expectations.

Best regards,

DR HAJI MOHD ZAMRI BIN HAJI MOHD SABLI

Chairman, Governing Board
SEAMEO VOCTECH Regional Centre
Brunei Darussalam

2

Centre Director's Message

Centre Director's Message to Chairman of SEAMEO VOCTECH Governing Board



Yang Mulia
Dr Hj Mohd Zamri Hj Mohd Sabli
Chairman, Governing Board
SEAMEO VOCTECH Regional Centre
Brunei Darussalam

بِسْمِ اللَّهِ الرَّحْمَنِ الرَّحِيمِ
السلام عليكم ورحمة الله وبركاته

Dear Mr Chairman,

It is with great pleasure that I present to the Governing Board the accomplishments of the Centre for Fiscal Year 2022/2023.

This Annual Report for Fiscal Year 2022/2023 presents the programmes and services undertaken by the Centre to meet its mandate of enhancing the TVET systems of SEAMEO member countries through innovative capacity building, research and consultancy, and information services, and reaching its vision of a globally recognised Regional Centre of Excellence in TVET.

Guided by the 6th Five-Year Development Plan, the accomplishments presented in this report are categorised into 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,

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

3

Executive Summary

EXECUTIVE SUMMARY

In the fiscal year 2022/2023, SEAMEO VOCTECH Regional Centre remained resolute in its commitment to assist SEAMEO Member States to enhance their TVET system through four Key Result Areas (KRAs).

In this period, under Professional Development (KRA 1), the Centre successfully conducted 49 training programmes, engaging with 1070 participants, thus showcasing its resilience on the return to physical sessions in the post-pandemic era.

Under Research and Development (KRA 2), the Centre has maintained its global presence through paper presentation and publication of its own research undertakings, consultancies and actively participating in regional and international conferences.

Under Knowledge Management (KRA 3), SEAMEO VOCTECH has established itself as a reliable regional and global provider of TVET information through the regional knowledge platform, SEA-VET.net and strengthened its position as a formidable TVET hub by supplying the ASEAN TVET Council with its own page within the website.

Under Organisational Sustainability and Corporate Social Responsibility (KRA 4), the Centre has focused its efforts on financial management, infrastructure improvement, human resource development and business expansion. Its proactive engagement in SEAMEO-initiated meetings and international collaborations is reflected in the signing of Memorandums of Understanding and Memorandums of Agreement, further solidifying the Centre's global presence.

In order to continue as a leading institution in the field of TVET in the region and beyond, SEAMEO VOCTECH envisions a comprehensive roadmap for the future. Initiatives include the launch of impactful flagship programmes such as Training of Trainers and In-Company Trainer Certification and Micro-Masters in Technical Education and Training. The Centre also aims to further incorporate cutting-edge training programmes with the use of Smart Lab technology through SEA-VET Learning.

Future endeavours will further venture into securing funding for high impact research projects, publishing thematic materials, increasing the Centre's visibility and initiating sustainable TVET programmes, thereby aligning with the Centre's new theme for the 7th Five-Year Development Plan, "Inclusive TVET for a Green and Digital Future".

4

KRA 1:

Training and Professional Development

Key Result Area 1:

Training and Professional Development

One of the main focus areas of the 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.

For Fiscal Year 2022/2023, SV Regional Centre conducted **49 training programmes and workshops** which were attended by **1070 participants**. There were **7 Regional Training Programmes**, attended by **146 participants**, one of which was conducted physically for the first time since the pandemic. The Centre also conducted **7 in-Country Training Programmes**, which were attended by **180 participants** encompassing SEAMEO Member Countries from Brunei Darussalam, Cambodia, Malaysia, Lao PDR, the Philippines and Vietnam. **31 Customised Training Programmes** were conducted, attended by **656 participants**. **4 Special Training Programmes** were held for SEAMEO VOCTECH staff in capacity-building efforts to familiarise them with the Virtual TVET Online Platform.

► Regional Training Programmes (RTP)

Seven (7) Regional Training Programmes were conducted by the Centre for Fiscal Year 2022/2023. The training programmes were attended by a total of 146 participants. Table 1 shows the breakdown for this fiscal year by date, venue, and distribution of participants by gender.

Table 1. Regional Training Programmes (RTP), Fiscal Year 2022/2023

NO.	TITLE	DATE	VENUE	NO. OF PARTICIPANTS BY GENDER		
				MALE	FEMALE	TOTAL
1	Action-Oriented Learning and Teaching	18-20 July 2022 and 25-26 July 2022	Online	23	9	32
2	Industrial revolution. Digitalisation, Disruption and Employment	27-29 July 2022	Online	17	6	23
3	Professional Development Training for TVET Teachers in Industry 4.0	1-5 Aug 2022 (online) & 15-19 Aug 2022 (onsite)	Thailand	11	1	12
4	Curricular Design for Industry 4.0 / Work Process	29 Aug - 2 Sept 2022	Online	12	2	14
5	SV-Temasik Foundation -ITEES: Hotel Management with Industry 4.0	19-30 Sept 2022	Singapore	8	12	20
6	Hybrid Training Workshop on Readiness of TVET Institutions for IR4.0 in Southeast Asia	21-22 Sept 2022 (online) & 8-10 Nov 2022 (onsite)	Online & onsite at SEAMEO VOCTECH, Brunei Darussalam	17	8	25
7	SV-Temasik Foundation -ITEES: Food Processing and Technology	12-23 Jun 2023	Singapore	5	15	20
TOTAL				93	53	<u>146</u>

In-Country Training Programmes (ITP)

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

For this fiscal year, seven (7) In-Country Training Programmes were conducted, attended by one hundred and eighty (180) participants. Table 2 shows in-country training programmes conducted for this fiscal year by date, venue, and distribution of participants by gender.

Table 2. In-Country Training Programmes (ITP), Fiscal Year 2022/2023

NO.	TITLE	DATE	VENUE	NO. OF PARTICIPANTS BY GENDER		
				MALE	FEMALE	TOTAL
1	Competency-Based Assessment	24-25 Jan 2023	Brunei Darussalam	14	11	25
2	Conducting an Impact Evaluation and Training Programme	24-26 & 30-31 Jan 2023	Brunei Darussalam	4	16	20
3	Applying Learner-Centred Teaching & Learning Methodologies	13-15 Feb 2023	Online	25	7	32
4	Managing TVET Institutions in Response to Industry Revolution 4.0	1-3 Mac 2023	Online	12	17	29
5	Curriculum Development to Match Industrial Needs and Workplace Requirement	5-9 Mac 2023	Thailand	14	10	24
6	Assessment of Student Competencies	23-25 May 2023	Online	14	6	20
7	Applying IR 4.0 Technologies in Teaching and Learning through Open Source Application	20-23 Jun 2023	Malaysia	11	19	30
TOTAL				94	86	180

Customised Training Programmes (CTP)

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

For this fiscal year, thirty one (31) Customised Training Programmes were conducted, attended by six hundred and fifty six (656) participants. Table 3 shows the customised training programmes conducted for this fiscal year by date, venue and distribution of participants by gender.

Table 3. Customised Training Programmes, Fiscal Year 2022/2023

NO.	TITLE	DATE	VENUE	NO. OF PARTICIPANTS BY GENDER		
				MALE	FEMALE	TOTAL
1	Training of Assessors Certificate Programme	12-19 July 2022	Brunei Darussalam	6	1	7
2	Ownership Mindset and Problem Solving for Armada	18-19 July 2022	Brunei Darussalam	10	16	26
3	Customer Care Training Services for JPMC (Batch 1)	16-18 Aug 2022	Brunei Darussalam	6	27	33
4	Basic English at the Workplace for IPA	6-7 Sept 2022	Brunei Darussalam	9	21	30
5	Customer Care Training Services for JPMC (Batch 2)	6-8 Sept 2022	Brunei Darussalam	13	20	33
6	Islamic Values in Customer Service Training for Tourism Industry in Brunei Darussalam, MPRT (Batch 1)	14-15 Sept 2022	Brunei Darussalam	15	8	23
7	Customer Care Training Services for JPMC (Batch 3)	4-6 Oct 2022	Brunei Darussalam	3	24	27

