

# CPST

*Quarterly*



ISO 9001 : 2008 Certified

October-December 2014: Volume 25 Issue No. 4, ISSN 0116-5372



## Regional Program on Quality Assurance through International Accreditation



**WoCTVET 2014**

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- RP Malaysia • ICP Bhutan, Thailand and Sri Lanka • CPs and Study Visit for Sri Lanka and Indonesia • CPSC DG Keynotes WOCTVET Malaysia
- SP National TESD Congress Philippines • CPSC Hosts International Organizations Meeting • CPSC Announces Latest Venture-CAPTVEC

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The CPSC Quarterly- the official news magazine of the  
COLOMBO PLAN STAFF COLLEGE  
FOR TECHNICIAN EDUCATION (CPSC)  
Manila, Philippines

## CPSC... Producing World-Class Knowledge Workers 40 Years and Beyond

The CPSC Quarterly is being produced to serve as a medium for convergence and exchange of Technical and Vocational, Education and Training (TVET) ideas, information, events and updates on national and regional efforts as well as innovating strategies for Human Resources Development (HRD) across Asia and the Pacific. It serves to strengthen collaborative relationships among professionals and developers, institutional partners, affiliates and networks, alumni and future clients in the transnational community of CPSC.

The CPSC Quarterly – herald of the center of excellence for Human Resources Development in Asia and the Pacific Region...

The CPSC Quarterly- harbinger of TVET news, keeping member countries vitally connected to HRD development and unifying them to pursue excellence towards global progress.

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Copies are distributed free to HRD practitioners, international organizations and partner institutions in the member countries and elsewhere. All manuscripts and editorial correspondence should be sent to:

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Dear Readers,

Midway to the fiscal year 2014-2015, milestone achievements have been recorded once again in CPSC history. This issue shares with you dear readers some of our milestone activities covered within the quarter and some culminating activities that completed the midyear period.

Significantly breaking the previous midyear record in terms of number of programs and participation is this period's achieving more than 16.7% increase in participation (from 1,717 to 2,004) and 200% in the number of programs (from 7 to 23). These can be attributed to stronger collaborative ventures with member countries and other partners, as well as in the relevant and quality delivery of programs and services.

Comprising the aforementioned programs was the World Congress on Technical and Vocational Education and Training or the WoCTVET back to back with CPSC's Regional Program on Quality Assurance through International Accreditation both jointly conducted with the government of Malaysia through Universiti Tun Hussein Onn Malaysia. WoCTVET gathered educators from various countries across different continents such as Asia, America, Europe, and Africa who deliberated upon issues on TVET for the 21st century. CPSC takes pride in successfully co-organizing these back to back programs featured in this quarter's issue.

A major milestone event was carried out this quarter as we were able to put together in one special meeting distinguished heads of international organizations such as UNESCO-UNEVOC, Hong Kong Institute of Education (HKIEd) and Pusat Pengembangan Dan Pemberdayaan Pendidik Dan Tenaga Kependidikan (CDETEP). In an engaging exchange of information on various ongoing and upcoming programs of each organization we envision several important synergized ventures in the coming months that would foster beneficial impact to TVET in great magnitude.

Also highlighted in this issue are new partnerships that blossomed from our initial commitments signified through Memorandum of Agreements (MOAs) which brought to fore significant collaborative ventures. One of the most recent and most successful programs was the 3rd National TEDS (Technical Education and Skills Development) Congress and International Conference held in the Philippines organized in cooperation with newest TVET partners, TEVSAPHIL (Technical Vocational Schools and Associations of the Philippines) and MINTVET (Mindanao TVET Association). The event gathered nearly a thousand participants from all over the different provinces and cities in the country.

More and bigger collaborative endeavors are coming our way while we have initially laid down designs and procedures towards the establishment of satellite centers in the member countries through the CPSC Asia Pacific Technical and Vocational Education Centers (CAPTVEC). This project promises to achieve enhanced services delivery through better accessibility of CPSC programs and publications as we target to reach out and move closer to expanded beneficiaries.

On the occasion of CPSC's 41st anniversary we commemorate the humble beginnings of CPSC and we give honor to all the respectable men and women, current and former, Governing Board Members, Liaison Officers, Faculty and Staff, Alumni, people from partner institutions, CPSC publications contributors and all our stakeholders who contributed whether small or big in the 41 vibrant years of the College. Thank you and may you all continue to journey with us all the way to the realization of our vision of a sustainably and inclusively developed Asia Pacific through human resources development by TVET.

Sincerely yours,



**Dr. Mohammad Naim Yaakub**  
Director General

Dear Dr. Mohammad Naim Yaakub,

On behalf of Maldives Qualifications Authority and TVET Authority, I would like to extend heartiest congratulations to Colombo Plan Staff College (CPSC), for completing 41 glorious years of success. Maldives recognizes CPSC have always been on the top of the list for serving our community providing consultancies, training opportunities and receiving related expertise assistance.

With your professional assistance and services, the Maldivian community has gained a lot. CPSC not only provided a professional learning platform for technical education, but also offer a growing career curve for number of Maldivians in this field.

We wish you all the success for many years ahead. And we hope and wish to continue having this close relationship with CPSC in future.

Thanking you.

Aminath Asra  
Director,  
Maldives Qualifications Authority (MQA) & TVET Authority  
Ministry of Education  
Republic of Maldives

Respected Sir,

Greetings!

I also reciprocate in equal measure and wish you and the entire team of CPSC a very very Happy 41st Anniversary of our beloved institution CPSC.

May God shower his choicest blessings on CPSC and its Director General who has to lead it to prosperity and ensure its secured future in safe hands.

With warm regards Sir.

Dr SK  
(former CPSC Faculty Member)

Dear Naim,

Greetings from cold Berlin.

I wish to convey my sincere congratulation to our beloved staff of CPSC under your leadership for the happy 41st Anniversary. Great Job. The only rock I know that stays steady, the only institution I know that works so long, is the relationship with family concept.

I am looking forward to see you all soon.

Regards

Shyama  
9th CPSC Director General

Today marks the birth of the Colombo Plan Staff College, 41 years ago.

...Our gratitude to the forefathers who dreamt this vision and endeavored to make it happen.

...Our appreciation to the past leaders, faculty and staff who had carried the baton over time and passed to us this great organization.

...Our gratitude to those who became part of the many years of multicultural cooperation that has brought countless benefits to many lives from east to west.

Let us continue to leave footprints and milestones that we can really feel proud of.

**Happy 41st Anniversary CPSC!**



Dear sir,

I convey my wishes on the 41st anniversary of CPSC. It has made its niche role in technical and vocational education in the region. It has potential to achieve greater heights in coming days.

My best wishes to all fraternity of CPSC, Manila.  
With best of regards,

Dalip Kapur  
Deputy Secretary  
Government of India

Dear Dr Mohammad Naim Yaakub,

Thank you for reminding us of the 41st Anniversary .

I enjoyed working at CPSC and CPSC provided me an opportunity to learn a number of things.

We wish the best for the CPSC on its ANNIVERSARY and wish it continues to contribute to the growth of the region.

With regards,

M. Radhakrishna  
Professor, IIT, Allahabad

Dear DG

With warm Anniversary Greetings!

On the auspicious 41st Anniversary of the establishment of the CPSC, I wish to extend my warmest greetings to you and all the CPSC family members.

I am glad to see the laudable achievements of CPSC over the recent years and have made us proud and sanguine.

I wish the entire CPSC FAMILY all success in its future endeavours. Congratulations once again on its 41st Anniversary!

Prof. Rajesh P. Khambayat, Ph.D.  
(former CPSC Faculty Member)

The 41st anniversary of CPSC is a testimony that the dream of forefathers who created who created has been fulfilled. Let us all try to keep CPSC flag flying.

M.M.R. Siddiqi,  
(former CPSC Faculty Member)

## CPSC Hosts Inter-Organizational Meeting with UNESCO-UNEVOC, HKIED AND CDETEP



(L-R, seated) Dr. Rupert Maclean, HKIED, Dr. Shyamal Majumdar, UNESCO-UNEVOC, Dr. Mohammad Naim Yaakub, CPSC and Dr. Mian Siahhaan, CDETEP and their teams.

In a rare and opportune time whereby prestigious international organizations meet to share common goals and aspirations with one another, CPSC spearheaded the gathering of top leaders from international organizations as it hosted the inter-organizational meeting among the College, UNESCO-UNEVOC, HongKong Institute of Education (HKIED), and Pusat Pengembangan Dan Pemberdayaan Pendidik Dan Tenaga Kependidikan (CDETEP). The meeting was organized on December 11, 2014 at the CPSC Conference Room.

Dr. Mohammad Naim Yaakub, CPSC Director General, welcomed all the guests and led the discussions among top leaders of the inter-organizational meeting composed of Dr. Shyamal Majumdar, Head, UNESCO-UNEVOC and former CPSC Director General, Dr. Rupert Maclean, Director, Center for Lifelong Learning, Research and Development, HKIED, and Dr. Mian Siahhaan, Vice Director of CDETEP/Head of Program and Data Information Division.

The discussions revolved around upcoming programs, projects and latest global initiatives as well as lifelong learning programs of each international organization.

Dr. Naim welcomed all the distinguished heads of each attending international organization. He expressed his immense pleasure in hosting such a convergence of high-level guests. He said that the event is extremely important as it will pave the way to laying down common interests and discuss joint activities and efforts for TVET. The Director General also introduced CPSC and highlighted its achievements in program implementations and activities particularly in APACC, as well as some latest initiatives.

Dr. Majumdar, expressed that he felt proud that the CPSC as an organization is very alive, progressing and taking the challenge of TVET. He congratulated the DG, Dr. Naim for leading the CPSC staff in contributing through CPSC programs and services for the development of TVET.

During the discussions, Dr. Majumdar emphasized that the TVET agenda has come back such that great expectations and challenges will be thrown to regional organizations such as CPSC and the likes. He further said that, all the regional organizations, CPSC, SEAMEO, CDETEP, and other partners must unite, understand that the challenges are huge, come

up with strategies and work together to address such challenges.

