

International Conference on **TVET**  
**Skills Development for Poverty Alleviation**  
**Entrepreneurship and Employability**  
and  
Asia Pacific Accreditation and Certification Commission  
**APACC Awards Night**

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- APACC Awards Night Highlights Institutional Excellence • RP Philippines and Singapore
- ICP Fiji, Maldives, and Philippines • CPSC Governing Board Confers TVET Leadership Award to Outgoing DG Dr. Naim • First APACC Special Meeting



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## 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...

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Dear Readers,

If goodbye means looking back, and looking back is relishing good memories, beginnings, challenges, journeys, cherishing friendships, partnerships, and counting accomplishments, then goodbye, though the hardest, is yet the sweetest.

My dear CPSC Quarterly readers, as I pen this final issue under my term as Director General allow me to thank all of you for joining me in my journey toward achieving what I think will bring CPSC soaring to greater heights. You were all with me when I pledged my vow of commitment to CPSC's visions, missions and mandate until this very moment as I transfer the baton of leadership to my successor, thank you.

With much respect and high appreciation for the untiring support of all the Members and Representatives of the Governing Board for Fiscal Years 2011-2015, your commitment to CPSC's endeavors, and the friendship accorded me have always been a remarkable privilege and great honor for me. My heartfelt thanks goes to all the CPSC Faculty and Staff who walked with me in threading through the path of success in carrying out all our programs, projects, initiatives, activities and events, yes, never without any challenges along the way, but rising above through teamwork had made us a stronger team. My times with each and everyone of you during work or even our "bonding moments" will always be cherished and remain as fond remembrances of my CPSC days.

I am delighted to leave CPSC with some major significant accomplishments that wrapped up CPSC's Fiscal Year 2014-2015 with a big bang. At the last leg of the fiscal year, we successfully staged back to back events such as the International Conference on TVET Skills Development for Poverty Alleviation (SDPA), Entrepreneurship and Employability, Regional Program on Entrepreneurship Development in TVET and APACC Awards' Night. The conference put forward the "Marco Polo Pact: Journey to Zero Poverty" concurred by the 165-strong delegates.

The latest events for CPSC's Asia Pacific Accreditation and Certification Commission (APACC) marked special milestones in APACC's history with the first Awarding Ceremonies held in Manila to highlight quality and excellence in TVET institutions in Malaysia, Mongolia and the Philippines; as well as the first APACC Special Meeting of APACC-accredited institutions and National Coordinator for Accreditation in view of establishing the Association of APACC Accreditees (AAA). Other notable activities of APACC, which include intensified promotions and information dissemination spearheaded by other countries like Thailand in their techvoc schools and institutions, have continuously boost awareness on and interest on APACC benefits.

These and more accomplishments were sealed with ISO's confirmation that CPSC's Quality Management Systems (QMS) is fully functional, such that the "QMS is in a commendable mode of continual improvement and remains in full alignment with the Quality Policy and strategic directions of top management". With Certification International, Philippines' declaring zero non-conformity verdict for our QMS in its findings from the 2nd Surveillance Audit conducted for the period FY 2014-2015, I will leave CPSC with a happy heart and confidence that indeed, CPSC is on the right track and I can just look forward for more splendid and glorious achievements that await CPSC in the future.

Thank you CPSC, for the best four years of my life and career. So long, I remain your humble servant in our advocacy for TVET development in the Asia Pacific region.

Sincerely yours,



**Dr. Mohammad Naim Yaakub**  
Director General







*99th GBM Members and Representatives: H.E. Safdar Hayat, Ambassador of the Islamic Republic of Pakistan; Mr. Probash Lamarong, Chargé d' affaires, Embassy of Bangladesh; Ms. Bernadette Therese C. Fernandez, Executive Director, DFA – UNIO; H.E. Kok Li Peng, Ambassador of Singapore and Incoming GB Chairman; Atty. Teodoro C. Pascua, Deputy Director General for TESD Operations, Technical Education and Skills Development Authority (TESDA) and Outgoing GB Chairman; Dr. Mohammad Naim Yaakub, CPSC Director General and GB Member Secretary; H.E. Ye Myint Aung, Ambassador of the Republic of the Union of Myanmar; Ms. Siti Aliah Mansor, Second Secretary, Embassy of Malaysia; H.E. L.D. Ralte, Ambassador of the Republic of India*

## CPSC GOVERNING BOARD CONVENES 99<sup>TH</sup> MEETING, APPROVES HONORARY MEMBERSHIP OF TEVSAPHIL

The Colombo Plan Staff College (CPSC) Governing Board (GB) convened its 99th session on June 25, 2015 at the CPSC Headquarters in Manila, Philippines. The Board discussed eight agenda items including the Annual Report for Fiscal Year 2014–2015, Proposed operational plan and budget for fiscal year 2015–2016, application for honorary membership of the Technical Vocational Schools and Associations of the Philippines, Inc. (TEVSAPHIL), updates on 11th Director General Recruitment, and the election and turnover of Chairmanship and Vice Chairmanship of the GB.

The meeting was presided by Atty. Teodoro C. Pascua, Chairman of the CPSC GB and Deputy Director General for TESD Operations, Technical Education and Skills Development Authority (TESDA), Philippines and was co-chaired by H.E. Kok Li Peng, Vice Chairman of the CPSC GB and Ambassador of the Republic of Singapore.

Apart from the CPSC Director General and Member Secretary Dr. Mohammad Naim Yaakub, the attendees were also comprised of H.E. L.D. Ralte, Ambassador of the Republic of India; H.E. Ye Myint Aung, Ambassador of the Republic of the Union of Myanmar; H.E. Safdar Hayat, Ambassador of the Islamic Republic of Pakistan; Mr. Probash Lamarong, Chargé d' affaires, Embassy of Bangladesh; Ms. Bernadette Therese C. Fernandez, Executive Director, DFA – UNIO; and Ms. Siti Aliah Mansor, Second Secretary, Embassy of Malaysia.



After the presentation of annual report for fiscal year 2014 – 2015 by the Director General, the Board expressed its satisfaction to CPSC for recording the highest number of program participants while utilizing only a percentage of allotted budget, which denotes CPSC has been very efficient for the said fiscal year. The Board members likewise acknowledged the efforts done by CPSC to promote the Asia Pacific Accreditation and Certification Commission (APACC) in order to reach technical and vocational education (TVET) institutions in other countries. To date, additional two countries subscribed to APACC – Thailand and India which are expected to be visited by APACC within fiscal year GB 2015 – 2016.

In order to showcase TEVSAPHIL's mission, organizational structure, governance, and most importantly, their international and national projects and linkages, Ms. Patricia Dalmas, TEVSAPHIL's Corporate Secretary and Founding Director and Mr. Alexander Mercado, TEVSAPHIL's Executive Director made a presentation to the body as an aspiring honorary member.