8	Islamic Values in Customer Service Training for Tourism Industry in Brunei Darussalam, MPRT (Batch 2)	11-12 Oct 2022	Brunei Darussalam	13	1	14
9	Customer Care Training Services for JPMC (Batch 4)	18-20 Oct 2022	Brunei Darussalam	8	20	28
10	Customer Care Training Services for JPMC (Batch 5)	1-3 Nov 2022	Brunei Darussalam	12	20	32
11	Islamic Values in Customer Service Training for Tourism Industry in Brunei Darussalam, MPRT (Batch 3)	9-10 Nov 2022	Brunei Darussalam	16	11	27
12	Competency Assessment for Armada (Batch 1)	14-15 Nov 2022	Brunei Darussalam	5	5	10
13	Customer Care Training Services for JPMC (Batch 6)	15-17 Nov 2022	Brunei Darussalam	9	18	27
14	Competency Assessment for Armada (Batch 2)	15-16 Nov 2022	Brunei Darussalam	10	5	15
15	Islamic Values in Customer Service Training for Tourism Industry in Brunei Darussalam, MPRT (Batch 4)	21-22 Nov 2022	Brunei Darussalam	14	9	23
16	Role of Clean and Hygienic Public Toilets in Tourism Industry of Brunei Darussalam, MPRT (Batch 1)	24 & 26 Nov 2022	Brunei Darussalam	9	6	15
17	Customer Care Training Services for JPMC (Batch 7)	6-8 Dec 2022	Brunei Darussalam	6	11	17
18	Role of Clean and Hygienic Public Toilets in Tourism Industry of Brunei Darussalam, MPRT (Batch 2)	25 & 26 Jan 2023	Brunei Darussalam	9	7	16
19	Customer Care Training Services for JPMC (Batch 8)	31 Jan - 2 Feb 2023	Brunei Darussalam	7	19	26

20	Role of Clean and Hygienic Public Toilets in Tourism Industry of Brunei Darussalam, MPRT (Batch 3)	4 & 6 Feb 2023	Brunei Darussalam	8	6	14
21	Effective Responsive Management, Department of Energy, PMO	7-8 Feb 2023	Brunei Darussalam	19	9	28
22	Role of Clean and Hygienic Public Toilets in Tourism Industry of Brunei Darussalam, MPRT (Batch 4)	21 & 22 Feb 2023	Brunei Darussalam	6	3	9
23	Customer Care Training Services for JPMC (Batch 9)	28 Feb – 2 Mac 2023	Brunei Darussalam	9	20	29
24	Training of Trainers Certificate Programme (Batch 9)	27 Feb – 6 Mac 2023	Brunei Darussalam	5	5	10
25	Training of Trainers Certificate Programme (Batch 10)-UNN	13, 15, 16 & 27-29 Mac 2023	Brunei Darussalam	8	2	10
26	Customer Care Training Services for JPMC (Batch 10)	14 –16 Mac 2023	Brunei Darussalam	10	12	22
27	Customer Care Training Services for JPMC (Batch 11)	2-4 May 2023	Brunei Darussalam	11	14	25
28	Customer Care Training Services for JPMC (Batch 12)	16-18 May 2023	Brunei Darussalam	3	21	24
29	Customer Care Training Services for JPMC (Batch 13)	6-8 Jun 2023	Brunei Darussalam	18	7	25
30	Basic English at the Workplace for IPA	7-8 Jun 2023	Brunei Darussalam	21	1	22
31	Training of Trainers Certificate Programme (Batch 11)	12-16 Jun 2023	Brunei Darussalam	5	4	9
TOTAL				303	353	<u>656</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 VOCTECH and a partner organisation to meet the training needs of specific target beneficiaries.

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

Table 4. Special Training Programmes (STP), Fiscal Year 2022/2023

NO.	TITLE	DATES	VENUE	NO. OF PARTICIPANTS BY GENDER		
				MALE	FEMALE	TOTAL
1	ISO Awareness Programme for SV Staff	4 Mac 2023	Dewan Seri Kerna, SEAMEO VOCTECH	20	22	42
2	ISO Training for SV Management and ISO Taskforce	10–11 May 2023	Dewan Jubli, SEAMEO VOCTECH	10	10	20
3	Workshop on The Creative iPad	15 & 17 Apr 2023	Dewan Jubli, SEAMEO VOCTECH	5	5	10
4	Simulator and Augmented Reality Technology in Welding Training Programme	13–14 Jun 2023	Dewan Seri Kerna, SEAMEO VOCTECH	11	5	16
TOTAL				46	42	88

Summary of Training Programmes Conducted

Overall, the Centre was able to conduct 49 training programmes, attended by 1070 participants. Of the overall total participants, 536 were male while female participants comprised 534 participants. The summary of the training programmes conducted for Fiscal Year 2022/2023 is shown in Table 5.

Table 5. Summary of Training Programmes, Fiscal Year 2022/2023

TYPE OF TRAINING PROGRAMMES	NUMBER OF TRAINING PROGRAMMES	GENDER OF PARTICIPANTS		TOTAL
		MALE	FEMALE	
Regional Training Programme	7	93	53	146
In-Country Training Programme	7	94	86	180
Customised Training Programme	31	303	353	656
Special Training Programme	4	46	42	88
Total	49	536	534	1070



5

KRA 2:

**Research and
Development**

Key Result Area 2:

Research and Development

Research and Development (R&D) constitutes a fundamental and integral element within the operations of SEAMEO VOCTECH as an international organisation. The extensive engagement in research and consultancy endeavours empowers the centre to generate valuable knowledge and provide exceptional services, not only to Brunei but also to fellow SEAMEO member nations and beyond. R&D activities encompass two key aspects: Institutional Research aimed at enhancing the Center's performance and Applied Research addressing prevailing issues and emerging trends in TVET. This division is headed by the research manager and supported by a research officer, alongside a team of specialists.

Institutional research primarily serves to bolster the Center's programs, with a particular emphasis on its training initiatives. Conversely, when it comes to external and applied research projects, the Center conducts timely research studies in response to input or requests from its governing board, partners, and donors. The research activities serve as a platform for the Center to bolster its global presence by showcasing and disseminating its research endeavours through presentations and publications. Furthermore, the Center's R&D efforts encompass a wide range of activities, including the execution of research studies, validation of research findings, participation in conferences and forums to present research papers, publication of research works, and the facilitation of training programs on research-related subjects.

Additionally, the division also provides training programs focused on research methodologies, including specialised courses in areas such as Impact Evaluation studies. Moreover, the Center extends its consultancy services to support the execution of research studies, validation processes, and advisory roles, both within the institution and on an international scale, with the overarching goal of strengthening TVET.

Research

The institutional research to measure Customer Satisfaction Index (CSI), which is intended to generate participants' feedback for regional, in-country and customised training programmes, was regularly conducted by the Centre during FY 2022/2023. This evaluation was administered at the end of the programme. The results of the evaluation will be used to enhance future programmes. The indicators of the CSI are organisation and planning, instructional delivery, contents, facilitator, and the usefulness of the session. For this fiscal year, the Centre has continued to progress in the following research projects:

1. Inter-Centre Collaboration Research Project on "Readiness of TVET Institutions for IR 4.0 in the Southeast Asia" (completed)
2. Behavioural Study of Reskilling & Upskilling for Women in ASEAN region (in progress)
3. 'Motivations of Teachers in Southeast Asia: Foresight on Making Teachers Stay in the Profession' led by SEAMEO INNOTECH (in progress)
4. Validation for Graduate Employment Study 2022 for Department of Higher Education, MOE (in progress)
5. Validation for Graduate Employment Study 2023 for Department of Higher Education, MOE (in progress)
6. Employer Satisfaction Study 2022 for Department of Higher Education, MOE (in progress)
7. Validation for Employer Satisfaction Study 2021 for IBTE (completed)

Consultancies

Besides research activities, the Centre also conducted consultancies during the fiscal year of 2022 - 2023. The followings are the consultancy projects carried out by the Centre:

1. ASEAN BUSINESS AWARD - Skills Development Award funded by GIZ-RECOTVET (completed)
2. Revised and developed specified TVET regulatory documents for National Institute for Labour Force Development (INDMO), Timor-Leste (completed)
3. Strengthening Technical And Vocational Education And Training (TVET) in CAREC Member Countries through Online Capacity Building Programmes In Tourism And Hospitality Professions (in progress)

Papers Presented

Twenty (20) 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 2022/2023:

1. Presented a paper 'Partnerships to build skills for employment – focus on bridging skills gap between curricula and industry needs' at 2nd Timor-Leste International Skills Conference, Timor-Leste, 15–16 Aug 2022
2. Presented a paper 'Profile of Mechanical Engineering Education to meet the requirements of ASEAN TVET Teachers' at *Workshop Penyusunan Kurikulum OBE, Analisis Capaian Pembelajaran dan RPS* (Organised by Universitas Negeri Yogyakarta, Indonesia), 27 Aug 2022
3. Presented a paper 'COVID-19: A New Resilience Test for UK TNE Partnerships in Malaysia' at UK-South East Asia Higher Education and Research Partnerships (UK-SEA PEER) Virtual Conference, 9 September 2022.
4. Presented a paper 'SEAMEO: Promoting Lifelong Learning and Learning Societies in Southeast Asia' at ASEAN+3 Countries E-Forum on Skills Development (Organised by ILO), 20–21 Sep 2022
5. Presented a paper 'The use of Innovative Technologies in TVET' for 2022 East and Southeast Asia UNEVOC Network Consolidation Workshop (Organised by KRIVET, South Korea), 28 Sep 2022
6. Presented a paper 'Vocational Education and Training Partnerships: Past, Present & Futures' at UK-SEA PEER Concluding Hybrid Conference (Organised by Coventry University & British Council), 10 Oct 2022
7. Presented a paper 'Integration of Soft Skills in Engineering Education' at Conference of Mechanical, Industrial and Education Engineering 2022 (Organised by Universitas Negeri Malang, Indonesia), 20 Oct 2022
8. Presented a paper 'Meeting the ASEAN skills challenge: Regional and National Initiatives' at Wilton Park dialogue: Meeting ASEAN's Skills' Challenges (Organised by Wilton Park), 21 – 23 Nov 2022
9. Presented a paper 'Internationalizing TVET partnerships in Southeast Asia: Equity, Sustainability and Diplomacy' at , SEAMEO RIHED Symposium, Bangkok, Thailand, 24–25 Nov 2022 capacity Building Programmes In Tourism And Hospitality Professions (in progress)
10. Presented a paper 'TVET in VUCA World' at 8th World Conference on TVET – Resilient TVET in VUCA World: Towards the needs of Global Development (Organised by UTHM, Malaysia), 14 Dec 2022
11. Educational Digitalisation Initiatives in ASEAN Countries, CACIE TVET International Conference: Digitalizing TVET, Reshaping Skills, 16–18 February 2023

12. Presented a paper 'Development of Frameworks For Assessing The Readiness of TVET Institutions For Ir 4.0' at the 11th SEAMEO – University of Tsukuba Symposium, 20–22 Feb 2023
13. Presented a paper 'Learning and Sustaining UK-Southeast Asia Technical Vocational Education and Training Partnerships' at CPRN Summit 2023, Penang, Malaysia, 7–9 Mar 2023
14. Presented a paper 'The Readiness of TVET Institutions for IR 4.0 in Southeast Asia' at CPRN Summit 2023, Penang, Malaysia, 7–9 Mar 2023
15. Presented Best Practices and Collaboration in TVET (at BIMP-EAGA) to Close the Competency Gap (Presenter) – 3rd BIMP-EAGA TVET Conference 2023, TVET to Drive Innovation and Talent Development, 8–9 March 2023, Kuching, Sarawak, Malaysia
16. Participated in a dialogue 'Applied HE: It's time to recognize the value of TVET in higher education', by Applied HE, Singapore, 3 May 2023
17. Presented a paper 'TVET Standards in Southeast Asia' at *"Sinergi dan Kerjasama dengan Mitra Asia Tenggara di Bidang STEM, Pariwisata dan Metaverse"*, by SEAMEO QITEP Science, Bandung, Indonesia (Online), 4–6 May 2023
18. Presented a paper 'Youth Employability, Mobility, and Resilience in the Digital Age' at ASEAN Regional Forum on the Future of Education, 24–26 May 2023
19. Presented a Keynote paper, 'The Role Of Vocational Education To Secure High-Tech Talent And National Competitiveness In The Digital Age: A Macro And Micro Perspectives' at Korean Society for Vocational Education Forum, 27 June 2023
20. Presented research progress on 'The Readiness of TVET Institutions for IR 4.0 in Southeast Asia' at Launching Meeting of the Study on the Use of Digital Technologies in Post-Secondary TVET Institutions in ASEAN+3 Countries, Shenzhen, China, 27–28 June 2023



6

KRA 3:

Knowledge Management

Key Result Area 3:

Knowledge Management

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

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

► Information Sharing

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

- **Digital and Online Publication**

The Centre maintained its digital publications as one of the main mediums in disseminating and sharing information. The participants of the regular training programme are always provided with a digital copy of the course materials. The corporate multimedia was upgraded to incorporate the

latest information on the activities and new programmes and services of the Centre. For this fiscal year, the digital publications developed by the Centre include:

- ✓ Annual Report 2021/2022 – approved and endorsed at last year’s GBM
- ✓ 33rd GBM Report – distributed to GB Members

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

The new SEAMEO VOTTECH website was officially re-launched on the 12th of June 2023 by Her Excellency Sara Z. Duterte, Vice President of the Republic of the Philippines and Secretary of the Department of Education.

Our learning management system, EDUNET, is currently undergoing migration to SEA-VET.net, the Regional Knowledge Platform for TVET hosted by SEAMEO VOTTECH. Whilst EDUNET continues to serve as the database for the learning materials used in two existing flagship training programmes of the Centre, which could be accessed by participants and alumni. The Thinkific LMS integrated into SEA-VET Learning functions as the enhanced learning management system and database for all recently added training programmes.

• **Social Media**

SEAMEO VOTTECH has incorporated social media tools such as Facebook and Instagram as means of disseminating information to the public.

The Centre’s Facebook page at www.facebook.com/vottech.centre and Instagram page at www.instagram.com/seameovottech/ are being used regularly and extensively to promote training programmes, regional forums, international conferences, and significant events. The page aims to build collaborative communities around a shared experience or interest especially in the areas of ICT, Curriculum Design, Teaching and Learning, Management and Research. In addition, the page also serves as a rallying point for the Centre’s alumni to reconnect and to share their enthusiasm for TVET.

- **Media Publicity**

Leading media organisations, both print and broadcast media, have always been important partners in disseminating the important events of the Centre. The opening and closing programmes of the regular, customised and special training programmes, including fora and conferences, were always covered by media organisations. The leading English and Malay-language daily newspapers and some Chinese media groups in Brunei published news articles prepared by media correspondents and by the Centre. Most often, these articles were located in the prime page of their newspaper and were usually published in their online publications.

Aside from the print media, the broadcast media always covered the Centre's events and activities. The Radio Television Brunei (RTB) Network in its latest news broadcasting programme always airs the opening and closing ceremonies of the regular training programmes and the fora conducted by the Centre. In some cases, the Centre Director or his representative would be invited as a guest in their public affairs programme to discuss the latest events in the Centre.

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

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 at 30 June 2023, SEA-VET.NET registered 431,385 visits by 96,726 users and has produced/published 11 country profiles, 529 TVET news, 195 TVET events, 260 publications, 37 initiatives programme, 15 good practices, 16 community of practices, and 37 online courses.

- **Launch of SEA-VET Lab**

SEA-VET.net has successfully collaborated with SEAMEO VOCTECH's Training Division in conducting and delivering 37 online training courses using Thinkific LMS software. On 23 July 2022, SEA-VET Learning was successfully launched on SEA-VET.net at SEA-VET Lab, SEAMEO VOCTECH and was officiated by Yang Berhormat Datin Seri Setia Dr. Hajah Romaizah binti Haji Mohammad Salleh, Minister of Education Brunei Darussalam.

SEAMEO Voctech receives boost in capacity building

James Kon

The Southeast Asian Ministers of Education Organization for Vocational and Technical Education and Training (SEAMEO Voctech) Regional Centre and China's Go Study Global Education signed an agreement to collaborate in technical and vocational education and training yesterday.

The memorandum of agreement includes collaboration in skills training and professional development programmes, sharing of expertise and assistance on teaching resources, capacity building and other related activities.

SEAMEO Voctech Regional Centre Director Alias bin Haji Abu Bakar and General Manager of Go Study Global Education Yu Qi signed the agreement for their organisations.