Dr. Rupert Maclean said "Thank you to CPSC, I have always been impressed with CPSC and it will always be close to my heart." He added that the emphasis of the post 2015 agenda will be on the post primary education. After Education for All, TVET for All will be the next agenda and will focus on major issues of gender, quality and access.

The programs and activities of HKIED were further elaborated by other attending HKIED officials namely Dr. Bob Adamson, Incoming UNESCO Chair for TVET/Head, Department of International Education and Lifelong Learning, HKIED and Dr. Margarita Pavlova, Director, UNESCO UNEVOC Centre & Associate Professor, HKIED. Both expounded on HKIED's endeavor in lifelong learning, their current projects such as teacher training for green environment, innovation and skills and knowledge sharing and many others.

Dr. Mian Siahhaan informed the group that their organization is training teachers/educators, organizing programs to develop better services for human resources and provide avenues for more opportunities for international partnerships.

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Attendees of the global forum.

## CPSC DG Attends UNESCO-UNEVOC Global Forum on Skills for Work and Life Post-2015

To contribute to the ongoing discussions on technical and vocational education and training (TVET) in the post-2015 development agenda, the Colombo Plan Staff College (CPSC) was among the intergovernmental organizations for TVET in the UNESCO-UNEVOC Global Forum on "Skills for Work and Life Post-2015" at the UN Campus, Bonn, Germany from October 14 to 16, 2014.

CPSC Director General Dr. Mohammad Naim Yaakub attended the forum which was organized by UNESCO UNEVOC with the support from the Federal Ministry of Education and Research (BMBF) and the Federal Ministry for Economic Cooperation and Development (BMZ) and in collaboration with the Federal Institute for Vocational Education and Training (BIBB), GIZ, and German National Commission for UNESCO. It was successfully attended by about 200 delegates from UNESCO Member States, international and regional organizations,

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## CPSC DG addresses participants of **UNESCO World Conference on Education for Sustainable Development**, visits Chubu University in Nagoya, Japan



Yasuhiro Nakashima, Ichiro Inasaki, Satoshi Kuroiwa, Dr. Mohammad Naim Yaakub and Dr. Michael A. De Miranda being introduced by Chubu University Chancellor.



Session Participants: Sustainable Human Resource Development for "Monozukuri".

**O**n invitation of Chubu University through Dr. Hidetoshi Miyakawa, JICA Training Support Office, the Director General of the Colombo Plan Staff College (CPSC) Dr. Mohammad Naim Yaakub presented "The Initiatives in Education for Sustainable Development: TVET Perspective" during a side event of the UNESCO World Conference on Education for Sustainable Development (ESD) on November 11, 2014 at Nagoya, Japan.

The side event titled: Sustainable Human Resource Development for "Monozukuri", held at Room 131 of the Nagoya Congress Center organized by Chubu University, focused on initiatives in ESD from the perspective of various levels of education and industry. About 100 participants from several countries attended the event.

Dr. Naim's presentation emphasized that greening technical and vocational education and training (TVET) has a crucial role to

play in the development of new generation of individuals who could face the challenges for sustainable development-linking economic growth, social development and environmental protection. He reported some initiatives towards the adoption of clean and green technology particularly that of Malaysia and Korea.

The DG concluded that as far as ESD is concerned, the huge challenge lies with policy integration and intergenerational equity. Linkages and partnerships between organizations, industry leaders, governments and local leaders are necessary and for the results to be spread out to all sectors.

Apart from Dr. Naim, the event was addressed by prominent personalities and champions of ESD i.e. Yasuhiro Nakashima from the Japan Society of Technology Education, Izumocity Daini Junior High School; Ichiro Inasaki, Director of

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## CPSC DG Talks on **ASEAN Economic Community's Impact to Education in Jakarta Conference**

**T**he CPSC Director General, Dr. Mohammad Naim Yaakub, was invited as speaker and panelist at the 5th International Accounting Conference and the 2nd Accounting Students Research Forum held at the Faculty of Economics and Business at the Universitas Indonesia in Jakarta last November 24, 2014. The conference, with the theme "The Accounting Profession Towards ASEAN Economic Community (AEC)", was organized by the International Accounting Conference and Student Forum (IACSF).

In his presentation the Director General centered his main points on Higher Education in the ASEAN countries in which he detailed the educational structure, framework and systems being implemented by the countries in the region. His presentation also outlined actions that are deemed necessary in achieving the desired goal in higher education among the ASEAN community. He also mentioned requirements to kickstart the ASEAN single market vis-a-vis latest issues and concerns concerning higher education.

The keynote speaker for the event was the President of the ASEAN Federation of Accountants—AFA, Ms. Estelita C. Aguirre where she elaborated about the influence of the upcoming AEC on the accountancy field.

Some of the speakers included Mr. Hatanto Reksodiputro, Former Secretary General of the Ministry of Trade of

Indonesia, who emphasized his country's support for the AEC. Dr. Megawati Santoso, Directorate General of Indonesian Higher Education, further contributed to the enrichment of knowledge by presenting the country's best practices in Higher Education vis-à-vis the future challenges and plans considering the implementation of the AEC.

Ms. Lucy Tjahjadi, CEO of Cargill, discussed the user expectations about accountant qualifications among the ASEAN countries and facilitated the sharing of experiences regarding accountant qualifications in different ASEAN countries.

The conference tackled several inter-country issues and facilitated the exchange of information especially in the field of accounting and finance.



Dr. Naim (Second from right) with the speakers and organizers.

## CPSC, TEVSAPHIL Ink Partnership for 3<sup>rd</sup> TESD National Congress and International Conference

In an opportune time to advance its cause not only on the ASEAN Community but as well in many technical education thrusts and trends and integrate with the College's host country the Philippines, the Colombo Plan Staff College signed a memorandum of agreement (MOA) with the Technical Vocational Schools and Associations of the Philippines (TEVSAPHIL).

The MOA signing signifies stronger ties with various "tech-voc" schools and associations all over the Philippines through TEVSAPHIL. The understanding also marked partnership for the first collaborative venture of CPSC and TEVSAPHIL on the 3rd National Technical Education and Skills Development Congress on Philippine Technical Education and Training in the New World Economy held on October 17, 2014 in Davao City, Philippines.

The TESD Congress is an annual gathering of TVET Leaders, Trainers, Workplace Managers, Industry Stakeholders, TESDA (Technical Education and Skills Development Authority) Officials, and other key players in TVET from all over the Philippines that discusses issues and concerns in technical education and skills development. (See related story on page 9)

Dr. Mohammad Naim Yaakub, CPSC Director General represented the College in the MOU signing, while Col. Alejandro Escano, Chairman and President of TEVSAPHIL, signed the MOU. Witnessing the landmark event was Atty. Teodoro Pascua, Deputy Director General of TESDA and Dr. G. Kulanthaivel along with other faculty and staff members of both institutions. The event held on October 3, 2014, at the Manila Polo Club in Makati City, Philippines, was attended by faculty and officers of both signing parties.

Dr. Naim, conveyed his appreciation to TEVSAPHIL in opening new doors of opportunity with CPSC through threading similar pathways for the future of TVET for the country and in its link in the global community.

Col. Escano responded in an equally thrilled mood by saying that both TEVSAPHIL and CPSC is in "heat" in its desire to work together for the progress of the local and global economy through TVET.

Atty. Pascua, on the other hand, extended his blessing to the significant "marriage" of the two institutions through the signing.



Dr. Naim (4th fr L) and Col. Escaño (3rd fr R) show the signed MOA, looking on is Atty. Pascua, CPSC Governing Board Chairman and TEVSAPHIL officials.



Forum Participants.

The CPSC Director General, Dr. Mohammad Naim Yaakub, attended the "International Forum on Skills Development in Asia-Pacific: Planting Seeds One at a Time" organized by the Asian Development Bank (ADB) in partnership with the Hong Kong Institute of Education (HKIED) held at the ADB auditorium in Manila, Philippines from December 10-11, 2014. This is the fourth international forum of the same kind hosted by ADB, with the first one held in 2011.

## CPSC DG Attends ADB International Forum on Skills Development in Asia and the Pacific

The event featured the results of the ADB policy research study on "Education and Skills for Inclusive Growth and Green Jobs" where leading experts on sustainable development shared their experiences and researches in tackling the trends on the creation of green jobs and green skills. It also tackled the regional policy research study on the responsiveness of skills development in some large Asian economies such as India, Indonesia, Sri Lanka and Vietnam.

The forum cited the importance of skills development policies in sustaining the robust economic growth of Asian economies while also taking into consideration environmental preservation. It also outlined the roles of education and training in ensuring that targets on sustainability in all aspects of the society and economy are met.

Several issues, such as the innovative approaches in skills development for the green economies, the futuristic perspectives and approaches in developing the green economy and the trends in the industrial sector that will have implications for education and talent development, were tackled in the forum.

Notable experts in the field of TVET participated in the forum including Dr. Rupert McLean (HKIED, Team Leader of the project on Education and Skills for Inclusive Growth and Greening Economies, Green Growth, Green Jobs and Green Skills in Asia), Dr. Margarita Pavlova (TVET Specialist on Green Jobs, HKIED) and Dr. Shyamal Majumdar (Head of Office, UNESCO-UNEVOC and Former CPSC Director General).

# CPSC, UTHM Partner for RP Quality Assurance through International Accreditation in Malaysia

**T**he Colombo Plan Staff College (CPSC) and Malaysia's Universiti Tun Hussein Onn Malaysia (UTHM), in giving life to a partnership through the Memorandum of Understanding (MOU) signed in mutual view of working for a global quality educational progress, jointly conducted the Regional Program (RP) on Quality Assurance through International Accreditation.

The regional program was conducted in further advancing the cause of CPSC's Asia Pacific Accreditation and Certification Commission (APACC) and expanding the pool of APACC accreditors within the member countries. The program was specifically designed to provide understanding on the quality assurance mechanism through accreditation system in TVET; and build the capacity of the 25 delegates from CPSC member countries to be certified APACC accreditors and eventually undertake an actual accreditation process using the APACC criteria.