The proposals and agenda items put forward by CPSC were given thumbs up by the Board including the operational

plan and budget for fiscal year 2015 – 2016, as well as the application of TEVSAPHIL.

The election and turnover of leadership took place as the last agendum of the meeting. The Director General explained that CPSC elects the Chairman and Vice Chairman of the Board on rotational basis, following alphabetical order of countries represented. H.E. Kok Li Peng accepted the Chairmanship of the GB for fiscal year 2015–2016. The Member for Sri Lanka, who was not present during the meeting due to an out-of-country mission, will serve as the Vice- Chairman.

Atty. Teodoro Pascua, outgoing GB Chairman, was presented with a Plaque of Recognition for his leadership during his term. In his Valedictory speech, he expressed his appreciation to the members for their support and friendship accorded him. He also mentioned that being the Chairman of CPSC for a year was a rewarding and enriching experience for him. He stressed the importance of TVET in addressing the issues and common problems of developing countries including poverty. Lastly, he called upon the members to continue sharing prosperity together, which is also the main motto of CPSC.

# CPSC HAILS NEW CPSC GOVERNING BOARD MEMBER FOR SINGAPORE, H.E. MS. KOK LI PENG

The Colombo Plan Staff College (CPSC) is honored and pleased to welcome in its fold the new CPSC Governing Board Member for Singapore Her Excellency Ms. Kok Li Peng, who was recently elected as the new CPSC Governing Board Chairman for FY 2015-2016 in the latest session of the CPSC GB.

Prior to her appointment as Ambassador of Singapore to the Philippines, H.E. Ms. Kok held the post of Director-General of the ASEAN Directorate in the Ministry of Foreign Affairs of Singapore from March 2012 to January 2015.

A career diplomat, H.E. Ms. Kok joined the Ministry of Foreign Affairs in 1995 and served in the International Organisations Directorate from October 1995 to January 1997. She also covered various portfolios in the Southeast Asia Directorate including Regional Policy, Special Projects in Malaysia and

Brunei. She was appointed Deputy Director in Malaysia and Brunei from April 2006 to August 2008.

The CPSC GB Chairman's first overseas posting was as First Secretary in Washington from February 1999 to February 2002. She also served as Deputy Permanent Representative in the Permanent Mission of Singapore to the United Nations in New York from September 2008 to January 2012. H.E. Ms. Kok was awarded the Public Administration Medal (Bronze) in 2008.

CPSC's member for Singapore graduated with a Bachelor of Laws (Honours) from the National University of Singapore in 1994. She obtained a Masters in Arts (Political Science) from Columbia University in 2006 on a Fulbright Scholarship.



## CPSC Welcomes TEVSAPHIL as New Honorary Member

The Colombo Plan Staff College (CPSC) welcomes to its fold a new honorary member institution, namely, Technical Vocational Schools Association of the Philippines (TEVSAPHIL) as approved by the CPSC Governing Board during its 99th session on June 25, 2015.

TEVSAPHIL is an association of education and training private institutions that offer programs under the governance of the Technical Education and Skills Development Authority (TESDA) Philippines and of individual private institutions which offers technical vocational education and training programs.

It was established to respond to the need for a national organization to represent the private technical vocational education and training (TVET) sector in coordination and cooperation with the government, in order to better serve the needs of stakeholders like institutional heads and employers.

TEVSAPHIL works closely with both TESDA and the industry employers to design and implement programs that prepare manpower at a quantity, of a quality, at a time and place required by stakeholders. The association intends to address issues on skills and labor mismatch; transitioning to the K-12 system; international quality standards; bridging education employment gaps; best practices and social development endeavors such as climate change, digital literacy, etc.

CPSC's new honorary member conducts annual projects such as technical education and skills congress; research and study activities and collaborative activities and international linkages which include benchmarking, educational visits, initiation of discourse among many others. Currently, it has tie up activities with Taiwan, Korea and Vietnam. These collaborative activities have resulted in the marked increase in the employment rate of graduates of TVET institutions.



CPSC-TEVSAPHIL's partnership started during CPSC's attendance to a TEVSAPHIL-TESDA organized 2nd National Technical Vocational Education and Training (TechVoc) Congress on October 29, 2013 held in the Philippines. Further collaborative activities ensued since the said event which included CPSC's with engagement of some program offerings by the Community Health, Education, Emergency Responsive Services (CHEERS), a TEVSAPHIL member. In Case of Emergency (ICE) and Workplace Innovation on Safety and Health (WISH) were conducted for one of the CPSC's Customized Programs held in 2014.

A Memorandum of Agreement (MOA) then formally signified ties between CPSC and TEVSAPHIL held on October 3, 2014. Marking the first collaborative venture from the MOA CPSC and TEVSAPHIL 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.

TEVSAPHIL envisions to be the innovator capability builder, clearing house and voice of Philippine private Technical vocational institutions for global competitiveness.



# CPSC GOVERNING BOARD CONFERS TVET LEADERSHIP AWARD

to Outgoing DG, Dr. Naim; Farewell and Celebration of  
Accomplishments Held



Members and representatives of the CPSC Governing Board, and guests present Dr. Naim's portrait and accomplishments, (L-R) H.E. L.D. Ralte, Ambassador of India, Atty. Teodoro Pascua, TESDA DDG for TESD Operations, Dr. Mohammad Naim Yaakub, Outgoing CPSC DG, H.E. Ms. Kok Li Peng, CPSC Governing Board Chairman, H.E. Maj. Gen. John Gomes, psc (Retd.), Ambassador of Bangladesh, H.E. Safdar Hayat, Ambassador of Pakistan, Ms. Bernadette Therese Fernandez, Executive Director, DFA-UNIO, Philippines, Ms. Siti Aliah Mansor, Second Secretary, Malaysia and Col. Alejandro Escaño of Technical Vocational Schools Association of the Philippines (TEVSAPHIL).

**M**ixed emotions filled the evening of July 15, 2015, at Berjaya Hotel, Makati, as the outgoing CPSC Director General, Dr. Mohammad Naim Yaakub, conveyed his farewell message and best wishes to CPSC as he leaves his post on July 15, 2015. In his parting words, he expressed his high appreciation to the CPSC Governing Board for their solid and consistent support for his management of CPSC affairs during his term as Director General. He thanked most especially the current CPSC faculty and staff and those who had previously served the College, for all their hard work under his leadership. He said that such teamwork and dedication of the CPSC team beginning from the GB members down to the CPSC staff are key elements to how CPSC continuously soar to greater heights.

In celebration of CPSC's accomplishments under his leadership, Members of the CPSC Governing Board conferred a TVET Leadership Award for his remarkable contributions and strong commitment in pursuing TVET development in the Asia Pacific region. The plaque was signed and handed over by Atty. Teodoro Pascua, CPSC Governing Board Chairman (FY 2014-2015).