The centre director said the agreement will provide training for locals to meet the demand of companies operating in the country, including those from China.

"It is timely that we can offer skills training demanded by industries that can address unemployment and at the same time, strengthen regional collaborations," he said.



SEAMEO Voctech Regional Centre Director Alias bin Haji Abu Bakar and General Manager of Go Study Global Education Yu Qi exchange signed documents.
PHOTOS: JAMES KON



A group photo of the participants at the event

- **Launch of Private Sector Page**

On the 27th of October 2022, the Private Sector Page was officially launched in Bangkok, Thailand, in conjunction with the International Conference titled 'Digitalising and Greening TVET for Sustainable Development.' The Private Sector Page is an extension of SEA-VET.net, specifically tailored to cater to the needs of the business world, offering a hands-on overview to help them engage in skills development.

- **Launch of ASEAN TVET Council (ATC) Webpage**

During the fiscal year 2022/2023, SEA-VET.net hosted a webpage dedicated to the ASEAN TVET Council. This webpage was officially launched on the 30th of May 2023, in Bangkok, Thailand, with Mr. Alias Haji Abu Bakar, the Centre Director of SEAMEO VOCTECH, presiding over the event in the presence of members of the ASEAN TVET Council. The webpage provides a comprehensive list of ASEAN TVET Council members, details their Terms of Reference (TORs), and offers insights into the council's operations. Notably, a key feature of this webpage is the ASEAN TVET Council's work plan, designed to provide guidance for the council's activities from 2021 to 2030. These activities are strategically aimed at achieving specific outcomes within the six priority areas outlined in the Terms of Reference of the ASEAN TVET Council.



7

KRA 4:

Organisational Sustainability and Corporate Social Responsibility

Key Result Area 4:

Organisational Sustainability and Corporate Social Responsibility

Organisational Sustainability and Corporate Social Responsibility is a key result area in which activities revolve around the internal operations of SEAMEO VOCTECH. It focuses on four important aspects of operation which are financial management, infrastructure improvements, human resource management and development, and business and marketing. In as much as SEAMEO VOCTECH is geared towards achieving global recognition, it would be prim and proper to include in its strategic plan the enhancement of its physical facilities, sound and transparent management of its financial assets, intensive reinforcement of capabilities of its existing human capital and strengthen the Centre's visibility and Corporate Social Responsibility.

During this fiscal year, SEAMEO VOCTECH has been working on strengthening and expanding partners, clientele and funding donors to collaborate and support each other in implementing the Centre's programmes. By doing so, this will sustain the image of the Centre and offer more services to the targeted community. In addition, the Centre is also working on marketing its services and facilities to create additional revenues to implement more programmes.

To ensure global visibility and to meet its social responsibility, the Centre participated in SEAMEO-initiated meetings, continued expanding and strengthening its partnership with relevant international organisations, and participated in international conferences. The annual SEAMEO VOCTECH Governing Board Meeting was also held to seek guidance and policy direction in carrying out the mandate of the Centre. SEAMEO VOCTECH also signed new Memorandum of Understand (MoU) and Memorandum of Agreement (MoA) with Labtech International Ltd (LABTECH), FESTO DIDACTIC, Go Study, Instituto Nacional De Desenvolvimento De Mão-de-obra (INDMO., IP.), Singapore National Employers Federation (SNEF) ASEAN Future Workforce Council

(AFWC), Universiti Brunei Darussalam (UBD), Philippine Normal University, Philippines (PNU), Politeknik Sultan Salahuddin Abdul Aziz Shah (PSA), and Universiti Tun Hussein Onn Malaysia (UTHM).

► Staffing and Development

During the Fiscal Year 2022/2023, the Centre operated with a total workforce of 48 individuals, including management, support staff, and i-Ready apprentices. Unfortunately, during this period, the Centre offered its condolences as the former Security Guard, Mohammad Amin Shah bin Haji Kasah, passed away and left the Centre on the 23rd September 2022.

Additionally, the centre welcomed seven (7) new staff members. Table 6 provides details, including the name, position and the start of employment at the Centre.

Table 6 – New staff members at SEAMEO VOCTECH

NO.	NAME	POSITION	START DATE
1	Muhammad Afiq Rafieuddin bin Haji Burhanuddin	IT Officer for SEA-VET.net (GiZ)	1 July 2022
2	Nur Haidatul Fatinah binti Haji Marzuki	Assistant Content Officer for SEA-VET.net (GiZ)	1 July 2022
3	Dr. Hartini binti Haji Mashod	Research Officer	20 July 2022
4	Saiful Anuar bin A. Rahim	TVET Consultant	19 December 2022
5	Silva Das S. Rajagopal	TVET Consultant & Head of Quality Assurance	16 January 2023
6	Norzahidah binti Buhasri	Research Assistant	26 June 2023
7	Aina Nazurah@Nabilah binti Haji Nordin	Research Assistant	26 June 2023 – 26 August 2023

The Centre also received ten (10) internship students during the fiscal year. Table 7 provides details, including the students' names, their respective institutions, and the start and end dates of their internships at the Centre.

Table 7 – Internship students at SEAMEO VOCTECH

NO.	NAME	INSTITUTION	START DATE	END DATE
1	Mohammad Harith Masyadi bin Muhammad Madini	Universiti Brunei Darussalam	04 July 2022	31 December 2022
2	Muhd Wazif bin Mohd Sabri	Universiti Brunei Darussalam	04 July 2022	31 December 2022
3	Yura Sri Nur'Ain Qaisara binti Abdullah Yura Saiful Bahrin	Universiti Brunei Darussalam	04 July 2022	31 December 2022
4	Goh Hui Fong	Universiti Brunei Darussalam	04 July 2022	31 December 2022
5	Tin Azarya	Politeknik Brunei	04 July 2022	31 December 2022
6	Ak. Mohammad Adli Azmi bin Pg Eddy Roslandy Suwardy	Politeknik Brunei	04 July 2022	31 December 2022
7	Nurul 'Azizah binti Haji Zulkifli	Politeknik Brunei	03 January 2023	30 June 2023
8	Mattew Lingie Anak Minggat	Politeknik Brunei	03 January 2023	30 June 2023
9	Afif Dannel bin Ibrahim	Politeknik Brunei	03 January 2023	30 June 2023
10	Mohammad Faiz Norhamizan bin Abdullah Merhaisme	Politeknik Brunei	03 January 2023	30 June 2023

Table 8 shows the management and support staff distributed among the different offices and divisions.

Table 8 – Centre’s Management and Staff, Fiscal Year 2022/2023

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
Information and Technology Manager	1
Knowledge Management Manager/TVET Specialist	1
Finance and Procurement Manager	1
*Facilities Management Manager	-
Sales and Marketing Manager	1
Office of Centre Director	1
Office of Administration	2
Office of Corporate Affairs	1
Training and Professional Development Division	3
Research and Development Division	3
Knowledge Management Division	5
Sales and Marketing Division	1
Finance and Procurement Division	4
Information and Technology Division	2
Facilities Management Division	13
**i-Ready apprentices	3
TOTAL	<u>48</u>

*Acting by SMM.

**Completed apprenticeship program on 17 September 2023.

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. The Centre staff attended training programmes, conferences and forums as participants, resource persons or keynote speakers. As a safety measure due to the COVID-19 outbreak, the Centre adjusted to the 'new normal.' This meant that some training sessions, conferences, meetings, webinars, and forums were attended by staff in both virtual and physical formats, whether it was locally or when travelling abroad. Table 9 shows the local courses / conferences / meetings / webinars attended by the staff during the Fiscal Year 2022/2023.

For fiscal year 2022/2023, the Centre was able to organise staff development programmes to upgrade the professional competencies of the staff, as well as maintain their physical and spiritual well-being through events that included an insurance briefing, talks, donation of data to students and teachers, and an Eid celebration for the staff where donations to orphans were also distributed.

For this fiscal year, 'Tahlil' Prayer is held every Thursday morning and is continuously practised by the staff as a means of spiritual renewal. As part of their sacred duty, the staff also observe all Islamic Religious celebrations.