The regional program, organized from November 4 to 5, 2014 in Johor, Malaysia, was officially declared open by the Vice-Chancellor of UTHM, Prof. Dato' Dr. Mohd Noh Bin Dalimin during the inaugural ceremonies held the first day. As he opened the program he welcomed all CPSC member country delegates and specially acknowledged them by each country. He conveyed his appreciation and delight in receiving all the country representatives in the university and for coming to the program. He shared with the participants and guests how the university is faced with challenges but with the full support and efforts of his team of faculty and administrative staff to him as their "pilot" the university is able to "fly" and answer to the Malaysian government's challenge of "spending less but performing well". In line with this, UTHM, he further added, is in concurrence with CPSC in advocating for quality TVET with TVET topping the list of the 10 "big ideas" in the global economy.

Dr. Mohammad Naim Yaakub, CPSC Director General, also welcomed all the participants and guests during the ceremonies. He said that the program marks the fruition of CPSC-UTHM partnership through the MOU. In relation to this, he openly declared his intent to renew said MOU with the



Dr. Mohammad Naim Yaakub, CPSC Director General hands over CPSC plaque to UTHM Vice-Chancellor Dr. Mohd Noh Bin Dalimin.

university which was also promptly responded positively by the UTHM Vice-Chancellor. He shared his immense pleasure in jointly holding the program with UTHM, a renowned university in Malaysia and which have been into big developments since his time in the university as a faculty. In this, he expressed his pride that he is an alumnus of an excellent university. Dr. Naim thanked the programs' co-organizer, the high-level delegation from the CPSC member countries and all the working committees of both CPSC and UTHM.

Overall supervision of the RP was under the helm of the CPSC Director General, Dr. Naim hand in hand with Associate Prof. Dr. Razali Bin Hassan, Dean, Faculty of Technical and Vocational Education (FPTV), UTHM. Program coordination was handled by Dr. G. Kulanthaivel, CPSC Faculty Consultant and Prof. Dr. Jailani Bin Md. Yunos, FPTV, UTHM. Resource Persons include Ms. Noor Aidi Nadzri, Director Instructional and Digital Learning Department, Ministry of Education, Malaysia and Dr. Zulkifli Zakaria, CPSC Faculty Consultant.

Program support was provided by Ms. Arlene Cruz and Ms. Casey Alvarez from CPSC and Dr. Nur Sofurah Hj Mohd Faiz and Dr. Mohamad Hisyam bin Mohd Hashim from UTHM.



# CPSC-TEVSAPHIL-TESDA-MINTVET Co-organize 3<sup>rd</sup> Nat'l TESD Congress, Int'l Confab in Davao, Philippines

**M**arking the first collaborative venture in fulfillment of the Memorandum of Agreement (MOA) signed on October 3, 2014, the Colombo Plan Staff College for Technician Education (CPSC) with the Technical Vocational Schools and Associations of the Philippines (TEVSAPHIL), Technical Education and Skills Development Authority (TESDA) and MinTVET (Mindanao TVET), successfully conducted the 3rd National Technical Education and Skills Development (TESD) Congress and International Conference on October 17, 2014 at the SMX Convention Center in Davao, Philippines.



CPSC Faculty Consultants with other guests and cultural performers during the congress.

The Congress and International Conference gathered more than 900 TVET leaders, trainers, workplace managers, industry stakeholders, TESDA officials, and other key players in TVET from all over the 17 regions of the Philippines and in the international scene. Plenary speakers and discussants delved on the issues, concerns and trends in technical education and skills development in the context of the following five major perspectives (1) Socio-economic (2) K to 12 and ASEAN Integration (3) Education governance (4) Entrepreneurship Education and (5) Global Environmental Challenges.

Key speakers representing the international cluster were mostly coming from CPSC with Faculty Consultants Dr. Hazrat Hussain highlighting the CPSC's accreditation and certification services through his presentation titled APACC for Accreditation and Certification of TVET Institutions in Asia Pacific Region; Dr. G. Kulanthaivel espousing quality technical education in India through his paper Quest for Quality Technical Education – Initiatives in India; and Dr. Zulkifli Zakaria sharing about Malaysia's education through his talk on Malaysia Education System: Pre-K and Beyond. Other key speakers from the international arena include Mr. Davy J. Goh, AUTODESK ASEAN Education Program Manager and Mr. Doug Nelson, Sales Manager, TestOut Asia Pacific and Africa. Also present was the Chief Executive Officer of TestOut, Utah Mr. Noel Vallejo.

Speakers coming from the national development cluster include: Atty. Teodoro Pascua, TESDA Deputy Director General, and CPSC Governing Board Chairman, who talked about TESDA's activities, Dr. Gaspar Gayona, Regional Director (Region 11), TESDA, who presented The Mindanao Situationer; Ms. Peachie Dioquino-Valera, Volunteer Climate Leader of the Climate Reality Leadership Corps., who forwarded advocacies on Climate Change Reality, Effects and Actions Needed Now; and Ms. Yvonne Flores, Intel Philippines, who shared about Intel Capacity Building Towards Digital Citizens.

Atty. Pascua, shared updates on the major undertakings of TESDA to adequately meet the needs of the new breed of TVET graduates. He further said, calling out to TVET students, "skills is the next global currency...what we are doing is for you and all that will follow after you...nasa inyong mga kamay ang kinabukasan ng bansa (the future of this nation is in your hands)".

Col. Alejandro Escaño, Chairman and President of TEVSAPHIL in his welcome address, congratulated the people of the City of Davao for the progress fast happening in the city, for leading the way in disaster management and for always showing that Davao is truly proud of their rich culture---all due to the good governance by the Mayor of Davao City, Hon. Rodrigo Duterte.

Hon. Mayor Duterte on the other hand, through his representative City Councilor Mabel Acosta, congratulated the organizers for bringing the Congress to fruition. He



(L) Col. Alejandro Escaño, Chairman and President of TEVSAPHIL and (R) Atty. Teodoro Pascua, TESDA Deputy Director General, and CPSC Governing Board Chairman, deliver their special messages during the event.

commended the organizers, TVET organizations and schools in unwaveringly building the capacity of the Filipino workers for the global marketplace. He then encouraged them to continue "building a Filipino workforce that is at par with the bests in the ASEAN region towards providing a quality global workforce".

Dr. Irene Floro of MinTVET (Mindanao TVET) officially declared the formal opening of the program, she said that the program is expected to build the three "SHIPS" as among the goals of the congress--- FRIENDSHIP, FELLOWSHIP AND LEADERSHIP.

Dr. Mohammad Naim Yaakub, CPSC Director General, through the CPSC faculty-staff delegates, conveyed his regrets for not being present in the event due to another prior program commitment overseas but sent his wishes of a successful congress and conference.

The event successfully achieved the following conference goals: Share ideas about the current and future plight of

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# Image Building of TVET

## Featured in CPSC's ICP in Bhutan

***It is a universal observation that impressions about Technical and Vocational Education and Training (TVET) are not uniform across economies, regions and communities. The common belief that TVET programs are usually stigmatized as "Second Class" in many developing countries, is rooted from the pre-industrial revolution and in the colonial past of countries', where training used to be and is being received by 'inferior' groups for blue-collar jobs. Vocational track programs therefore attract few students and its enrollment lags behind those in the general education.***



*Dasho Pema Wangdi (center) with Dr. Hazrat Hussain during the Inaugural Ceremony.*



*Program organizers and participants.*

The Colombo Plan Staff College (CPSC), realizing the implications of this trend, aims to introduce solutions to strengthen the image of TVET programs in the member countries, specifically in Bhutan. In view of this, an In-Country Program (ICP) for the Image Building of TVET was organized in cooperation with the Department of Human Resources (DHR), Ministry of Labor and Human Resources (MOHLR), Government of the Kingdom of Bhutan. The program was held at the NRDCL Hall in Thimphu from October 7-11, 2014. Twenty one (21) administrators and lecturers from Bhutan's TVET sector participated in the program.

The ICP aims to provide relevant insights, methods and strategies for improving the image of TVET. It also aims to address the challenge of inclusiveness of TVET by developing strategies for increasing access to TVET for the poor, marginalized and broader community of students. The program also seeks to promote and enhance relevance and quality of vocational skills for improved employability.

The program was supervised by the CPSC Director General, Dr. Mohammad Naim Yaakub and Mr. Sangay Dorji, Chief Program Officer of the Training and

Professional Services Division, DHR, MOHLR. Program coordination and expertise on the theme were provided by the CPSC Faculty Consultant, Dr. Hazrat Hussain while local coordination and logistics was provided by the Program Officer of the Department of Human Resources, Ministry of Labor and Human Resources, Mr. Kinley Gyeltshen.

The inaugural ceremonies were held on October 7, 2014, chaired by MOHLR Honorable Secretary Dasho Pema Wangda. He expressed his gratefulness to CPSC in organizing the program for the benefit of TVET in Bhutan and mentioned his appreciations to the current management of CPSC. On the occasion Mr. Sangay Dorji extended the vote of thanks to everyone involved in the preparation of this program and expressed his optimism on its success.

The delivery of the program followed a spiral learning approach, beginning with an overview of the core concepts, followed by progressively deeper application of the concepts and finally, a self-directed learning approach through action planning. Some of the program themes included: (1) Popularizing TVET: Status, Strategies and Mechanisms, (2) Models for Improving Access, Equity and Employability and (3) Gender

Mainstreaming Mechanisms in TVET. An action plan to popularize TVET was created by the participants to transform their lessons into concrete and executable plans.

A seminar which tackled current initiatives and practices in building TVET image in Bhutan was conducted on October 10, 2014. The seminar was designed to share emerging scenarios and trends related to local labor participation in skilled jobs and reorienting TVET to make it an established stream of educational pursuit by individuals. The broad themes of the seminar include: (1) National Human Resource Planning with Special Focus on Skilled Manpower; (2) Current Policies, Initiatives and practices in popularizing TVET in Bhutan; (3) Accreditation Frameworks for Building Stakeholders Confidence in TVET; and (4) Basic Techniques in Building TVET Corporate Image.

The seminar involved expertise of senior members from MOHLR including Mr. Kinga Wangdi and Mr. Karma Dorji, as well as a representative from the Loden Foundation (a Bhutanese non-governmental organization), Mr. Pema Wangchuk, and Dr. Hussain.