A portrait of Dr. Naim with highlights of his accomplishments was also presented by the CPSC Governing Board Members led by the current Governing Board Chairman (FY 2015-2016) and Ambassador of Singapore, Her Excellency Ms. Kok Li Peng. Highlights of his 4-year term achievements include: record breaking number of programs (162) and participation (13,344) in CPSC history; CAPTVEC (CPSC Asia Pacific Technical and Vocational Education Centers); Asia Pacific Accreditation

and Certification Commission (APACC) Instruments revision and increase of APACC-accredited institutions with APACC Accreditors Training, Assessment and Certification, and establishment of Association of APACC Accreditees (AAA); first-ever CPSC journal-STEPS (Scholarly Technical Education Publication Series; OnCOURSE (Online Course Ubiquitous Real-Time System of Education); honorary membership of internationally-recognized organizations countries; among many others.

In a show of regard and gratitude to the contributions of the outgoing CPSC DG to Philippine TVET (technical vocational education and training), the Technical Education and Skills Development Authority (TESDA), Philippines presented a Plaque of Recognition to Dr. Naim. TESDA Director General, Hon. Secretary Joel Villanueva, sent his best wishes to Dr. Naim





and his sincerest thanks for all his relentless efforts in working for quality TVET in the country particularly through the APACC. The plaque, a special gift and the TESDA DG's message were presented and sent through Atty. Teodoro Pascua, TESDA Deputy Director General for Technical Education and Skills Development Operations, TESDA Deputy Director General for Policies and Planning Ms. Irene Isaac and TESDA Executive Director Ms. Felicidad Zurbano.

Attending Members and representatives of the CPSC Governing Board, and guests, composed of H.E. Ms. Kok, H.E. L.D. Ralte, Ambassador of India, H.E. Safdar Hayat, Ambassador of Pakistan, H.E. Maj. Gen. John Gomes, psc (Retd.), Ambassador of Bangladesh along with Ms. Hana

Suri, Second Secretary (Political), Singapore, Ms. Bernadette Therese Fernandez, Executive Director, DFA-UNIO, Philippines, Ms. Siti Aliah Mansor, Second Secretary, Malaysia and Col. Alejandro Escaño of Technical Vocational Schools Association of the Philippines (TEVSAPHIL), each imparted their farewell messages to the DG. All of whom expressed mixed feelings of sadness and admiration for the choice Dr. Naim has made with regard to both his career and family life and wished him the best of luck as he leaves CPSC.

On behalf of the CPSC faculty and staff, Dr. G. Kulanthaivel, CPSC Faculty, also gave his farewell message and thanked Dr. Naim for all the guidance and direction he provided for all the undertakings of the College. The faculty and staff offered and presented tokens of appreciation to the outgoing DG which included CPSC publications, reports and a photo book of his memories in CPSC. Former faculty members such as Dr. Romulita Alto, Dr. Renato Sorolla and Dr. Paiboon Saiyawongs were also present in the event to send their warm wishes.

The newly elected Chairman of the CPSC Governing Board, H.E. Ms. Kok was also formally welcomed during the event.

Dr. Naim, the first Malaysian and 10th DG of CPSC served from July 14, 2011 to July 15, 2015.

## Zero Non-Conformity Results of 2nd Surveillance Audit Found CPSC's QMS in a Commendable Mode of Continual Improvement in alignment with Quality Policy

"The QMS is in a commendable mode of continual improvement and remains in full alignment with the Quality Policy and the strategic directions of top management", states the report of the Certification International, Philippines (CI) per findings on CPSC's Quality Management Systems (QMS) during the Second Surveillance Audit (S2) held on July 7, 2015.

Successfully reaping zero non-conformity results, CPSC's QMS under ISO 9001:2008 underwent the second surveillance audit covering the period of July 1, 2014 to June 30, 2015 on the following areas: Management Responsibility, Programs, Projects, Internal Quality Audit, Accreditation and Certification, Outsourced Processes, General Services and Client Relations and Security.

The Executive Summary report of CI further reports that: "the effective implementation of core and support processes has been achieved with the consistent guidance of the CPSC Governing Board and the consistent involvement of Division Heads and their respective staff. The CPSC management team, led by the Director General, has demonstrated customer focus in their operations. Performance results have been achieved with more productive utilization of allocated resources.

Top management leadership has been consistently demonstrated by the Governing Board and by the Director General. This has been one key factor in keeping CPSC sharply focused on the development requirements of its many and varied customers, namely CPSC member countries, along with their respective TVET institutions drawing expertise for their human resources and for their organizational performance strengthening. This mandate of CPSC has been pursued with the support of its QMS as an underlying mechanism for core and support processes to maintain close teamwork while working towards meeting their individual performance targets that are aligned with CPSC's Quality Policy and strategic directions.

CPSC'S QMS is fully functioning, regularly seeking continual improvements to its procedures which are extensively documented and internally audited at defined intervals."

At the opening meeting during the audit, Dr. Mohammad Naim Yaakub, CPSC Director General presented CPSC's accomplishments in line with its efforts toward continual improvements in various processes and systems. He expressed his immense pleasure upon declaration of zero non-conformity results as well as on the good points on the various areas and processed of CPSC's QMS as confirmed by the external auditors. He, however, assured the auditors that CPSC takes note and will carry out necessary actions on the opportunities for improvements as suggested. He thanked all the staff for all the hard work to make such result possible.

CI's Lead Auditor, Mr. Renato Navarrete and Team Member Mr. Leonardo del Carmen announced that the CPSC's QMS is recommended for continued certification under ISO 9001:2008 based on the said results.

The S2 Audit was facilitated by the newly appointed Quality Management Representative, Dr. G. Kulanthaivel, CPSC Faculty assisted by Ms. Arlene Cruz, Document Controller.



(L-R): Mr. Leonardo del Carmen, team member, CI, Mr. Renato Navarrete, Team Leader, C.I and Dr. Naim during the closing meeting of the 2nd surveillance audit.



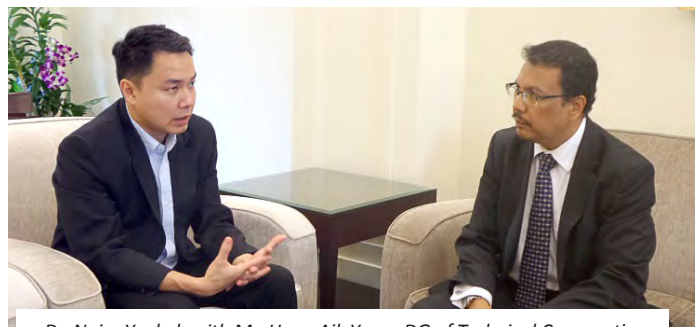
## Courtesy Visit to DG of MFA, exploratory meetings on APACC with Singapore Polytechnic and Council for Private Education constitute CPSC DG's mission in Singapore

*In order to maintain close liaison with partners and explore opportunities for new partnership, the Director General of the Colombo Plan Staff College (CPSC) and President of the Asia Pacific Accreditation and Certification Commission (APACC) Dr. Mohammad Naim Yaakub, assisted by Executive Secretary Ms. Adrienne Abril, embarked on several meetings from April 13 and 14, 2015 in Singapore.*

On April 13, the CPSC DG paid a courtesy visit to the newly appointed Director General of Technical Cooperation Directorate, Ministry of Foreign Affairs, Singapore Mr. Heng Aik Yeow. The meeting was set to further discuss and exchange ideas about continuous future collaborations and cooperation through the conduct of programs beneficial to technical and vocational education and training (TVET) stakeholders in the Asia Pacific region. Dr. Naim likewise updated MFA with the initiatives of APACC within the region especially its relevance to the pursuit of goals of the ASEAN Community 2015.