**Table 9 – Local Courses/Webinars/Conferences/Meetings Attended by Officers and Staff,
Fiscal Year 2022/2023**

NO.	COURSE/MEETING/CONFERENCE/ WORKSHOP/ SEMINAR/ACTIVITY	PLACE	DATE	NO. OF ATTENDEES
1	Taklimat Tatatertib Pengawal Keselamatan siri Ke-Empat 2022	Ministry of Education	21 Jul 2022	1
2	SPK Talk (Skim Persaraan Kebangsaan)	Universiti Brunei Darussalam	03 Aug 2022	34
3	Konvensyen Belia Brunei sempena sambutan Hari Belia Kebangsaan kali ke-17, Tahun 2022	Pusat Persidangan Antarabangsa Brunei	09-11 Aug 2022	5
4	World Vocational and Technical Education Development Virtual Conference – 'Digital Learning in Post-Pandemic Technical Vocational Educational and Training'	Virtual	19 - 20 Aug 2022	1
5	Majlis Persidangan Hari Guru Tahun 2022 sempena sambutan Hari Guru ke-32, Tahun 2022, Kementerian Pendidikan	Universiti Brunei Darussalam	28 - 29 Sept 2022	1
6	Program Tarbiyah Rohani: Kesihatan Mental dalam Perspektif Islam	Multi Purpose Hall, IBTE School of Aviation	22 Oct 2022	2

7	Taklimat penubuhan Persatuan Keselamatan Siber Brunei Darussalam	Radisson Hotel	31 Oct 2022	2
8	Taklimat Hal-Ehwal Jenayah bagi warga Perkhidmatan Awam, Kementerian Pendidikan	Multi Purpose Hall, IBTE School of Aviation	12 Nov 2022	2
9	Coffee with DP-Presentation of Project-Based consultancy and training (PBCTrain) in Big Data Analytics for Education Research	Dewan Utama Jabatan Perkembangan Kurikulum, Kementerian Pendidikan	10 Dec 2022	2
10	2 nd Annual Lifelong Learning Industry Engagement Day (ALLIED) 2022 anjuran Pusat Pembelajaran Sepanjang Hayat (Pusat L3), Kementerian Pendidikan	Damai Ballroom, Level 3, Aman Hills Hotel, Brunei Darussalam	14 Dec 2022	1
11	ISO Awareness Training	SEAMEO VOCTECH	04 Mac 2023	43
12	Kursus Signature Programme: Change Management (JEP)	Institute Perkhidmatan Awam	15-16 Mac 2023	1
13	Creative Ipad Bootcamp for SV Staff	SEAMEO VOCTECH	15 & 17 Apr 2023	11
14	Bengkel Hal-Ehwal Tindakan Tatatertib, Kementerian Pendidikan	Pusat Pembelajaran Sepanjang Hayat, RPN, Lambak Kanan	22 May 2023	1
15	Pemberigaan Pengemaskinian semula peraturan-peraturan pegawai-pegawai kerajaan akta Suruhanjaya Perkhidmatan Awam, undang-undang Negara Brunei Darussalam	Jabatan Perdana Menteri	19 Jun 2023	1

SEAMEO Meetings

The Centre officials regularly attend and participate actively in the deliberations of SEAMEO meetings. During this fiscal year, the majority of the meetings attended involved international travel. Table 10 show a list of the meetings attended:

Table 10 – SEAMEO Meetings, venue and date

NO.	SEAMEO MEETINGS	VENUE	DATE
1	Centre Directors Meeting	Bangkok, Thailand	25 – 27 July 2022

2	UK-South East Asia Higher Education and Research Project, SEAMEO RIHED Conference	Bangkok, Thailand	24 – 25 Nov 2022
3	45th SEAMEO High Official Meeting (HOM)	Bangkok, Thailand	25 – 30 Nov 2022
4	52nd SEAMEO Council Conference	Manila, Philippines	08 – 10 Feb 2023
5	2022/2023 SEAMEO Service Awards	Manila, Philippines	08 Feb 2023
6	SEAMEO Centres Policy Research Network (CPRN) SUMMIT 2023, “Embracing Inclusivity in Education, Science and Culture Towards a Future-Ready Southeast Asia”, SEAMEO RECSAM	Penang, Malaysia	06 – 09 Mac 2023

Governing Board Meeting

The GB Meeting is an annual SEAMEO VOCTECH event that serves as an avenue to discuss priority issues of the Centre crucial in carrying out its mandate, and for the GB to review the Centre’s activities and presentation of its accomplishments, as well as endorse resolutions and actions taken by the Centre.

On 26th October 2022, the Centre convened its 33rd Governing Board Meeting and was held at Hotel Avani Sukhumvit, Bangkok, Thailand. The meeting was attended by the Governing Board Members and representatives from the 11 SEAMEO Member Countries as well as the Centre Director, managers and officers. The Board was able to approve three (3) resolutions, and acknowledged five (5) initiatives and reports on the implementation of the Centre’s programme and services. During the Opening Ceremony, the Guest of Honour, Mr. Wittawat Punjamawat, Advisor, Policy and Planning Office of Vocational Education Commission (OVEC), Thailand.

The GB Meeting was followed up with a forum, themed ‘Digitalising and Greening TVET for Sustainable Development’ on 27th October 2022, with participation from invited keynote speakers

from SV's strategic partners namely; Prof. Georg Spoettl, University of Bremen; Julien Magnat, ILO, Bangkok; and Dr. Margarita Pavlova, UNEVOC, Hong Kong. GB Members and industry representatives also participated in the three panel discussions.



A number of working papers were prepared for the meeting, including: Follow-up actions by the SEAMEO Centres and Network. For fiscal year 2021/2022 are presented in two (2) categories which are the Policy Related Matters and SEAMEO programmes and projects:

1. A Collaboration with GIZ-RECOTVET; Proposal for Inter-Centre Collaboration Programme / Project on “The Readiness of TVET Institutions for IR4.0 in Southeast Asia”;
2. Conduct of Training of Trainers / In-Company Trainers Certification Course: A SEAMEO VOTTECH Flagship Programme; and Revised Staff Rules and Regulations.

The next GB meeting will be held physically in Timor Leste on 23- 25 October 2023.

► **International Conferences, Workshops, Meetings and Visits**

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

**Table 11 – OVERSEAS COURSES/MEETINGS/CONFERENCES/WORKSHOPS/SEMINARS/ACTIVITIES
PHYSICALLY ATTENDED BY SEAMEO VOCTECH STAFF (July 2021 – June 2022)**

NAME	COURSE/MEETING/CONFERENCE/ WORKSHOP/ SEMINAR/ACTIVITY	PLACE	DATE
Dr. Paryono	9 th Steering Committee In-Company Trainers in Asean Countries	Bangkok, Thailand	25-27 Jul 2022
Dr. Jaya Priah Kasinathan			
Noorhayati Cynthia binti Abdullah			
Dr. Paryono	Coaching Sessions on Additional Competence for The Alignment of Training of Trainers and ASEAN In-Company Trainer Standard	Bangkok, Thailand	03-05 Aug 2022
Dr. Jaya Priah Kasinathan			
Noorhayati Cynthia binti Abdullah			
Alias bin Haji Abu Bakar	The 2 nd Timor-Leste International Skills Conference	Dili, Timor Leste	15-16 Aug 2022
Alias bin Haji Abu Bakar	ASEAN TVET Council (ATC) Study tour	Frankfurt, Germany	24 Sept - 05 Oct 2022
Dr. Jaya Priah Kasinathan	UK-South East Asia Higher Education and Research partnership (UK-SEA PEER Project) Conference	United Kingdom	10-12 Oct 2022
Dr. Paryono	Training Regional Modules, "Fit for IR 4.0 Workshop"	Bangkok, Thailand	31 Oct 01 Nov 2022
Saiful Anuar bin A.Rahim	Labtech International – SEAMEO VOCTECH collaboration Programme Meeting	Malaysia	11-12 Nov 2022
Dr. Paryono	The 2 nd Meeting of ASEAN TVET Council (ATC)	Philippines	17-18 Nov 2022
Dr. Paryono	Wilton Park Dialogue: Meeting ASEAN's skills' Challenges'	Ho Chi Minh, Vietnam	21-23 Nov 2022
Pg. Hj Mohamad Sufri bin Pg. Ali			