# CPSC's ICP in Thailand Focuses on TVET Image Building Mechanism, Strategies

In an effort to improve the impression of stakeholders on the Technical and Vocational Education and Training (TVET), the Colombo Plan Staff College and the Office of the Vocational Education Commission (OVEC), Government of Thailand, jointly organized an In-Country Program on "Image Building Mechanism and Strategies in TVET" held from November 24-28, 2014 in Det Udom Technical College, Ubon Ratchathani, Thailand.

Overall program supervision was under the helm of the CPSC Director General Dr. Mohammad Naim Yaakub, while Dr. Paiboon Saiyawongs acted as Program Coordinator, complemented by the Local Coordinator, Mr. Rangsan Thepmondhri, from the Bureau of Policy and Planning, OVEC.

The inauguration, held on November 24, 2014, was graced by Mr. Niyom Saengwong, Director of Det Udom Technical College, who affirmed that the training program will definitely help Thailand's TVET sector as it creates strategies to cope with the needs of skilled manpower in the country and the promotion of TVET image. He further added that the College Directors, administrators and instructors from the different technical colleges in the country must be aware of the image of TVET in order to promote TVET in line with the government policy and the direction of the country. Through TVET image building, the number of vocational students is hoped to increase to serve the needs of Thailand's manpower that will further lead to the competitiveness of the country.

Dr. Tanompong Panich from the Faculty of Business Administration, Rajamangala University of Technology Thanyaburi (RMUTT) shared his insights on the strategies in building a corporate image for TVET and how to maintain its identity and reputation.



Program organizers and participants.

At the end of the program, the 25-strong participants presented their strategic action plans for TVET institution image building and promotion, with Dr. Naim giving guidance and suggestions on how TVET institutional image can have a stronger impact in Thailand.



Dr. Naim shares his insights on TVET image building during the participants' presentation of Action Plans.

Another important part of the program was the National Seminar on "TVET Image Building: Stakeholders' Perspective" which was attended by a total of 154 TVET administrators, policy makers, academic professionals and experts. It provided timely opportunity to share knowledge and experiences on the status of image building and management in TVET institutions of Thailand, lessons learned and unresolved issues. The cross-fertilization and churning of ideas among academic and practitioner fraternity during the seminar would help in framing suitable recommendations for implementation by the TVET sector of Thailand resulting in the strengthened cooperation and increased satisfaction among stakeholders in the country.



Participants of the National Seminar.

# CPSC Highlights **Benefits of Institutional Management** through ICP Sri Lanka



Dr. Naim delivers his inaugural speech (left); some of the participants discuss their outputs (center); and Dr. Kulanthaivel receives a certificate from UNIVOTEC (right)

**In its continuous efforts to spearhead TVET development through the promotion of institutional excellence in its network of member countries, CPSC facilitated the conduct of the In-Country Program on Institutional Management in TVET at the University of Vocational Technology, (UNIVOTEC) Rathmalana Campus, Colombo, Sri Lanka from December 15-19, 2015. The program was organized through the efforts of the Department of Technical Education and Training (DTET). Thirty-eight (38) administrators and lecturers from the Colleges of Technology (CoTs), Technical Colleges (TCs) and DTET attended the program.**

Institutional management is the process of laying out plans and organizing available resources to run a successful institute. The idea behind the institutional management is to lay out a strategic plan that outlines concrete steps to maximize institutional success with good quality assurance.

The program aimed to instill to the participants management concepts in improving institutional management. It also aimed to make them appreciate the importance of strategic planning for the management of TVET institutions and to help them familiarize the applications of ICT integrated teaching and learning environment in TVET.

At the conclusion of the program, the participants developed and presented action plans in implementing best institutional management.

Overall supervision was provided by the CPSC Director General, Dr. Mohammad Naim Yaakub and the Director General of the Department of Technical Education and Training of the Ministry of Youth Affairs and Skills Development, Mr. J.A. Ranjith. Prof. Dr. G. Kulanthaivel, CPSC Faculty Consultant handled the overall program coordination, while local coordination was done by Mr. S.S. Dissanayake, Director- Business Development and Research, DTET.

Local expertise and perspectives meanwhile was made possible through the expertise of Mr. D.D.D. Suraweera, Dean of the Faculty of Industrial and Vocational Technology of the University of Vocational Technology (UNIVOTEC) and Mr. Gamini Bambaradeniya, B.Sc (Hon.), MBA (Colombo), a Management Consultant and formerly Deputy Project Director - Skills Development Project. The experts respectively delivered Strategic Planning and Management Process for Institutional Management of TVET Systems and Developing

and Ensuring Effective Implementation of Action Plan for Institutional Management.

Mr. B. Wijerathne, Secretary of the Ministry of Youth Affairs and Skill Development (MYASD), Sri Lanka was present as Chief Guest during the Inaugural Ceremonies held on December 15, 2014. He highlighted the relationship between Sri Lanka and CPSC and mentioned that he was elated to attend the inaugural program of CPSC and expressed his wish that more similar programs may be arranged by CPSC to benefit many more educators in the field of TVET.

Mr. J.A. Ranjith, welcomed the gathering and thanked CPSC for arranging another program for Sri Lanka. Prof. Dr. Kulanthaivel, highlighted the activities of CPSC and gave a brief orientation of the program.

Dr. T.A. Piyasiri, Vice Chancellor and Director General of UNIVOTEC conveyed his immense pleasure in hosting the CPSC program in their institution. He also further expounded some information about the TVET systems in Sri Lanka. Meanwhile, Mr. S.S. Dissanayake conveyed his heartfelt thanks to all the officials of CPSC, to all the participants and to other guests during the inaugural ceremony.

The topics discussed during the program included Management Concepts and Paradigms of Improving Institutional Management in TVET systems, Strategic Planning and Management Process for Institutional Management of TVET Systems, Emerging Trends in ICT Integrated Teaching and Learning Environment for TVET, and many others.

A study visit was held at the Sri Lanka Rupavahini National Television Network and Media Centre.

In further updating the participants on institutional management trends, a National Seminar on “Emerging Trends



**In another testament of cooperation between the Government of the Democratic Socialist Republic of Sri Lanka and the Colombo Plan Staff College (CPSC), a delegation of Sri Lankan TVET professionals led by their Director General Engr. (Mrs.) Pradeepa Udakara, were warmly received for the Customized Program on Leadership, Management and TVET-Industry Linkages from October 27 to November 7, 2014.**

The program trained 21 district managers, administrators and training officers of the National Apprenticeship and Industrial Training Authority (NAITA) in a variety of capacity-building immersions, tasks, exercises and study tours comprising the program. The training aimed to improve the effectiveness and efficiency of apprenticeship and industrial training programs in NAITA. The program also addressed the need for staff officers of NAITA to demonstrate high level management and leadership competence and enable them to carry forward NAITA's mandate as well as provide better services to its clientele.

Dr. Mohammad Naim Yaakub, CPSC Director General welcomed all the participants, and conveyed his elation for the 16th Customized program for Sri Lanka since the first customized program conducted in 2000. He said

## CPSC Welcomes Sri Lankan Professionals for Training on Leadership, Management and TVET-Industry Linkages



*Dr. Naim (standing, upper photo) delivers his special lecture during the program while the participants listen intently (photo below).*

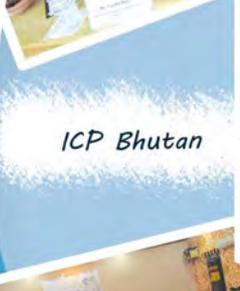
that such patronage by the member country affirms the quality of program content and service delivery CPSC renders in every particular training for its stakeholders. He added that, CPSC assures consistent and even better provision of capacity building efforts and assistance to its member countries.

The Minister of the Embassy of Sri Lanka in Manila, Mrs. H.M.G.R.R.K. Wijeratne Mendis graced the opening ceremonies of the program. In her special message, she shared her gratification for the fruitful cooperation between Sri Lanka and CPSC. She also cited their government's economic and education policy for a more inclusive and effective system that would bring lasting prosperity and development to the country.

The program revolved in two phases. The first phase tackled principles and applications of management and leadership in organizations. The second phase focused on strengthening TVET-Industry Linkages.

Overall supervision was provided by Dr. Mohammad Naim Yaakub, CPSC Director General while the program coordination was handled by Dr. Hazrat Hussain, CPSC Faculty Consultant and Chairman of the Training and Development Division (TDD). Dr. Zulkifli Zakaria, CPSC Short-Term Faculty Consultant and Dr. Govindaran Kulanthaivel, CPSC Seconded Faculty Consultant who acted as Resource Persons shared their expertise, as well, with the participants.

The program also involved visits to several TVET and higher learning institutions such as the Toyota Motors Foundation Philippines in Santa Rosa, Laguna province; the Technical Education and Skills Development Authority (TESDA) in Taguig City, Metro Manila and the Don Bosco Technical Institute in Makati City.



ICP Bhutan



Regional Program (Malaysia)



National Seminar Bhutan



ICP Sri Lanka



National Seminar in Malaysia



National Seminar in Sri Lanka

# CCPSC In Action



SP Philippines



ICP Thailand



National Seminar Thailand



CP Sri Lanka



CP IAIN 4th batch



CP Indonesia



lanka



Study Visit CDETEP



# CPSC-IAIN Proves Strengthened Ties thru 4<sup>th</sup> Capacity Building Program on Educational Leadership and Management



Program organizers and participants (left photo); Dr. Naim imparts his special lecture to participants.



**T**he CPSC Director General, Dr. Mohammad Naim Yaakub led the CPSC Faculty and Staff in welcoming another batch of delegates from the Institut Agama Islam Negeri (IAIN) in Mataram, this time from West Nusa Tenggara, Indonesia as the Customized Program on Educational Leadership and Management commenced November 10, 2014.

In his welcome remarks, Dr. Naim said that the CPSC family is very happy to once again receive another batch from IAIN adding that he feels proud that CPSC is a great part of the institution's quest to be a full-fledged university.