Mr. Heng shared MFA's cooperation projects through the Singapore Cooperation Program (SCP), one of which was the then ongoing regional program in collaboration with CPSC and Institute of Technical Education. Full appreciation was accorded to CPSC by MFA for being a reliable partner since year 2008. He hoped that the programs being provided by SCP are beneficial to the program participants, thus feedback acquired by CPSC are requested to be shared with MFA Singapore.

On April 14, Dr. Naim also met Mr. Lee Leck Seng, General Manager, Singapore Polytechnic International PTE LTD (SPI)



*Dr. Naim Yaakub with Mr. Heng Aik Yeow, DG of Technical Cooperation Directorate, MFA Singapore*

and discussed about APACC and SPI's consultancy services and training programs for governmental agencies in the ASEAN region and other countries in areas such as TVET Institution Quality Assurance Framework, Competency-based Curriculum Design & Development, and NQF/ASEAN Qualifications Referencing Framework (AQRF).

He likewise met representatives from the Council for Private Education (CPE) - Mr. Remy Choo, Director of Assessment, Registration, Monitoring and Investigation and Ms. Zheng Huimin, Senior Head of Policy Department. CPE is the regulatory body which covers the private education sector in Singapore.

During these meetings, Dr. Naim stressed the importance of APACC on assuring the quality of TVET institutions in the Asia Pacific region. The initial meetings with SPI and CPE generated recommendations on the way forward and the necessary steps in order to pursue APACC accreditation in Singapore.

## CPSC DG Guest Speaker in Malaysian Polytechnic Internationalisation Officer Workshop 2015

*Sharing insights and expertise on internationalization, the CPSC Director General, Dr. Mohammad Naim Yaakub, with another expert from the Philippines, delivered talks on international protocols, diplomacy and etiquettes including varied aspects of internationalization as guest speakers during the Malaysian Polytechnic Internationalisation Officer Workshop 2015 on May 19, 2015 at Concorde Inn Kuala Lumpur International Airport, Selangor, Malaysia.*



The Department of Polytechnic Education (DPE) of Malaysia organized the workshop to expose the officers from the headquarters and polytechnics handling internationalization ventures to some training that will better prepare them for international events and projects. The workshop also targeted to further boost the officers' proficiency in dealing with diverse facets of international endeavors in view of the department's constant engagement with international counterparts for international projects.

The DG was with Mr. Marco M. Polo, Division Director, External Affairs, De La Salle University, Philippines. Both of the guest speakers expounded and shared their views on the following sessions: Session 1a: The roles of internationalization officers in showcasing Polytechnic Malaysia as a preferred collaborative partner and referred TVET institution, which focused on etiquette and first class mannerism, diplomacy, promoting the understanding of cultural diversity and public trust, health and safety through professionalism and work

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# CPSC – Singapore Joint Training on TVET Program for Principals and Leaders



*Dr. Naim presents the CPSC Plaque to Mr. Ch'ng Tze Chia, Assistant Director for Asia-Pacific, MFA (Top Photo); program organizers and participants of the program (photo below).*

The Colombo Plan Staff College (CPSC), in partnership with the Technical Cooperation Directorate, Ministry of Foreign Affairs (MFA), Singapore, organized the **TVET Program for Principals and Leaders** at the Institute of Technical Education (ITE) Academy, Singapore from April 13-17, 2015.

The program was conducted as a collaborative program between CPSC and the Singapore Cooperation Program of the Government of Singapore and delivered by the ITE Education Services. Seventeen (17) representatives from CPSC member countries namely Afghanistan, Bangladesh, Bhutan, India, Malaysia, Maldives, Myanmar, Nepal, the Philippines, Sri Lanka, and Thailand attended the program.

The program provided an overview of Singapore's Technical Vocational Education and Training (TVET) Systems and shared ITE's experience in strategic planning and delivery of TVET, through the following:

- Overview of TVET and the education system of Singapore;
- Technical education college management in response to the changing needs of industries;
- Approaches of TVET to curriculum design and development, pedagogy model and training, educational technology, student development and management as well as assessment system; and
- Site visits to institutes of technical education and other tertiary education institutions in Singapore.

Dr. Mohammad Naim Yaakub, CPSC Director General, led the CPSC team during the conduct of the program, together assisted by Ms. Casey Joan Alvarez, CPSC Training and Development Officer. On the other hand, MFA Singapore was represented by Mr. Ch'ng Tze Chia, Assistant Director on Asia

Pacific and Ms. Joo Ying Khui, Technical Cooperation Officer of Technical Cooperation Directorate.

ITE headed by the Deputy CEO of the ITE Education Services (ITEES) and the Vice Dean of the ITE Academy, Mr. Eden Liew and the Manager for South Asia and Russia, Mr. Fabian Cheong accorded a warm welcome to CPSC team and all the participants and guests.

Several lectures were delivered by the representatives from ITE as a part of the capacity-building activities. These included The Singaporean Experience on Building a Sustainable TVET (presented by Mr. Tan Hong Choon, ITEES Senior Consultant), the VTE on Working Adults and Industry Partnership (presented by Mr. Aw York Bin, Deputy CEO on Industry, ITE), Challenges on Extraordinary Change for Extraordinary People (presented by Ms. Jane Chia, Divisional Director of the Human Resources Department, ITE), The Curriculum Design and Development of ITE Courses (presented by Mr. Ko Ho Seng, Deputy Director of Curriculum Education and Development, ITE), Holistic Student Development (presented by Mr. Yek Tiew Ming, Principal of ITE College East), TVET College and Financial Management (presented by Mr. Tan Hong Choon, ITEES Senior Consultant) and the ITE Experience on Quality TVET Teaching and Development (presented by Mr. Samuel Ng, Director of Pedagogic development, ITE).

In addition to the abovementioned lectures, the participants also visited some of the institutions that may serve as a benchmark for TVET institutional management and development. Aside from the tour of the ITE Central College itself, the participants went to the Assumption Pathway School, ITE College East and the Ngee Ann Polytechnic and observed some of the best practices showcased by the TVET administrators and students.