Alias bin Haji Abu Bakar	The signing of MoU with Singapore National Employers Federation (SNEF) and meeting and Working Visit in Singapore	Singapore	26-28 Dec 2022
Pg. Hj Mohamad Sufri bin Pg. Ali			
Saiful Anuar bin A. Rahim			
Leanne binti Abdullah Lee @ Yen Chin			
Alias bin Haji Abu Bakar	Meeting with Vocational Technical Education and Training (BPLTV), Ministry of Education Malaysia	Malaysia	29-31 Dec 2022
Pg. Hj Mohamad Sufri bin Pg. Ali			
Saiful Anuar bin A. Rahim			
Leanne binti Abdullah Lee @ Yen Chin			
Noorhayati Cynthia binti Abdullah (Course Coordinator)	In-Country Training Programme: "Curriculum Development to Match Industrial Needs and Workplace Requirement	Bangkok, Thailand	05-09 Mac 2023
Dr. Priah Kasinathan	BIMP-EAGA TVET Conference 2023 "TVET to Drive Innovation and Talent Development"	Kuching, Sarawak, Malaysia	08-09 Mac 2023
Saiful Anuar bin A.Rahim			
Aiman Bazilah binti Haji Alihan	[Exhibition] BIMP-EAGA TVET Conference 2023 "TVET to Drive Innovation and Talent Development"		
Muhammad Afiq Rafieuddin bin Hj Burhanuddin			
Nur Haidatul Fatinah binti Hj Marzuki			
Dr. Paryono (as Lead Consultant)	Timor-Leste TVET Support and Consultancy Project: "Revise And Develop Specified TVET Regulatory Documents"	Timor Leste	14-16 Mac 2023
Lim Bee Yew (as TVET Specialist)			
Dr. Hartini binti Haji Mashod (as Administrative Officer)			
Dr. Paryono	The Hybrid Regional Master Trainer Training (2023) on the Standard for In-company Trainers in ASEAN Countries	Incheon, South Korea	29 May - 15 June (online) 22-30 Jun (physical)
Noorhayati Cynthia binti Abdullah			
Lim Bee Yew			

Aiman Bazilah binti Haji Alihan (participant/Master of Ceremony)	2 nd ASEAN TVET Council Regional Policy Dialogue and 3 rd Workshop on Organization Development	Bangkok, Thailand	29-31 May 2023
Muhammad Afiq Rafieuddin bin Hj Burhanuddin (participant/Information Technology Team)			
Noorfitriyah Hafiizah binti Md Hassan (Exhibitor)			
Nur Haidatul Fatinah binti Hj Marzuki (Exhibitor)			
Pg. Hj Mohamad Sufri bin Pg. Ali	Skills Forecasting for the Fourth Industrial Revolution Short Courses for ASEAN Digital Transformation and Future Skills	Brisbane, Canberra, Australia	12-23 Jun 2023
Dr. Paryono (Lead Consultant)	Timor-Leste TVET Support and Consultancy Project-Validation Visit and Capacity Building "Revise and Develop Specified TVET Regulatory Documents"	Timor-Leste	14-18 June 2023
Noorhayati Cynthia binti Abdullah (Consultant)			
Dr. Priah Kasinathan (Consultant)			
Dr. Hartini binti Haji Mashod (Administrative Officer)			
Ariffin bin Haji Yusof (Coordinator)	In-Country Training Programme "Applying IR 4.0 Technologies In Teaching And Learning With Open -Source Applications"	Malaysia	19-23 Jun 2023
Saiful Anuar bin A.Rahim (Coordinator)			
Dr. Hartini binti Haji Mashod	UNESCO Bangkok Launching Meeting UNESCO TVET Strategy for 2022-2029 The Study on the use of Digital Technologies in Post-Secondary TVET Institutions in The ASEAN + 3 Countries	Shenzhen China	26-29 Jun 2023

Networking and Partnership

For Fiscal Year 2022/2023, the Centre signed three (3) Memorandum of Agreement as follow:

1. Labtech International Ltd (LABTECH) on 23 July 2022
2. FESTO DIDACTIC on 23 July 2022
3. Go Study, China on 12 July 2023

Additionally, the Centre also signed seven (7) Memorandum of Understanding with:

1. Instituto Nacional De Desenvolvimento De Mão-de-obra (INDMO., IP.) on 15 August 2022
2. Singapore National Employers Federation (SNEF) on 27 December 2022
3. ASEAN Future Workforce Council (AFWC) on 16 February 2023
4. Universiti Brunei Darussalam (UBD) on 12 June 2023
5. Philippine Normal University, Philippines (PNU) on 12 June 2023
6. Politeknik Sultan Salahuddin Abdul Aziz Shah (PSA) on 28 July 2023
7. Universiti Tun Hussein Onn Malaysia (UTHM) on 28 July 2023

The Centre not only established new partnerships but also sustained collaborations with diverse institutions and organisations in the field of Technical and Vocational Education and Training (TVET). These collaborations span a multitude of activities, such as skills training, professional development, capacity building, and innovative human resource development initiatives. They extend to strategic partnerships with industry stakeholders to advance digital, green TVET, and sustainable development. Moreover, these partnerships encompass the exchange of training programmes, personnel, experts, researchers, and joint research endeavours, including international research conferences.

Fiscal Year 2022/2023:

- Centre for Technology Excellence Sarawak (CENTEX), Malaysia
- China Education Association for International Exchange (CEAIE), China
- Colombo Plan Staff College (CPSC), Philippines
- Department of Technical & Vocational Education, Lao PDR
- Don Bosco-One TVET, Philippines
- GIZ-RECOTVET, Germany
- Guizhou Provincial Department of Education (GPDE), China
- Institute of Brunei Technical Education (IBTE), Brunei Darussalam
- Korea Research Institute of Vocational Education and Training, The Republic of Korea
- Malang State University, Indonesia
- Manpower Planning and Employment Council (MPEC) Secretariat i-Ready Apprenticeship Programme, Brunei Darussalam
- Nisai Group, United Kingdom
- Rajamangala University of Technology Thanyaburi (RMUTT), Thailand
- Sarawak Skills, Malaysia

- SEAMEO for Education in Science and Mathematics (SEAMEO RECSAM), Malaysia
- SEAMEO Regional Centre for Innovation and Technology (SEAMEO INNOTECH), Philippines
- SEAMEO Regional Centre Open Learning Centre (SEAMOLEC), Indonesia
- SEAMEO for Technical Education Development (SEAMEO TED), Cambodia
- Shenzhen Polytechnic University, China
- Technical Education and Skills Development Authority (TESDA), Philippines
- Temasek Foundation and ITE-ES, Singapore
- UNESCO Asia and Pacific Bureau for Education, Bangkok
- UNESCO-UNEVOC, Germany
- Universiti Sains Malaysia (USM), Malaysia
- Universiti Teknologi Brunei (UTB), Brunei Darussalam

Future Initiatives

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

- Offer Training of Trainers and In-Company Trainer Certification Programmes
- Offer Micro-Master Teachers Training Programme
- Establish Regional TVET Teacher Training Academy (RT3A)
- Expand the scope and reach of the Regional Knowledge Platform: SEA-VET.net
- Promote innovative training programmes using Smart Lab technology
- Identify relevant funding donors for flagship research projects
- Publish thematic materials on contemporary issues in TVET
- Establish an attractive marketing package for the local and international markets
- Initiate environmental awareness programmes



8

SV Activities

KRA 1: Training and Professional Development



**SV-TEMASEK-ITEES: Food
Processing and Technology**
Singapore, 12-23 June 2023



**Dr. Ethel Agnes
Pascua-Valenzuela Facilitate for
Retreat on Developing
SV 7th FYDP**



**Retreat on Developing SV 7th FYDP
Strategic Planning Workshop**
2-3 October 2023



ISO Training
17 - 18 August 2023



**Customer Care Training Services
for JPMC (Batch 10)**
14 -16 March 2023



**Training of Trainers
Certificate Programme
(Batch 10)-UNN**
13,15,16 & 27-29 March 2023



**SV-Labtech Hybrid Teacher Upgrading
Programme on Empowering Teachers for
IR4.0 Using Virtual Technology**
10 - 13 July (Online),
17 - 25 July 2023 (On-site - Labtech, Batam Indonesia)



**Post-Singapore Workshop (PSW) on
Skills Upgrading in Hotel Management
with
Industry 4.0 (Customer Relationship
Management)**
17 - 18 October 2023



**In-Country Training Programme Applying
Student-Centred Teaching and Learning
Methodologies**
Malang, Indonesia. 13 - 16 November 2023