Proving stronger ties with Indonesia, the latest Customized program was the fourth of its kind this year organized by CPSC, following the successful conduct of the capacity building programs for IAIN - Sumatera Utara and IAIN Raden Fatah/ IAIN Mataram in June and September 2014, respectively. The program was designed to meet specific needs of the institute's staff towards the transformation of IAIN from an institute to a full-fledged university.

Dr. Ahmad Amir Aziz, M.Ag, Head of the Project Implementation Unit of IAIN lead the 15 staff members from IAIN. In response to the CPSC DG he expressed his gratitude to CPSC for warmly receiving his group. He introduced IAIN and their goal of becoming a full-pledged university that they intend to utilize whatever knowledge and capacity they would gain from the program to eventually contribute to their country in addressing challenges in the global education.

The program was supervised by Dr. Mohammad Naim Yaakub, CPSC Director General. Overall program coordination was provided by Dr. Zulkifli Zakaria, CPSC Short-Term Faculty Consultant. Dr. Hazrat Hussain, CPSC Faculty Consultant and Dr. G. Kulanthaivel, CPSC Seconded Faculty Consultant also shared their expertise in the whole duration of the program.

The program aimed to instill to the participants the regional and country-based educational management trends and their implications for sustainable human resources development with reference to the ASEAN countries context. The participants also gained understanding of modern educational management concepts and practices to set future educational directions. The program enhanced

## Study Visit on International Partnership Arranged by CPSC for Indonesia

**R**ekindling ties with the Center of Development and Empowerment for Teacher and Education Personnel (CDETEP), an agency under the Republic of Indonesia, CPSC arranged a study visit for its 6 officers from December 9 – 13, 2014. The study visit was in line with CDETEP's program on International Partnership in Vocational Didactic Development.

The CDETEP delegation was led by Dr. Mian Siahaan, Vice Director of CDETEP/Head of Program and Data Information Division, together with Ms. Risna Nainggolan, Head of Evaluation Section, Mr. Muhammad, Head of Program Section; Mr. Sanggam Pardede, Head of Data and Information Section; Mr. Bongguk Haloho, Head of Finance Subdivision, and Mr. Jufri Sinaga, Head of Machine Technique Department.

Aside from the study visits arranged for CDETEP to meet institutions like TESDA Women's Center and Human Resource Development Institute, CPSC also managed to hold an inter-organizational meeting with UNESCO-UNEVOC, The Hong Kong Institute of Education (HKIEd), and CDETEP to share common goals and aspirations with one another (see related story on p19). On the final day of the delegation's visit, ties between CPSC and CDETEP were renewed and strengthened through an MoU Signing (see related story on p. 19).

CDETEP trains teachers/educators, organizes programs to improve services for human resources, as well as provides avenues for more opportunities for international partnerships.



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Program organizers and participants during the program.



**T**he Colombo Plan Staff College (CPSC) welcomed 20 officers and lecturers from Universitas Islam Negeri Walisongo Semarang, Central Java, Indonesia for a 5-day Capacity Building on Educational Leadership and Management. The program was held at CPSC Manila, Philippines from November 17-21, 2014. The program was the fifth of such kind organized in 2014 by CPSC among the Institut Agama Islam Negeri (IAIN) Network which was headed by Mr. Rahman El Junusi, M.Ag.

The program strongly reflected CPSC's drive to further promote capacity-building programs that would prepare administrators for the emerging challenges in educational leadership and management, which would facilitate the increasing demands for progress and organizational excellence. The program targeted to instill awareness on the regional and country-based educational management trends and their implications for sustainable human resources development with reference to the ASEAN countries context to the participants.

It also aimed to promote understanding of modern educational management concepts, practices and the ability to identify practices and systems for educational excellence through transformational leadership. The participants presented an Action Plan that will guide them towards the fulfillment of their desired objectives and plans on managing the newly upgraded university.

Overall program supervision was provided by Dr. Mohammad Naim Yaakub, CPSC Director General while overall program coordination was executed through Dr. Zulkifli Zakaria, CPSC Short-Term Faculty Consultant. CPSC's pool of experts composed of Dr. Hazrat Hussain and Dr. G. Kulanthaivel, CPSC Faculty Consultants also provided academic and institutional support during the conduct of the activity.

To facilitate an effective knowledge transfer, themes relevant to educational management and planning formed parts of the program itinerary. Several topics included issues and challenges in education towards the realization of ASEAN Community 2015 alongside related themes on development of a strategic



Prof. Dr. G Kulanthaivel (upper photo, standing) and Dr. Zulkifli Zakaria (lower photo, left) assist participants during the sessions.

## CPSC Holds Educational Management and Leadership Training for 5<sup>th</sup> Batch of Indonesian Administrators

planning framework for educational organizations, educational excellence through accreditation, and quality management and educational transformation through leadership. Such topics were intended to further instill the importance of techniques in developing a culture of excellence in the institution and provide a lasting and relevant academic experience. Lastly, a lecture on the teamwork building for enhanced productivity and effectiveness was delivered to ensure a harmonious working relationship among the members of the team and committees in the institution.

Study visits to the Asian Institute of Management (AIM) in Makati City, the National Commission of Muslim Filipinos (NCMF) and the Commission of Higher Education in Quezon City was also organized to further expose the participants into the practical applications of educational management.

CPSC congratulated the Network for the elevation of their three campuses into university level at the time of the training program.



Dr. Naim receives token of appreciation from Dr. Wahid Razzaly, Deputy Vice-Chancellor, UTHM, Malaysia



Attendees of the WoCTVET 2014, among them are CPSC member country representatives.



Dr. Naim presents his keynote speech.

**T**he Director General of the Colombo Plan Staff College (CPSC) Dr. Mohammad Naim Yaakub keynoted the World Congress on Technical Vocational Education and Training (WoCTVET) 2014, held from November 5 to 6, 2014 at the Equatorial Hotel in Melaka, Malaysia. In his presentation he highlighted issues and concerns in the changing trends in TVET in the 21st century and the vital role CPSC and other networking institutions play in addressing such challenges.

## CPSC DG Keynotes WoCTVET 2014 Malaysia

In cooperation with the Universiti Tun Hussein Onn Malaysia (UTHM) and other sponsoring organizations/institutions in Malaysia, CPSC was one of the partners in conducting WoCTVET for the year's theme of TVET Capacity Development: Career and Life Skills for 21st Century. The world congress aimed to provide an ideal platform for discussion, dissemination and sharing of contemporary research and scientific knowledge and information in the field of teacher education for TVET.

More than 300 educators, policy makers, administrators and industry partners from various countries across different continents like Asia, America, Australia, Europe and Africa shared in the discussions, deliberations and review of significant new developments and scientific advancements on TVET to create solutions, enhance collaborations and address regional/national responses to TVET teacher education for the global future.

Other renowned international resource persons in global education and industrial networks were also among the keynote speakers who all enthusiastically imparted their knowledge and shed light on various aspects of TVET forward looking towards the 21st century. Assoc. Professor Dr. Margarita Pavlova from the Department of International Education and Lifelong Learning, Hong Kong Institute of Education (HKIED), talked about Establishing Sustainable Life-long Learning: Learning Opportunities for Everyone; while Prof. Dr. Johanna Lasonen, Professor in Career and Workforce Education, University of South Florida, shared about the Global Outlook on the Importance of Skills and Competencies for the 21st Century Workforce.

The first forum focusing on Improving Teaching and Learning Quality in TVET Institutions for the 21st Century had the following panelists deliver their presentations and deliberate with the participants: Dr. Agus Setiawan, Dean, Faculty of Technology and Vocational Education, Indonesia University of Education, Indonesia; Mr. Steven McKee, President of Labtech International, Ltd., USA; Assoc. Prof. Dr. Elspeth McKay, School of Business IT and Logistics, RMIT University, Melbourne, Australia

and Prof. Dr. Wahid Razzaly, Deputy Vice Chancellor, UTHM. Forum 2, on the other hand, which tackled Shaping TVET for Nurturing Innovative Workforce in the 21st Century included panelists: Prof. Young-Bum Park, President, Korea Research Institute for Vocational Education and Training (KRIVET), Korea; Dato Dr. Pang Chau Leong, Director General, Department of Skills Development of Human Resource, Malaysia; Mr. Hj. Md. Sharifuddin Hj Salleh, Central Director, SEAMEO-VOCTECH, Brunei; and Prof. Dr. Thomas Kohler, Professor, Technische Universitat Dresden, Germany.

Prof. Dr. Michael Gessler, Director, Institute Technology and Education, Univeristat Bremen, together with Ms. Anastasia Fetsie, Head of Thematic Expertise Development Department, European Training Foundation, handled a special forum on The Impact of International Development in the Area of TVET.

The honorable Chief Minister of Melaka, graced the event as Chief Guest who officiated the launching of the event and the ceremonial ice-breaking of the WoCTVET proceedings. He conveyed his pleasure and immense pride in hosting WoCTVET in the state of Melaka and warmly welcomed educators, government officials, company managers and all the participants from across several continents. He further encouraged UTHM and other TVET stakeholders to continuously conduct such conferences in a wider international scope that shall bring beneficial impacts to Malaysia and worldwide.

CPSC participants to the congress coming from countries such as Bangladesh, Bhutan, Fiji, India, Malaysia, Maldives, Mongolia, Myanmar, Nepal, Pakistan, Papua New Guinea, the Philippines, Sri Lanka and Thailand actively participated in the exchange of ideas and opinions on varied issues and concerns on TVET not only pertaining to their particular countries but as well in the global context during the forum.

CPSC Faculty members Dr. G. Kulanthaivel and Dr. Zulkifli Zakaria with Officers Ms. Arlene Cruz and Casey Alvarez also attended the event.

## APACC Orientation, MOA Signing Present New Milestones of Collaboration Between **MinTVET, APACC**



MOA document between MinTVET and APACC presented to the audience by Dr. Hazrat Hussain, CPSC Faculty Consultant and APACC Accreditor (2nd from left) and Dr. Irene L. Floro, President of MinTVET association (3rd from the right).