Dr. Shamsuri Abdullah (standing), Program Resource Person discussed with participants.

The Colombo Plan Staff College gathered together high level delegation from CPSC member countries such as Bangladesh, Bhutan, Fiji, India, Maldives, Myanmar, Nepal, Pakistan, the Philippines, Sri Lanka and Thailand for the Regional Program on Entrepreneurship in TVET. The CPSC faculty and staff led by the Director General, Dr. Mohammad Naim Yaakub, welcomed the delegates composed of 15 TVET leaders, senior administrators and practitioners including entrepreneurship experts from Malaysia and India, as the regional program commenced Wednesday June 17 at CPSC for the program duration of June 17-20, 2015.

Dr. Naim expressed his immense pride and pleasure in receiving the high-level delegation and the nearly full attendance of member countries. "This", he said, "indicates positive impressions and solid support of CPSC member countries in CPSC's endeavors that makes us feel assured that we are proving our worth in the realization of our mandate."

The program was organized under the supervision of the Director General with the assistance of Dr. G. Kulanthaivel, Seconded Faculty Consultant who acted as Program Coordinator.

The program was conceptualized in view of the rising potential of integrating entrepreneurship in TVET education as a way to provide lifelong employment to its beneficiaries. Instilling the entrepreneurial acumen to students and instructors should be one of the focus areas of TVET to maintain its relevance in today's society. In addition, the need to forge stronger links with the labor market and the creation of strategies to help graduates to adjust continuously to the fast changes in the market makes entrepreneurship education an interesting and timely endeavor towards providing its beneficiaries with decent ways of obtaining a gainful employment.

In this program, the participating TVET policy makers, administrators and educators was apprised about the relevance of entrepreneurship education in present times, the need to divert a significant chunk of TVET graduates from wage employment to entrepreneurial careers in developing countries and knowledge of the entrepreneurial support system available in different countries and understanding the complete process of entrepreneurship.

Several TVET experts on entrepreneurship were invited to the program to provide participants with wider knowledge

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## CPSC'S RP ON ENTREPRENEURSHIP DEVELOPMENT IN TVET CONVENES HIGH-LEVEL- DELEGATION MEMBER COUNTRIES





(Left photo) Bangladesh Prime Minister Her Excellency Sheikh Hasina gives her inaugural address as Chief Guest in the conference. (Right photo) Dr. Naim welcomes the participants of the conference.

## Bangladesh Prime Minister Graces CPSC-IDEB Int'l Conference on TVET for Sustainable Development

**N**one other than the Prime Minister of the People's Republic of Bangladesh, Her Excellency Sheikh Hasina, graced as Chief Guest, the most significant event in Bangladesh jointly organized by the Colombo Plan Staff College (CPSC) and the Institution of Diploma Engineers of Bangladesh (IDEB). The International Conference on TVET for Sustainable Development (SD) held at IDEB in Dhaka, Bangladesh from April 30 to May 2, 2015 served as IDEB's major launching program with CPSC as CPSC's Honorary Member. IDEB was recently proclaimed Honorary Member by the CPSC Governing Board.

Clearly and fully demonstrating her commitment to the cause of Technical and Vocational Education and Training (TVET) geared towards sustainable development, the Prime Minister inaugurated the international conference. In her inaugural address, she emphasized her advocacy in turning the country's huge manpower into the nation's assets and address the country's growing economic and social needs. This she hopes to be accomplished through expanding vocational education by establishing one technical school in each district and extending its benefits to rural areas nationwide. She further said that "I encourage engineers of this country to partner with the government to fulfill its goal of becoming a middle income country by 2021 and in bringing lasting changes to the country's physical and human infrastructure".

A host of other key government officials were also present to express support on TVET for SD, which included Honorable Minister of Education, Mr. Nurul Islam Nahid, MP, as Special Guest. The event was officiated by the Steering Committee Chairman Mr. AKMA Hamid, President of IDEB. Other invitees included the General Secretary of IDEB, Mr. Md. Shamsur Rahman, who also gave the welcome address. The CPSC Director General Dr. Mohammad Naim Yaakub, who acted as Co-Chairman of the Steering Committee cited in his opening address the need for the present generation to find probable and permanent solutions to uphold green practices in operations and the exploration of technological advantages to pursue that goal. He mentioned CPSC's own initiatives to promote sustainability through the "Green CPSC Program" and wishes to be a conduit in strengthening the "south-south" cooperation through the promotion of sustainable practices in TVET. He shared that the organization "takes pride in keeping its role as a focal agency and catalyst "in bringing TVET issues to the table by sharing innovative practices, experiences and

information among the regional and global TVET community.

With the advent of globalization and the integration of economies, the role of TVET is undeniable in spearheading the economic growth and progress of both developed and developing countries through their respective human resources. In conjunction with the global advocacy to preserve the present for the benefit of the future, various initiatives have been explored and tackled to find a balance between advancement and sustainability. More than ever, TVET systems in the world have to be geared towards this effort through small but significant steps that explore cooperation and diplomacy among countries that share similar aspirations.

Considered as one of the largest gatherings on TVET in Bangladesh, this event was attended by 850 administrators and managers from the local and international TVET sector. For its part, CPSC ensured the attendance of 16 experts from the different CPSC member countries such as: Afghanistan, Bhutan, Fiji, India, Malaysia, Maldives, Mongolia, Myanmar, Nepal, the Philippines and Thailand aside from the host, Bangladesh. These participants imparted their own experiences in promoting sustainable development in their own initiatives and through the organizations that they represent. Dr. G. Kulanthaivel, CPSC Faculty Consultant also involved in the conference as CPSC Coordinator and presented his paper.

Themes addressed in the four-day program included green technologies in industry and institution, building skill culture for inclusive growth, entrepreneurship development, social and professional integration of TVET, TVET curriculum for Education for Sustainable Development (ESD), accreditation and cross mobility for TVET workers, research, monitoring and evaluation in TVET, reorienting TVET policy towards ESD, challenges and issues in polytechnic education, innovative approaches in technical teacher education, and other relevant themes related to sustainable development.

Furthermore, representatives coming from other technical institutes in other parts of the globe such as Swinburne University in Australia, East West University in Bangladesh, Nanyang University in Singapore and other prestigious academic organizations were invited to share their expertise and insights. Representatives from the regional and local arm of the International Labor Organization (ILO) also participated in the event who shared their SD perspectives.