KRA 2: Research and Development



**Regional Training Programme on ICC Project on 'The Readiness of TVET Institutions for IR 4.0 in SEA', Brunei Darussalam
8 - 10 November 2022**



**GES 2022 Validation visit to ICS
18 January 2022**



Discussion among R&D team



**CPRN Summit in
SEAMEO RECSAM
7 March 2023**



**FGD Session with Industry Stakeholders for
ICC Project 'The Readiness of TVET Institutions
for IR 4.0 in SEA'
16 February 2023**



**GES 2023 Validation visit to UBD
22 August 2023**



**Presentation of Consultancy Project
with Timor-Leste on TVET Quality
Manual at Timor Leste
15 June 2023**



**In-Country Training Programme
on 'Conducting an Impact
Evaluation and Training
Programme' at IBTE, Brunei
Darussalam
24-26, 30 & 31 January 2023**



**Presentation of Regional Findings for ICC
Project 'The Readiness of TVET Institutions for
IR 4.0 in SEA' at Penang, Malaysia
8 November 2023**



**GES 2023 Validation visit
to UNISSA
19 August 2023**

KRA 3: Knowledge Management



SEA-VET.net Focal Point and Strategic Partner Workshop: Sharing Knowledge for better TVET systems in Southeast Asia
Bangkok, Thailand
28 October 2023



Launch of Private Sector Page at SEAMEO VOCTECH International Conference
Bangkok, Thailand
27 October 2022



Booth exhibition at SEAMEO VOCTECH International Conference
Bangkok, Thailand
27 October 2022



2nd ASEAN TVET COUNCIL Regional Policy Dialogue
Bangkok, Thailand
30 - 31 May 2023



SEAMEO VOCTECH Booth Exhibition at BIMP-EAGA TVET Conference
Kuching, Malaysia
8 - 9 March 2023



ASEAN-ROK TVET Mobility Programme: Workshop
Jakarta, Indonesia
3 - 5 May 2023



Launch of SEAMEO VOCTECH New Website
12 June 2023



Official visit from Her Excellency Sara Z. Duterte, Vice President of the Republic of the Philippines and Secretary of the Department of Education
12 June 2023



Launch of ASEAN TVET Council Webpage
Bangkok, Thailand
30 May 2023



MOU between SEAMEO VOCTECH and Universiti Brunei Darussalam
MOU between SEAMEO VOCTECH and Philippine Normal University
12 June 2023

KRA 4: Organisational Sustainability and Corporate Social Responsibility



SV Green Protocol, Tree Planting
14 January 2023



**SV Blood Donation in Celebration of
Youth Day**
22 December 2022



**Ramadan Celebration and Presentation of
Donation to Orphans at SEAMEO VOC TECH**
13 April 2023



**MOE Bowling Competition for 33rd
Teachers Day**
22 & 30 September, 1 October 2023



**34th Governing Board Meeting with Timor-Leste President
Dr. Jose Ramos Horta**
Timor-Leste, 24 October 2023

KRA 4: Organisational Sustainability and Corporate Social Responsibility



SV Honored with Prestigious ITE Education Services (ITEES) Singapore, Distinguished Partner Award
20 October 2023



3rd Meeting of the ASEAN TVET Council
15 - 16 November 2023



SV Staff Development at SV-Labtech Hybrid Teacher Upgrading Programme on Empowering Teachers for IR4.0 Using Virtual Technology
10 - 13 July (Online),
17 - 25 July 2023 (On-site - Labtech, Batam Indonesia)



National Findings of 'The Readiness of TVET Institutions for IR 4.0 in Southeast Asia' at AASVET International Conference, Yogyakarta, Indonesia
8 November 2023



China-ASEAN Vocational Education Techniques and Skills Exhibition and Show at GuangXi Polytechnic of Construction, Nanning, China
13 - 17 September 2023



TVET Leadership Programme on Digital Transformation
13 - 17 November 2023



A Collaborative Research Project for 'The Readiness of TVET Institutions for IR 4.0 in Southeast Asia'
8 November 2023



Skills Forecasting for the Fourth Industrial Revolution Short Courses for ASEAN Digital Transformation and Future Skills
Brisbane, Canberra, Australia, 12 - 23 June 2023



9

Governing Board Members

GOVERNING BOARD MEMBERS



BRUNEI DARUSSALAM

DR. HAJI MOHD ZAMRI BIN HAJI MOHD SABLI

Chief Executive Officer,
Institute of Brunei
Technical Education,
Ministry of Education

E-mail:
zamri.sabli@moe.gov.bn



CAMBODIA

MR. PHUONG VISETH

Mr Tann Sambath
Advisor and Director of
Department Institutions
Management
Ministry of Labor Vocational and
Training

E-mail:
tannsambath@gmail.com



INDONESIA

DR. BENY BANDANADJAJA

Director of Academic, Vocational
of Higher Education, Ministry of
Education, Culture, Research and
Technology (MoECRT)

Jalan Jenderal Sudirman
Building E, 12th Floor
Jakarta 10270

E-mail:
[benny.bandanadjaja@kemdikbud
.go.id](mailto:benny.bandanadjaja@kemdikbud.go.id)



LAO PDR

MR. SAYKHAM PHANTHAVONG

Deputy Director General,
Department of Technical and
Vocational Education,
Ministry of Education and Sports

PO Box 67, Vientiane, Lao
E-mail:
phsaykham2020@gmail.com



MALAYSIA

MR. ZULKERNAI FAUZI

Director
Technical and Vocational
Education Training Division,
Ministry of Education

Level 5 & 6, Block E14, Parcel E,
Federal Government
Administrative Centre, 62604
Putrajaya, Malaysia

E-mail:
zulkernai@moe.gov.my



MYANMAR

DR. HTAY THWIN

Director General
Department of Technical and
Vocational Education
Ministry of Education
(Science and Technology)
Office No. (21), Nay Pyi Taw

E-mail:
uhtaythwin22@gmail.com

GOVERNING BOARD MEMBERS



PHILIPPINES

DR SUHARTO T. MANGUDADATU

Director General (Secretary)
Technical Education and Skills
Development Authority (TESDA)
East Service Road, South
Superhighway
Taguig City

E-mail:

odg@tesda.gov.ph;
ico@deped.gov.ph;
po.pdd@tesda.gov.ph



SINGAPORE

DR. ANG KIAM WEE

Deputy CEO
(Academic and Facilities)
Chairman and CEO's Office,
Institute of Technical Education

2 Ang Mo Kio Drive 567720,
Singapore

E-mail:

tanu_vongjinda@hotmail.com



THAILAND

ACTING SUB LT. THANU VONGJINDA

Secretary-General
Office of the Vocational Education
Commission, Ministry of Education

Ratchadamnoen Nok Avenue
Dusit, Bangkok 10300,
Tel: + 66 2 026 5555
ext. 1005 - 1006

E-mail:

tanu_vongjinda@hotmail.com



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

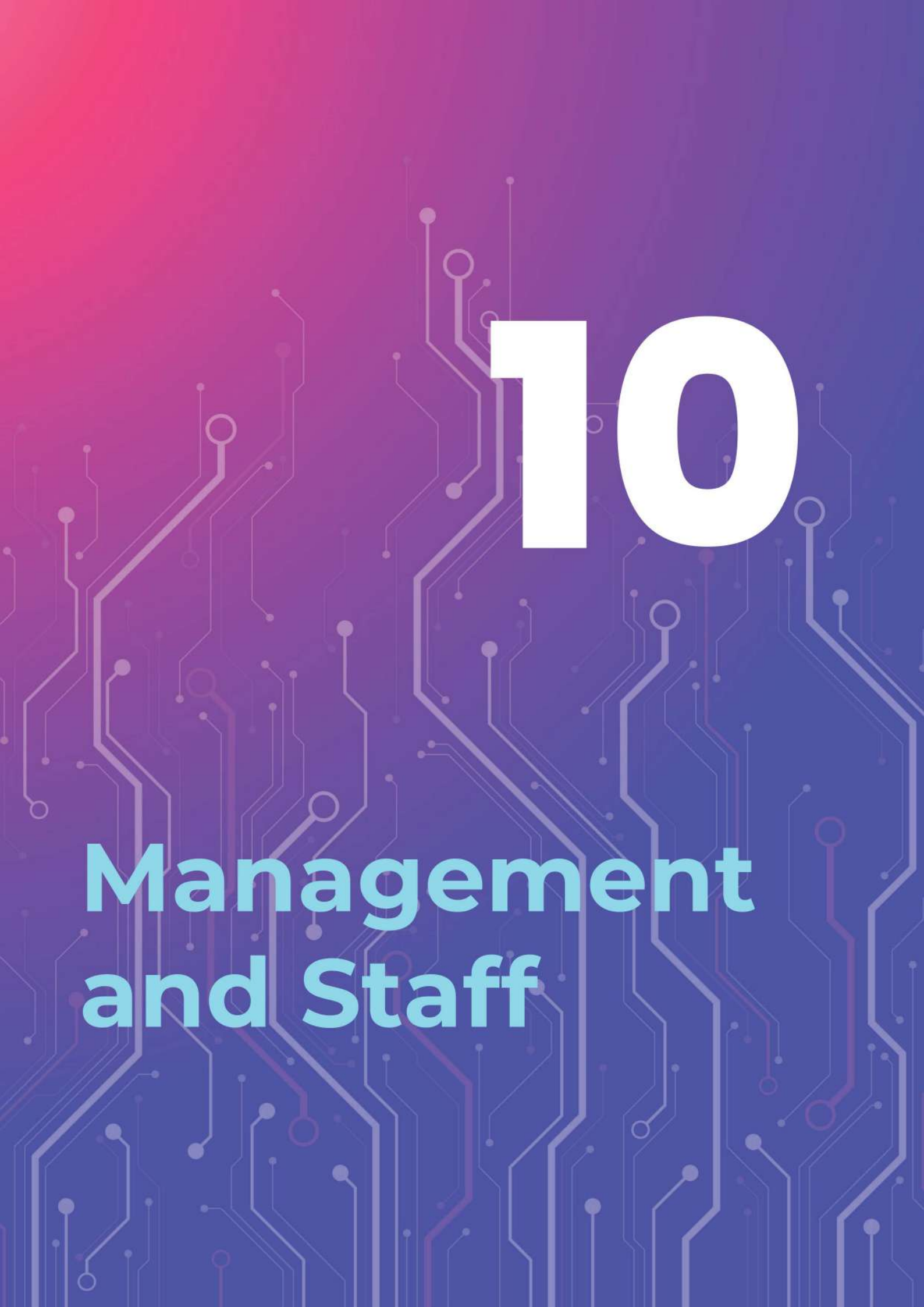
DR. BUI TRUNG THANH

Rector
Hung Yen University of Technology
and Education

Dan Tien, Khoai Chau, Hung Yen
Ministry of Education and Training,
Hanoi, Vietnam

E-mail:

buitrungthanh@gmail.com



10

Management and Staff



SEAMEO VOTTECH Management and Staff



MANAGEMENT

MR. ALIAS HAJI ABU BAKAR

Centre Director

E-mail: alias.bakar@vottech.edu.bn

MR PENGIRAN HAJI MOHAMAD SUFRI PENGIRAN ALI

Deputy Director for Administration

E-mail: sufri.ali@vottech.edu.bn

DR. PARYONO

Deputy Director Professional
Affairs/Research Manager/TVET Specialist
(Research)

E-mail: paryono@vottech.edu.bn

MR. HAJI NORDIN HAJI AHMAD

Finance and Procurement Manager

E-mail: nordin.ahmad@vottech.edu.bn

MRS. HALIMAHTUN SAADIAH PDIS MEJAR JENERAL (B) DATO PADUKA SERI HAJI SULAIMAN

Human Resource Manager

E-mail: halihmatun.sulaiman@moe.gov.bn

MRS. NORHAYATI CYNTHIA ABDULLAH

Corporate Affairs Manager cum TVET
Specialist (Curriculum)

E-mail: cynthia.haizamdin@vottech.edu.bn

DR. JAYA PRIAH KASINATHAN

Training and Professional Development cum
TVET Specialist (Management)

E-mail: jaya.kasinatha.@vottech.edu.bn

MRS. LIM BEE YEW

Knowledge Management Manager cum TVET
Specialist (Teacher Education)

E-mail: beeyew.lim@vottech.edu.bn

SEAMEO VOCTECH Management and Staff



MANAGEMENT

MRS. LEANNE ABDULLAH LEE

Sales and Marketing Manager cum Facilities Management Manager

E-mail: leanne.lee@voctech.edu.bn

MR. ARIFFIN HAJI YUSOF

IT Manager

E-mail: ariffin.yusof@voctech.edu.bn

MR. SILVA DAS S. RAJAGOPAL

TVET Consultant for SEAMEO VOCTECH and Head of Quality Assurance

E-mail: silva.das@voctech.edu.bn



CONSULTANT

MR. SAIFUL ANUAR A. RAHIM

TVET Consultant for ICT

E-mail: saiful.rahim@voctech.edu.bn



STAFF

OFFICE OF CENTRE DIRECTOR

MS. HAZLEYANA SUSANTI DP OTHMAN

OFFICE OF ADMINISTRATION

MRS. NORAINI HAJI LAMIT

MR. AHMAD HAJI LAMAT

RESEARCH AND DEVELOPMENT DIVISION

DR. HARTINI HAJI MASHOD

MS. NORZAHIDAH BUHASRI*

FINANCE PROCUREMENT DIVISION

MR. MOHAMMAD FARIS ZAI'EM HAJI ZANIE

MRS. NORKASMAWATY SIMPUL

MRS. NORLIA HAJI DULLAH

MR. MOHD AL-AIMAN SYAZWI ABDULLAH BUPOR

TRAINING AND PROFESSIONAL DEVELOPMENT DIVISION

MRS. HAJAH SITI RUSIAH HAJI KAWANG

MR. MD KASIM HAJI ABDUL RAHMAN

MR. MUHAMMAD SYAFIQ DABEDING**

SEAMEO VOCTECH Management and Staff



STAFF

QUALITY ASSURANCE DIVISION

MRS. MIMI SYAFI'AH HAJI JA'AFAR

CORPORATE AFFAIRS DIVISION

MRS. NURSYUHAI DAH HAJI AHMAD

KNOWLEDGE MANAGEMENT DIVISION

**MS. AIMAN BAZILAH HAJI ALIHAN
MS. NOORFITRIAH HAFIIZAH MOHD HASSAN
DR. FOO SZE YENG
MS. NUR HAIDATUL FATINAH HAJI MARZUKI
MRS. NURUL AMIN SALEHA MAHMUD**

SALES AND MARKETING DIVISION

MRS. HARTINI HAJI HARUN

ESTATE MANAGEMENT DIVISION

MR. MUHAMMAD RAHIMI MD YASSIN
MR. SARONNI HAJI RASHID
MR. MD NUR ALIEF SHAHFIE ABDULLAH
MR. NORDIN HAJI DULLAH
MR. HAJI MUHD SUHAILI HAJI ABAS
MR. ASHRAFUL QUSHAINI HAJI ABD MOMIN
MRS. ZULINAH HAJI ZULHIZAM
MR. SUNERDDY HAJI ABDULLAH SANI
MRS. HAIATI IBRAHIM
MR. NAZMAN HAJI MUSA
MR. ASARWIH ABDULLAH SIANDOK
MR. HAJI SALLEH HAJI MAHMUD
MR. LAMAT HAJI LAMIT**

IT DIVISION

**MRS. MONARITA HAJI HARRIS
MR. AFIQ RAFIEUDDIN HAJI BURHANUDDIN
MR. MUHD KHAIRUDDIN HAJI ABD. RAHMAN****

* Daily paid contract staff

** I-ready staff

Advisors

**Alias Haji Abu Bakar
Pg Hj Mohd Sufri Pg Ali**

Editors

**Reena Bee Yew Lim
Fitriah Hafiizah
Aiman Bazilah Alihan
Tinah Marzuki
Nur Rizwana Masrizal (UBD Intern)**

Contents

**Office of Administration
Corporate Affairs Division
Training and Professional Development Division
Research and Development Division
Knowledge Management Division**

Graphic Design and Layout

Fitriah Hafiizah

Photographer

**Mohd Al-Aiman Syazwi Abdullah Bupor
Nurul Amin Saleha Mahmud**



**Published by SEAMEO VOCTECH, 2023
Printed in Brunei Darussalam**