**W**ith the recognition of the emerging need to promote quality assurance mechanisms among TVET institutions in the region particularly in the Philippines, the Asia Pacific Accreditation and Certification Commission (APACC) strives to spread the benefits and advantages of quality certified institutions in strengthening the trust and credibility among its clients and stakeholders by forging linkages with similar organizations in the region.

Succeeding the concluded onsite visit in the Dipolog School of Fisheries (DSF) at Olingan, Dipolog City, Zamboanga del Norte from November 12-13, 2014, members of the Mindanao TVET

Association (MinTVET), officials of the Regional Assembly of Regional TVET Institutions (RATVETI) in Zamboanga Provinces, TESDA Zamboanga del Norte and Region IX Offices, with some 75 administrators, instructors and officials from the different private and public TVET institutions from the different provinces of Region IX gathered at the West End Court Hotel on November 14, 2014 for the APACC orientation and to witness the MOA signing between MinTVET and APACC.

Senior officials who graced the program included Ms. Nelda Espiritusanto, the Regional Director of TESDA Region IX, Rev. Fr. Nathaniele Denlauso, the president of RATVETI and Dr. Irene L. Floro, President of MinTVET.

In her opening speech, Ms. Espiritusanto expressed her utmost congratulations to MinTVET for leading the way for private TVET schools in Mindanao to apply for APACC accreditation. She also cited MinTVET's role in achieving a high quality workforce that can be competitive not only high quality workforce that can be competitive not only locally but also regionally.

Dr. Irene Floro, cited the need for quality TVET institutions in Mindanao considering its geographical disadvantage. However, she said that Mindanao is a place of great potential,

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## MOU Signing between **CPSC, CDETEP** Opens Mutual Opportunities for Collaboration

**I**n an opportune time during the Study Visit organized by CPSC for the Pusat Pengembangan Dan Pemberdayaan Pendidik Dan Tenaga Kependidikan (CDETEP), Medan, Indonesia, on December 9 – 12, 2014, the College seized the chance to build stronger partnership and cooperation with the latter for future endeavors on teacher education.

On December 12, 2014, CPSC signed a Memorandum of Understanding (MOU) with CDETEP which is valid for two years. The MOU aims to explore potential for joint activities on education and training; and identify opportunities for training professional staff members through customized programs, program arrangements on needs basis, skills development training programs, accreditation training and accreditation and certification of institutions, training of accreditors, cross training or exchange of faculty and staff, including sharing of facilities and human resources.

Dr. Mohammad Naim Yaakub, CPSC Director General, prior to the signing remarked that "with the common missions of CPSC and CDETEP in capacity building of teachers, we have so much to synergize to be stronger organizations...now we sign this commitment to pursue our common interests towards enhanced teacher education."

Dr. Mian Siahaan, Head of Program and Data Information Division, on behalf of CDETEP, thanked CPSC, especially Dr. Naim not only for the excellent organization of the Study Visit but also for the opportunity to be part of the international organization meeting held the day before the signing. Dr. Siahaan mentioned the great challenges posed to them by



CPSC Director General, Dr. Mohammad Naim Yaakub (fourth from left) with IDEB Officials during the special dinner held for the CPSC DG.

their government in upgrading teacher education, thus, the MOU signing with CPSC is a significant move to meet said challenges. He said that it is an initial step towards stronger cooperation.

In view of implementing the MOU, Dr. Naim and Dr. Siahaan discussed in details possible programs and projects that both organizations can initially engage on such as staff exchange, more study visits, professional fellowship, etc.

The CPSC Director General also invited CDETEP to be an Honorary Member of CPSC. In closing, he wished that the MOU will soon be in fruition and further said that, "I also hope that this MOU will just be a renewed beginning with the former member country Indonesia that may lead to welcoming it back to the fold of CPSC."

CPSC's team of faculty and staff and CDETEP officials witnessed the signing of partnership.

In its relentless efforts to enhance accessibility and visibility of the College in the CPSC member countries, and fortify working partnerships with its stakeholders, CPSC announces its latest venture of establishing TVET centers in the member countries called the CPSC Asia Pacific Technical and Vocational Education Centers-CAPTVEC.

Designed to create venues that will move CPSC closer to its constituents, CPSC's latest initiative, CAPTVEC explores setting up CPSC satellite centers in the member countries. CAPTVEC specifically aims to:

- Acknowledge good TVET institutions as focal points in the member countries for dissemination of information related to CPSC activities, programs and opportunities of collaborations;
- Establish TVET centers that provide to CPSC information/updates related to TVET, major projects, programs, policy changes and other development reports in the member countries;
- Create venues for the display of CPSC publications and other relevant TVET documents
- Workout collaborative programs related to TVET through the center, may it be training, seminar, conference or any other program of common interests and submit as part of the action plan on yearly basis
- Act as virtual centers for dissemination of CPSC selected programs as mutually agreed by the parties. CPSC's On-Course materials shall be made available through the CAPTVEC for consumption of stakeholders.
- Build stronger networks of CPSC Alumni in member countries who shall coordinate and support conduct of such programs in view of producing a multiplying effect for endorsing TVET staff training efforts of the member countries.

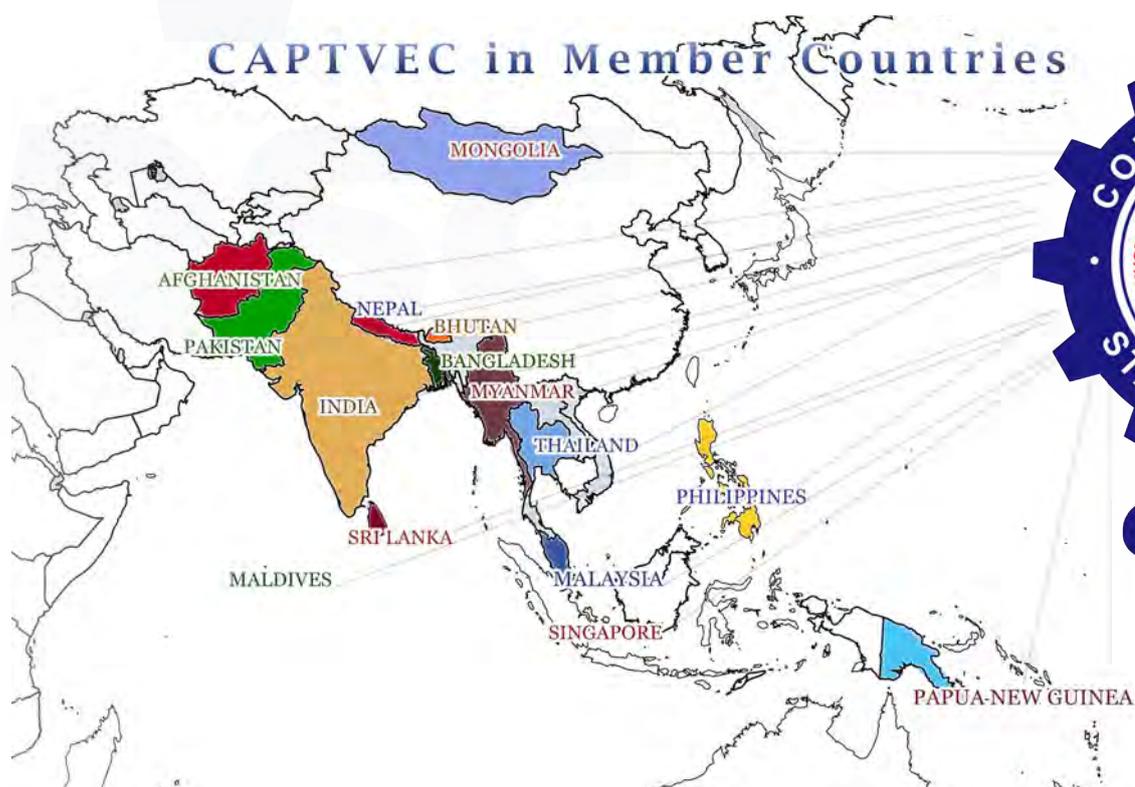
CAPTVEC is open for application to all interested institutions, organizations, universities and polytechnics in the member countries. Applicant institutions shall be assessed for the appropriateness of their resources and capabilities to be a CPSC satellite center apart from fulfilling other criteria set in establishing CAPTVEC. Some of the criteria for qualifying as CAPTVEC are the following:

- Recognized by the National Government and authenticated by CPSC Liaison officer;

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## CPSC ANNOUNCES LATEST VENTURE – CAPTVEC

### CAPTVEC in Member Countries



**CPSC**  
Since 1973

## STAFF COLLEGE EXPLORES TIE-UP WITH AGENCIES IN THE UNITED ARAB EMIRATES



In view of continuing the Staff College's mandate of strengthening the ongoing north-south cooperation in technical and vocational education and training (TVET) that has become a priority of many countries now, the Director General of the Colombo Plan Staff College (CPSC) Dr. Mohammad Naim Yaakub met key personnel of the National Qualifications Authority (NQA) and Education Malaysia Office in the United Arab Emirates on October 19 & 20, 2014.

At NQA, Abu Dhabi on October 19, 2014, Dr. Naim had a discussion with the Director of Vocational Qualifications & Labor Market Strategies Mr. Khaled Al Obaidli and Expert

in Higher Education Professor Ian P. Cumbus on CPSC and its accreditation arm, the Asia Pacific Accreditation and Certification Commission (APACC). The briefer video of APACC was shown by DG to provide an overview of the commission in a concise manner. He then further explained the process of application and benefits that could be derived when an institution is accredited by APACC. The meeting ended with a positive note as NQA looked at the possibility of engaging APACC as a mechanism to certify workforce from sending countries prior to working in UAE.

The discussion with Education Malaysia Officers including Mr. Shusilil Azam, Head of Education Malaysia Dubai; Mr. Mohd Azar AJ, Manager (Middle East/North Africa) and Marketing Manager Mr. Owais Mohamed Aslam Kazi in Dubai, UAE on October 20, 2014 focused on collaboration in bringing Malaysian educational experts to CPSC member countries to help develop their respective education system as well as the possibility of bringing students from CPSC member countries to Malaysia.

The parties hoped for continued communication to properly follow-up the discussions and decisions made during the meetings.