## 165 ASIA PACIFIC DELEGATES DRAW “MARCO POLO PACT: JOURNEY TO ZERO POVERTY” FROM CPSC’S INT’L CONFERENCE ON TVET SDPA ENTREPRENEURSHIP AND EMPLOYABILITY





The Colombo Plan Staff College's International Conference on TVET Skills Development for Poverty Alleviation (SDPA), Entrepreneurship and Employability, held from June 22 to 23, 2015 at the Marco Polo Hotel in Ortigas Center, Pasig City, Philippines, convened 165 delegates from 16 Asia-Pacific countries. The conference provided a platform for discussions on strategies and programs on addressing escalating poverty issues through TVET skills development, entrepreneurship and building capacity for employability. The country delegates from Bangladesh, Bhutan, China, Fiji, India, Japan, Korea, Malaysia, Maldives, Mongolia, Myanmar, Nepal, Pakistan, the Philippines, Sri Lanka, and Thailand joined hands in concurrence to the "Marco Polo Pact: Journey to Zero Poverty" drawn from the 2-day conference.

The Marco Polo pact, in a capsule, puts forward commitment towards: strengthened synergy to link relevant sectors and agencies for poverty alleviation; effective policies and strategies that recognize the diversity and complexity of poverty issues; entrepreneurship education and in-service training of trainers; enhancement of training programs integrating life-long learning; creation of highly employable programs for new breed highly-skilled and entrepreneurial-oriented individuals; development of globally accepted indicators and standards to assess the impact of poverty alleviation programs; advocacy on strategic public-private-community partnership (PPCP) models; quality TVET for competitiveness and work mobility; improve access to programs for learners and adults including technical, vocational skills and generic; community participation and social entrepreneurship and; encouragement of potential investors to undertake micro-financing for micro-entrepreneurs.

The conference as a culminating activity of the last phase of the implementation of the CPSC-Government of India project dubbed as "Asia Pacific Capacity Building on TVET Skills for Poverty Alleviation Project for Technical Human Resource Development". A grant of USD 500,000 in 2010 afforded the CPSC-GOI project of spearheading efforts of facilitation for creating meaningful initiatives in addressing escalating poverty concerns in the region through TVET skills development. Through the project CPSC played its role and maximized its expertise in capacity building of trainers to be champion leaders through the conduct of 13 Special In-Country Programs for Capacity Building of Champion Leaders for TVET Skills Development for Poverty Alleviation in line with the SDPA Champion Leaders Development Program of the project. Additionally 2 international conferences and 4 regional seminars were held within these special in-country training programs. Around 400 champion leaders benefited from the programs.

His Excellency Lalduthlana Ralte, Ambassador Extraordinary and Plenipotentiary, Embassy of India in the Philippines, in his Inaugural Address emphasized the Government of India's complete understanding of the chronic incidence of poverty not only in his country but in most countries in Asia. Thus, he said, the need for South-South cooperation to "share the knowledge in the spirit of solidarity among countries, sharing a common path towards economic and social collaboration."

He stated that the Government of India is happy to have collaborated with CPSC as a lead organization for human resources development in TVET." He hoped that "all of us gathered and those who have contributed to this project during its implementation will continue to engage in useful deliberations by appreciating innovative approaches, exchanging experiences and best practices, identifying issues and challenges, and further taking new initiatives that will contribute to the success of the CPSC-India Project."

The CPSC Governing Board Chairman and Deputy Director General for Technical Education and Skills Development (TESD) Operations of the Technical Education and Skills Development Authority (TESDA), Atty. Teodoro Pascua, underscored in his felicitation address that TVET is a potent solution to eliminate poverty, a promising solution as it already shows that it lifts the nation out of poverty in a shorter period of time. He

conveyed his profound gratitude to the Government of India in spearheading the initiative through CPSC. He also encouraged Malaysia, one of the successful countries in terms of poverty alleviation, to lead the way towards poverty alleviation in the member countries.

Dr. Mohammad Naim Yaakub, CPSC Director General, welcomed the 16-member-country delegation for this year's international conference on TVET skills development for poverty alleviation, entrepreneurship and employability which serves as the culminating activity of the flagship collaborative project by CPSC and the Government of India (India). In a nutshell he shared how the project has trained nearly 400 champion leaders which in turn passed on the knowledge to over 1,000 individuals, creating skills on micro-finance, social entrepreneurship and poverty alleviation. Dr. Naim emphasized that education is the only way to reduce poverty and increase productivity for nation-building. Learning through each member country's experiences brings the countries to their goal of eradicating poverty altogether. He expressed his high appreciations to the role of the Government of India in addressing the common concerns of the project. Lastly, he encouraged all the attendees to contribute in the fight against "public enemy number one" which is poverty.

The Director General of TESDA, Philippines, Secretary Joel Villanueva, sent his congratulations to CPSC and to all the participants of the conference through Director Irene Isaac, TESDA's Deputy Director General (Policies and Planning). The Special Address stressed that "there is so much to share and discuss in TVET and poverty alleviation. The accomplishments of the India – supported CPSC project since 2010 have definitely benefitted the countries in the region". She applauded the work initiated by the Champion leaders but said, "we need more champion leaders in the region that they cannot rest on what has been accomplished and should make TVET the vehicle for uplifting the quality of life and the dignity of the poor."

Shri Hemendra K Sharma, Director (Technical Cooperation), Ministry of External Affairs, Government of India who represented Shri Kumar Tuhin, Joint Secretary (Development Partnership Administration), said that India has been in partner with CPSC in implementing the SDPA program to





RP Philippines



RP Singapore



International Co



RP Malaysia



ICP Philippines



International Conference in Bangla



NS Nepal



ICP Maldives

- Successfully held Development for Po Employability, Philip Bangladesh



ICP Fiji



CP Thailand

- Increased number (40%) of beneficiaries (5,604 -FY2014-2015) from last fiscal year (3,978-FY2013-2014) and commended for "up to the mark" performance and accomplishments by CPSC Governing Board

Year 20



2nd Surveillance Audit, 2015



24th Internal Quality Audit



25th Internal Quality Audit

- CPSC's QMS confirmed of Zero Non-Conformity Results per 2nd Surveillance Audit 2015 and 24th & 25th Internal Quality Audits



APACC Awards Night



APACC Meeting Thailand



APACC Meeting

- Gloriously staged Asia Pacific Commission (APACC) Awards N Special Meeting & intensified AP Malaysia, Singapore, the Philipp





Conference in the Philippines



MOA TEVSAPHIL



MOU CDETEP



MOU MINTVET

- Signified ties with TEVSAPHIL, CDETEP and MINTVET; & welcomed TEVSAPHIL as CPSC's honorary member institution



des



International Conferences on: TVET Skills  
verty Alleviation, Entrepreneurship and  
pines & TVET for Sustainable Development,



UNESCO-UNEVOC Global Forum



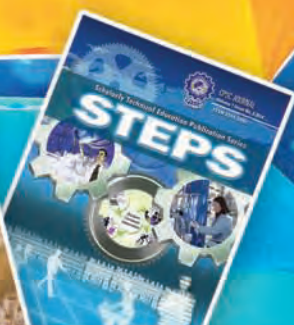
International Conference on  
"ASEAN 2015"



Inter organizational meeting between  
CPSC, UNESCO-UNEVOC

- Fortified efforts for international linkages

# Year End 2014-2015



- Released 2nd issue of STEPS and launched the book A Caring Hand for the Hands that Cared for Us



APACC 1st AAA Meeting



APACC Meeting Malaysia

Accreditation and Certification  
light; launched of APACC First  
PACC promotions in Thailand,  
ines and India



- Revitalized and improved CPSC's web-based learning management systems now OnCOURSE



- Established and inaugurated new APACC office



165 Asia Pacific Delegates ...continued from p.13

bridge skills gap, build capacity of partner countries and create long term solutions to poverty issues. The Special In-Country Programs conducted through the project provided linkages in the field of TVET for human development, economic growth and development of strong nation.

The following panel speakers shared their insights, expertise, programs, strategies, experiences and various undertakings on entrepreneurship, employability and skills building in view of contributing to poverty elimination: Mr. Sungsup Ra, Director, Human and Social Development Program, ADB, Philippines; Dr. Suresh K. Dhameja, Professor/Head, Entrepreneurship Development, National Institute of Technical Teachers Training and Research (NITTTR), India; Dr. Hidetoshi Miyakawa, Professor, College of Contemporary Education, Japan; Mr. Kamrul Hassa Tarafder, President, ASA Philippines Foundation; Dato' Mohlis bin Jaafar, Director General of the Department of Polytechnic Education, Ministry of Higher Education, Malaysia; Dato' Amir bin Mohammad Noor, Director General, Department of Community College Education Malaysia; Dr. Ram Hari Lamichhane, Member Secretary, Council for Technical Education and Vocational Training (CTEVT), Nepal; and Dr. Raman Gujral, Regional Coordinator, Entrepreneurship Development Institute, India.

CPSC's member country participants from Bangladesh, Bhutan, Fiji, India, Malaysia, Maldives, Myanmar, Nepal, Pakistan, the Philippines, Sri Lanka and Thailand also shared their country's programs and various efforts on achieving each country's poverty reduction goals.

The international conference consisted of two major components. The first component focused on the efforts made by the development partners in alleviating poverty through skills development. This was further emphasized by the outcomes of the projects/action plans developed by the participants under SDPA Champion Leaders Development Program. The program involved TVET experts from the academe and development agencies/IGOs/NGOs that have established systems and framework for reducing poverty and has implemented significant activities that highlights their success in implementing poverty alleviation mechanisms. The second component was oriented towards providing a venue for displaying the summative endeavors of CPSC member countries and brought together selected participants from the 13 member countries that have successfully implemented the SDPA Programs. These participants have received training from CPSC and are seen to be actively involved in the implementation of TVET SDPA. The projects implemented were anchored on the action plans developed during their participation in the SDPA training programs in their home countries.

Furthermore, the conference aimed to achieve the following:

1. Facilitate interest and commitment towards skills development for poverty alleviation, entrepreneurship, and employability.
2. Initiate a cross-sharing of experiences, issues and challenges, best practices and approaches.
3. Propagate ideas necessary for successful poverty alleviation programs.

To highlight CPSC's undertakings in contributing to endeavors related to the broader landscape of poverty elimination, by enhancing the quality of TVET systems through its Asia Pacific Accreditation and Certification Commission, a special APACC Awards Night was held



H.E. Lalduthlana Ralte (center), Ambassador of the Republic of India to the Philippines and Shri Hemendra K Sharma (R), Director (Technical Cooperation), Ministry of External Affairs, Government of India receive the Full SDPA Report from the CPSC Director General, Dr. Mohammad Naim bin Yaakub.



(Photos L-R) Mr. Sungsup Ra, Director, Human and Social Development Program, ADB, Dr. Suresh K. Dhameja, Professor/Head, Entrepreneurship Development, National Institute of Technical Teachers Training and Research (NITTTR), Chandigarh, India, Dr. Hidetoshi Miyakawa, Professor, College of Contemporary Education, Japan were among panel speakers who talked on ADB's expanding strategy on poverty elimination in the region, Blue Ocean strategy and entrepreneurship and international cooperation and promotion of TVET, respectively.



A Malaysian delegate, among the attendees of the international conference, throws panelists questions on establishing standards for workforce mobility around the world to bring about quality TVET systems that shall address key poverty issues.



CPSC's Exhibit Booth Highlighting APACC





(Left photo) Inaugural guests, program organizers and member-country participants during the inaugural ceremony of the conference; (right photo) Dr. G. Kulanthaivel, CPSC Faculty and conference Coordinator delivers concurred Marco Polo Pact recommendations.



in conjunction with the SDPAEE Conference Dinner in the evening of June 22. The awarding ceremonies conferred Gold, Silver and Bronze accreditation levels to TVET institutions in Malaysia, Mongolia and the Philippines. A certificate of Recognition was also given to representatives from India and Thailand, countries which are preparing to undergo APACC accreditation. (see related story on Special APACC Awarding Ceremonies)

The conference also provided an opportunity for CPSC's industry partners in showcasing their products and innovations through booth exhibits put up in the conference venue. Companies such as the Shangai Jingge Technology Co., Ltd., (JinggeTech), a company based in Shanghai, China, displayed some of their technologies centered on the automotive industry; Labtech International Ltd. displayed several updates regarding the upcoming technologies on the field of robotics and innovative TVET operations; Hytec Power, Inc. meanwhile showcased some of the energy-saving technologies and the role that TVET played in developing and enhancing their respective operations; lastly, the Dipolog School of Fisheries, a Bronze-level APACC-accredited institute based in Dipolog City, Zamboanga del Norte, Philippines, exhibited samples of the food products created by their institution namely bottled sardines, herring, milkfish, achara (sour papaya preserve) and kropeck.

A part of the exhibit was CPSC's own display of some of its publications including the "Research and TVET Made Easy", "Caring for the Hands that Cared for Us", "Scholarly Technical Education Publication Series (STEPS)" and other important informational materials regarding its core services. CPSC's Asia Pacific Accreditation and Certification Commission (APACC) development, achievements and some of its publications and materials were nonetheless highlighted in the CPSC booth.

The 2-day event ended in high spirits with a new mission to spread its benefits to more stakeholders and beneficiaries in the region. "The Marco Polo Pact: Journey to Zero Poverty", synthesizing the findings of the conference as well as the recommendations from the paper presentations, was delivered by the conference's Program Coordinator and CPSC Faculty Consultant, Prof. Dr. G. Kulanthaivel.

A most significant outcome of the conference is the "The Marco Polo Pact: Journey to Zero Poverty" which details the conclusions and recommendations of the SDPA international conference delegates as follows:

Cognizant of the realities that TVET alone cannot provide an encompassing solution to the problem of poverty, the

International Conference on Skills Development for Poverty Alleviation, Entrepreneurship and Employability, puts forward the following recommendations.