## CPSC DIRECTOR GENERAL MEETS WITH UTHM ADMINISTRATORS, PLANS FOR JOINT PROGRAMS

High officials from the Colombo Plan Staff College (CPSC) and the Universiti Tun Hussein Onn Malaysia (UTHM) held a planning meeting at the UTHM Satellite Office in Bangi, Malaysia on October 6, 2014 to discuss preparations for UTHM-CPSC Collaborative Regional Program on Quality Assurance through International Accreditation held at the UTHM Campus in Johor, Malaysia on November 3-4, 2014.

The meeting was attended by officials coming from CPSC were Dr. Mohammad Naim Yaakub, CPSC Director General and Dr. Zulkifli Zakaria, CPSC Short-Term Faculty Consultant; and from UTHM side were Dr. Jailani Bin Md. Yunos, Faculty of Technical and Vocational Education (FPTV), Associate Professor Major Engr. Dr. Mohamad Hisyam bin Mohd Hashim (former CPSC Short-Term Faculty Consultant) and Dr. Azman Hasan.

The meeting tackled several arrangements regarding the planned collaborative program including the provisions on the cost, accommodations and the overall program set-up.



**The Asia-Pacific Accreditation and Certification Commission (APACC) welcomed six new members to the APACC pool of accreditors in the conclusion of the two-day international accreditors training held from October 14-15, 2014 at CPSC, Manila, Philippines.**

Established by the Colombo Plan Staff College (CPSC) in 2004, the APACC is an accreditation body that promotes the exchange and recognition of standard practices in TVET across the Asia Pacific Region. Its criteria and processes could be used in setting comprehensive quality management systems and its effective implementation in TVET institutions.

The accreditors' training was organized in order for the participants to understand accreditation as a tool for improving the quality of TVET institutions whereby an actual accreditation exercise is undertaken using APACC criteria.

Attendees of the international seminar include three members from various TVET organizations in the Philippines namely: (1) Ms. Sandy S. Montano, Corporate Secretary of the Technical and Vocational Schools of the Philippines (TEVSAPHIL) and Vice President for International Affairs, Community Health Education Emergency Rescue Services (CHEERS) and (2) Mr. Peter P. Negrado, Chief Operations Officer of the Private Sector Disaster Management Network (PSDMIN); (3) Mr. Marc B. Libo-on, Company President of PSDMIN and Operations Chief of Stout Con., Inc. In addition, two newly-appointed faculty members of the CPSC also participated in the program, namely, Dr. Zulkifli Zakaria, CPSC Short-Term Faculty Consultant from Malaysia and Dr. Govindarajan Kulanthaivel, CPSC Seconded Faculty Consultant from India. Upon successful participation and in fulfillment of the requirements the trainees will be taped for actual on-site APACC accreditation exercise in the future.

Furthermore, Engr. Md. Abdullah-Al-Mamun, Bangladeshi intern under the Professional Internship Program for International Experience (PIPIE) was also included as one of the participants.

The program was supervised and coordinated by Dr. Hazrat Hussain, CPSC Faculty Consultant and APACC Accreditor on behalf of the CPSC Director General, Dr. Mohammad Naim Yaakub who was on an official visit to Germany at the time of the program. Professional expertise was also provided by Dr. Romulita Alto, former CPSC Faculty Consultant and APACC Accreditor.

During the two-day activity, the participants were given a comprehensive discussion on the seven criteria that APACC uses for the evaluation of applicant institutions: (1) Governance and Management, (2) Teaching and Learning, (3) Faculty and Staff, (4) Research and Development, (5) Extension, Consultancy and Linkages, (6) Resources and (7) Support to Students. They were also briefed on the activities being done before, during and after the onsite visit to the accredited institution.

Furthermore, they were also briefed about the scoring system as well as their responsibilities and duties as APACC accreditors.

The closing ceremonies were graced by the Chairperson of TEVSAPHIL, Col. Alejandro Teves Escaño. In his speech, he emphasized that the quality of technical and vocational schools should never be compromised among anything and there should be a motivation to look for possibilities of improvement. He also expressed his gratitude to CPSC for conducting the program, citing the partnership to be mutually beneficial in addressing and promoting quality assurance for the long-term improvement of TVET in the Philippines and other countries in the region.

## APACC Trains Six New Accreditors in a 2-day International Training



Dr. Hazrat Hussain, CPSC Faculty Consultant (4th fr L) with newest batch of APACC Accreditation and guest Col. Alejandro Teves Escaño, (3rd from right), Chairman, TESVAPHIL..





Dr. Theresita Atienza (left) and Dr. Hazrat Hussain (right), APACC Accreditors, hold bottled sardines- DSF's product.



The students of DSF catching milkfish (bangus) in their ponds.

In another demonstration of excellence and quality advocacy's spread across all the regions in the Philippines, the Dipolog School of Fisheries (DSF) submitted to a two-day validation and accreditation exercise by the Asia-Pacific Accreditation and Certification Commission (APACC). APACC examined the institution's practices and standards in compliance with the accepted international benchmarks.

## APACC Intensifies Quality Advocacy with Onsite Visit to Dipolog School of Fisheries, Philippines

The team composed of Dr. Hazrat Hussain (Team Leader), Dr. Theresita Atienza (team member) and Mr. Rae Emmanuel Echaveria (APACC Staff) visited the institution from November 12 to 13, 2014. The on-site visit was the second of its kind in the Zamboanga Peninsula region after the Kabasalan Institute of Technology (KIT), which was visited by APACC in 2011.

The Dipolog School of Fisheries, located in Brgy. Olingan, Dipolog City, Zamboanga del Norte was created when the Republic Act 2635 passed and approved by the defunct Congress of the Philippines on June 18, 1960. It was transferred to TESDA through the Special Provision No. 19 of the 1997 General Appropriation Act which provides for the phase out and transfer of secondary programs in TESDA Administered Schools of the Department of Education, Culture and Sports.

Currently, the institution is headed by the Vocational School Administrator, Mrs. Rosella Darcera. Its vision is to become a world-class fishery and allied sciences training institution and the provider of highly competitive skills and it plans to fulfill that mission by developing graduates with high competence and skills in fisheries and allied sciences through quality assured training programs and positive work values.

The opening ceremonies, held on November 12, 2014, were attended by all DSF Faculty and Staff and graced by the Provincial Director of TESDA Zamboanga del Norte, Director Nilda C. Espiritusanto. She cited the relevance of this activity in fostering a culture of excellence in education among the Dipolognons. A presentation of the members and focal persons per APACC committee, as well as the schedule, were also held.

The accreditation team went around the competency areas and offices, particularly the food processing plant where they process their canned- herring and milkfish (bangus) for export to other places. They also observed institutional practices and workshops currently being held at the institution.

The institution was evaluated based on their self-study report covering seven areas namely: (1) Governance and Management; (2) Teaching and Learning; (3) Faculty and Staff; (4) Research and Development; (5) Extension, Consultancy and Linkages; (6) Resources and (7) Support to Students. Evidences in the form of documents, recordings, logs and other proof were presented by the institution.



APACC team with DSF faculty and staff.

Cpsc Hosts Inter-Organizational ...continued from p. 5

Among the guests was Mr. Rudy Sabas, a freelance Consultant formerly connected to Association of Canadian Community Colleges (ACCC) based in Canada. He shared his current undertakings in the Philippines.

Other attendees to the meeting include CDETEP officials, Dr. Hazrat Hussain, CPSC Faculty Consultant and CPSC officers.

CPSC Highlights Benefits...continued from p.10

for Institutional Management in TVET Systems” was organized in the same venue on December 18, 2014. The seminar was organized to provide latest information on the status and quality of institutional management in the country’s TVET systems. It was also organized to identify and examine issues and challenges in institutional management and to provide insights for policy makers, TVET providers and educationalists on the different strategies and approaches towards successful institutional management. The program was attended by 54 participants coming from all over the country.

Mrs. J. Krishnamoorthy, Additional Director General (Administration), DTET led the ceremonies. In his remarks Mr. J.A. Ranjith emphasized the use of accreditation of institutions in Sri Lanka and appreciated CPSC and APACC in their efforts to spearhead quality assurance among institutions in the region.

As a special guest of the seminar, the CPSC Director General, Dr. Naim Yaakub underscored issues of unemployment among young people and the role of TVET in developing strategies to combat this problem.

The seminar was divided into two sessions. Speakers for the first session, entitled “Institutional Management of TVET”, were Dr. Naim and Dr. Ranjith. While, the second session, pertaining to Institutional Management: Managing and Implementation, had Eng. (Mrs.) Pradeepa Udakara, Director General of the National Apprentice and Industrial Training Authority (NAITA), Sri Lanka and Dr. Kulanthaivel as speakers.

CPSC DG addresses participants..continued from p. 6

International ESD Center, Chubu University; Satoshi Kuroiwa, Chairman of ESD21/Toyota Corporate Alumni; and Dr. Michael A. De Miranda, Professor of Colorado State University.

The conference aimed to launch the Global Action Programme on Education for Sustainable Development, an official follow up to the UN Decade of ESD (2005 – 2014).

CPSC-IAIN Proves Strengthened..continued from p.16

awareness of participants on identifying practices and systems for educational excellence through transformational leadership. An action plan was also prepared to guide the institute towards becoming a full-fledged university. *\*As of presstime IAIN matara has been conferred of its' univertisty status.*

Themes such as: Teamwork Building for Enhanced Productivity and Effectiveness, Educational Excellence through Accreditation, and Quality Management, Developing a Strategic Planning Framework for Educational Organizations, Educational Transformation through Leadership and Challenges in Education towards the Realization of ASEAN

CPSC-TEVSAPHIL-TESDA-MINTVET...continued from p. 9

TVET amidst global trends and changes; Contribute opinions and ideas in plenary discussions for the formulation of TVET policy recommendations; Participate and gaining knowledge in the legislative agenda of the government in relation to TESD; understanding the implications of those legislative reform agenda to TESD; Build Network in TVET among leaders and key players for better work relationships in promoting and advocating for TVET Providers; and Engage in meaningful three Ships: Friendship, Fellowship, and Leadership in TVET.

MOA Signing Presents New...continued from p.19

as espoused by the highly competent school administrators. She also congratulated DSF for spearheading the journey towards quality improvement within the region and expressed her hope for at least 12 TVET institutions to undergo APACC accreditation.

CPSC Faculty Consultant and APACC Team Leader for DSF’s on-site visit, Dr. Hazrat Hussain, presented some of the important aspects of APACC including the requirements, benefits, criteria measured and other details. He also responded to some of the audience’s inquiries on APACC.

At the conclusion of the briefing, a Memorandum of Agreement between APACC and MinTVET was signed by Dr. Hussain and Dr. Floro and witnessed by high officials from the regional and provincial office. The memorandum of agreement cited the mutual support to advance the core principles of accreditation and certification of TVET systems for human resources development in the region.

CPSC DG Attends UNESCO ...continued from p. 5

development agencies, private sector, youth organizations, and UN agencies in Bonn.

The plenary and parallel sessions focused on integrating education and skills development approaches for addressing youth unemployment and climate change issues, built on the outcomes of UNEVOC regional consultations in the past.

Discussions emphasized school-to-work transition, entrepreneurial learning and private sector cooperation for the topic youth and skills. For greening TVET on the other hand, green policy approaches, teaching, learning and training of greening TVET, and greening skills for inclusive societies were tackled.

Community 2015 were integrated in the program in order to provide a thorough academic experience to the participants.

Study visits to institutions such as the Asian Institute of Management, National Commission of Muslim Filipinos and the Commission on Higher Education were also organized. The participants also visited some of the famous landmarks in Manila such as Intramuros and the Quiapo Golden Mosque to showcase the history and beauty of the host country during their five-day visit.

*\*As of press time, IAIN Mataram has been conferred with university status.*

# CPSC HOLDS YEAREND GATHERING 2014



CPSC Faculty and Staff led by the Director General, Dr. Mohammad Naim Yaakub (center) during the YearEnd Gathering.

The CPSC Yearend Gathering was held on December 16, 2014 at the CPSC conference room to celebrate the end of another successful year.

The event served as recollection day for the numerous achievements and milestones that the college has achieved. The gathering was also a chance to enhance camaraderie among the staff members, as well as provide a wonderful start to the upcoming Christmas holidays.

The Director General, Dr. Mohammad Naim Yaakub, presented CPSC's accomplishments for the period July to December 2014. He also indicated the future plans and upcoming initiatives that the college will embark in the coming year. Furthermore, he emphasized the need for cooperation and initiatives among the staff members for the benefits of the member countries.

Song numbers, parlor games, raffle draws and gift giving filled the day's jolly celebration. The event also included the November and December birthday celebrations, welcoming of the new staff members and a farewell surprise to Ms. Maricel Querido-Lara, who concluded her employment in the college on December 19, 2014.



Dr. Naim hands over souvenirs to Ms. Maricel Lara, Information Support who concluded her employment with CPSC.



Parlor games filled the day of the yearend gathering.

## CPSC Welcomes New Malaysian Intern



CPSC is pleased to welcome Mr. Reminjus Anak Anding, the fourth Malaysian recipient of the Professional Internship Program for International Experience (PIPIE) opportunity. He officially started his stint as a professional intern on November 3, 2014.

Prior to his admission to CPSC, he was a Civil Engineering Department Lecturer at Politeknik Mukah in Muka, Sarawak, Malaysia from March 23, 2009 until the present. He was also the Industrial Training Coordinator for the Civil Engineering Department in which he is in-charge of the training preparation, supervision and evaluation of the programs. He has also worked as a Civil Engineer at E.M. Diversified Builders Sdn. Bhd. from 2006 to 2007, handling tasks such as site supervision and surveying work.

He obtained his Bachelor's Degree in Civil Engineering at the Universiti Malaysia Sabah in 2001 in which he finished with honors. He is also a holder of two diplomas, one in civil engineering and one in education, both obtained at Politeknik Kuching, Sarawak. He is currently married with two children.

PIPIE

# FEEDBACK

Greetings from PNG.

Being able to attend such training internationally for the first time, I have gained a lot of insights and knowledge into international accreditation and being able to interact with fellow participants from the Asia/Pacific countries and share experiences and the practices and systems in their countries was an invaluable experience. It is in such programs we unite with member countries to share and promote TVET through life-long learning skills and develop friendship and partnership with Asia and Pacific regions.



I have learnt a lot from this training and plan to carry out awareness in TVET institutions here in PNG on the Quality Assurance available through international accreditation system. I first intend to carry out awareness on Quality Assurance through International Accreditation with PNG's only Polytechnic and later target other public Technical/Business Colleges in TVET to carry out this awareness.

It was truly a remarkable experience for me and I sincerely thank CPSC for providing me with that opportunity to attend this program with PNG's Polytechnic institute. I will keep you posted on the awareness and implementation plans on my visits and you will be notified on my progress.

Once again thank you Dr. Naim and wish you well as you head this friendly educational institution, COLOMBO PLAN STAFF COLLEGE.

**AGATHA SIMANGO**  
TVET - PNG

Good day!

We truly appreciate the opportunity that our research paper is published in your journal. To be considered as one of the contributors is a privilege.

Thank you so much and more power.



**Dr. Sayson and Dr. Ballados**  
Vice President for Research, Extension, IP and Training  
Chairperson, Graduate Studies-Fortune Town Campus  
Carlos Hilado Memorial State College  
Philippines

Dear sir,

I would like to thank CPSC and UTHM for organizing the regional program and the 4th world congress on TVET. I have learned a lot from these two programs and will be implementing some of the lessons learned in my country. We have planned for a workshop on APACC accreditation in the month of Dec. to create awareness to all training providers in the country. I would like to request CPSC to organize at least one regional program in BHUTAN. We are ready to provide any support in the best possible way we can.



**Warm Regards.**  
**Tandin**



## HOLIDAY MESSAGES



Dear Sir

Thank you very much for the letter of appreciation. It is indeed very thoughtful and kind of CPSC to furnish me with such a recognition.



It is indeed an honor for me to be selected as the local resource person and personally have gained much during the conduct of the said program.

I look forward for future collaboration with CPSC, specifically APACC, for the betterment of both JPP and CPSC.

Thank you.

Yours Sincerely,

Noor Aidi Nadzri  
Director  
Instructional and Digital Learning Division  
Ministry of Education  
Malaysia

CPSC ANNOUNCES LATEST ..continued from p.20

- The candidate may be a ministry or department dealing with TVET;
- A national TVET Body nominated by the National Government / competent TVET regulating authority; or
- Recognized Technical Teachers' Training & Research Centers;
- Technical Training Centre/Institute, Polytechnic, Community Colleges or similar institutions with demonstrated competence and national recognition for undertaking education and training;
- A University, Research or Teacher Training Institute, with demonstrated competence in TVET, and national recognition for undertaking education and training, and research activities related to TVET;
- Availability of dedicated and competent Professional Staff to conduct and attend CPSC activities; and many more.

### Benefits

Benefits awaiting institutions that may be designated as CAPTVEC include bigger networking opportunity with CPSC's international partners, wider access to current TVET trends and information, better opportunities in availing CPSC's Professional Internship for International Experience (PIPIE), vents for research paper publications through CPSC's STEPS (Scholarly Technical Education Publication Series), extended network with TVET institutions in the member country for operational level activities among many others.

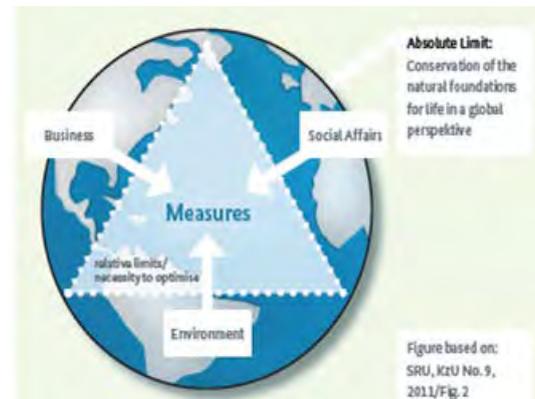
CPSC solicits patronage from TVET institutions/ organizations of all member countries for this newest venture and encourages interested institutions to tender their applications for the center this early.

CAPTVEC is envisioned to further intensify shared efforts and partnerships with all stakeholders in setting directions for future programs, projects and TVET-related engagements in order to amplify beneficial impacts of CPSC's services on human resources development through TVET.



### SKILLS FOR GREEN JOBS

(featured on "TVET for a Green Economy" publication from GIZ")



GIZ, in its publication entitled "TVET for a green economy" identified that in order for TVET to play a significant and long-lasting role in the transformation of the economy and society towards a green, sustainable future, it will require a change in mindset and the possession of necessary skills that will encourage the creation of green initiatives and provide incentives to its potential participants. It specifically identified that the integration of sustainable development concept into TVET "cannot be reduced to individual vocational subjects or occupations", suggesting that a collective effort from the TVET providers and the government itself is much needed.

Supplementing the existing vocational skills with the core skills necessary for the development of the green TVET jobs are achieved through the following policy suggestions:

- Strategic and leadership skills to enable policy-makers and business executives to set the right incentives and create conditions conducive to cleaner production, cleaner transportation etc.
- Adaptability and transferability skills to enable workers to learn and apply the new technologies and processes required to green their jobs;
- Environmental awareness and willingness to learn about sustainable development;
- Coordination, management and business skills to facilitate holistic and interdisciplinary approaches incorporating economic, social and ecological objectives;
- Systems and risk analysis skills to assess, interpret and understand both the need for change and the measures required;
- Entrepreneurial skills to seize the opportunities of low-carbon technologies;
- Innovation skills to identify opportunities and create new strategies to respond to green challenges;
- Communication and negotiation skills to discuss conflicting interests in complex contexts;
- Marketing skills to promote greener products and services;
- Consulting skills to advise consumers about green solutions and to spread the use of green technologies; and
- Networking, IT and language skills to perform in global markets.

\*Deutsche Gesellschaft für Internationale Zusammenarbeit (2013). TVET for a Green Economy. Retrieved on January 22, 2015 at <http://www.giz.de/de/html/index.html>.



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