1. Strengthen synergy to link relevant sectors and agencies that possess the capacity to initiate, implement and fund poverty alleviation programs to get maximum coordination.
2. Reinforce efforts to tackle poverty among marginalized groups such as women, rural youth, informal economy workers, unorganized sectors, and persons with disabilities in the region through effective policies and strategies that recognize the diversity and complexity of the problem of poverty.
3. Provide entrepreneurship education for students and potential trainers across all programs and levels as well as in-service training of trainers.
4. Enhance training programs integrating life-long learning to ensure the creation of individuals that are capable of solving problems even beyond formal schooling.
5. Emphasize the need to link enrollment to employment by focusing on highly employable programs that will not only generate graduates but create a new breed of highly-skilled individuals with entrepreneurial drive and acumen.
6. Develop globally accepted indicators and standards to assess the impact of poverty alleviation programs.
7. Advocate strategic public-private-community partnership (PPCP) models at national and local level to address specific programs for poverty alleviation.
8. Ensure quality TVET for competitiveness and mobility of work force in the region initiated by agencies such as Asia Pacific Accreditation and Certification Commission (APACC).
9. Improve access to programs for learners and adults including technical, vocational skills and generic skills.
10. Increase community participation and social entrepreneurship in the localities.
11. Realize value innovation by applying the Create-Raise-Reduce-Eliminate grid treating uncontested new areas in the TVET system using the Blue Ocean Strategy.
12. Encourage potential investors to undertake micro-financing as a viable scheme for creating a large pool of micro-entrepreneurs.



# CPSC Continues Training Services in the Pacific Islands

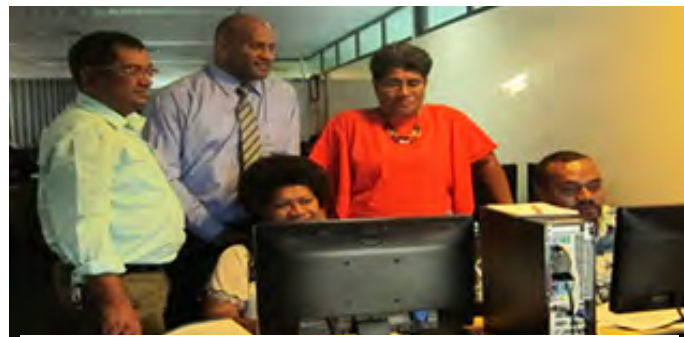
CPSC collaborated with the Ministry of Education, Heritage and Arts, Fiji Islands for the conduct of the In-Country Program on a very vital issue and emerging trend in the TVET system i.e. Industry-Academia Collaborations and Partnership. The inaugural program was held in the conference room level-2 Marela House Suva on April 20, 2015. The Deputy Director Finance Ms. Lusiana Fotofili, Director Heritage and Arts, Ministry of Education was the chief guest during the inaugural ceremony.

The chief guest highlighted the importance of the program in the light of emerging economic scenario of Fiji Islands and appreciated the contributions of CPSC to the development of TVET in Fiji. She expressed her aspirations to continue this relationship with CPSC in the future as well. Dr. Hazrat Hussain, Governing Board-Engaged Faculty of CPSC shared about CPSC programs and briefed the participants about the details of the one-week program.

After the inaugural ceremony, the training proper started at the Fifth Floor Ministry of Finance. Twenty-four (24) participants from different ministries and TVET Schools attended the program. Dr. Mohammad Naim Yaakub, Director General of CPSC was the overall supervisor of the program. Dr. Hazrat Hussain acted as coordinator and main resource person while Ms. Rina Roshni Chand was designated as the program's local coordinator.

The local resource person Dr. Richard Wah, Executive Chairman, Fiji Higher Education Commission, shared his insights on the educational statistics about Fiji Islands, prevailing economic trends and the ensuing need for industry-academia partnership in the context of the local TVET System.

The program also included visits to two local organizations on April 22: the Lyndhurst Garment Factory and the



Participants during Group Task and Presentation of the Action Plan



Participants visit Australia Pacific Technical College.

Australia Pacific Technical College (APTEC) established with assistance from AusAID. The training programs at APTEC have been developed and are being implemented through strong collaboration with the local industries and related associations. During the visit to Lyndhurst Garment Factory, the participants took keen interest in the manufacturing process, recruitment process and discussed possible partnership avenues with the TVET systems of the Fiji Islands.

The participants actively engaged in the different sessions of the program and developed action plans in view of establishing collaborations with various industries in support of the TVET programs in their respective institutions.

The participants were awarded certificates of completion. Mr. Naipote Katonitabau, Acting Permanent Secretary of the Ministry of Finance distributed the certificates and some special awards to the participants. The chief guest thanked CPSC for its continuous support to the TVET system of Fiji and reiterated reciprocation of continuous support to CPSC in its future endeavors.

On behalf of the CPSC Director General, Dr. Hussain conveyed CPSC's commitment in its advocacy of enhancing TVET systems of its member countries and addressing crucial issues and challenges in TVET in particular countries such as the Fiji Islands.



Mr. Naipote Katonitabau (center seated), Acting Permanent Secretary of the Ministry of Finance, Fiji with participants at the closing ceremony



# CPSC–TVETA, Maldives Conducts ICP on “Strategies for the Promotion of TVET” National Seminar on “Innovative Practices and Strategies for Improving Capacity of the TVET Systems in Maldives”

*In its continuous efforts to spearhead TVET development in its network of member countries, the Colombo Plan Staff College (CPSC), in collaboration with the Technical and Vocational Education and Training Authority (TVETA), Ministry of Education, Republic of Maldives, conducted an In-Country Program on “Strategies for the Promotion of TVET” at the Civil Services Training Institute, Male’ from April 5-9, 2015.*

The program contributed in raising the level of awareness of the principals and faculty members of TVET institutions in the country on the different strategies for promotion of TVET systems for purposes of augmenting the efforts of TVET Authority. The program enhanced understanding

Commission (APACC) and take advantage of the benefits of international accreditation.

During the opening program, Prof. Dr. G. Kulanthaivel highlighted the activities of CPSC and gave a brief orientation of the program. In response, Ms. Aminath Asra mentioned that TVETA, since its establishment in 2006, has been working closely with CPSC, so she thanked CPSC for the numerous opportunities it has extended in providing various kinds of training programs to support the country’s TVET system. In line with this, TVETA’s training programs have become the Ministry of Education’s top priority. This has resulted to a widened population reach, a tremendous increase in the TVET trained Maldivian youth and an improvement in skills-job match.



Participants during the visit to Four Seasons Resorts Hospitality Apprenticeships, Kuda Huraa, Male Atoll, Maldives

and strengthened capacity towards the promotion of TVET techniques of the 24 administrators, heads of department and teachers involved in undertaking campaigns for TVET institutions in Maldives.

The CPSC Director General, Dr. Mohammad Naim Yaakub managed the overall supervision of the program as Program Supervisor of the ICP. Prof. Dr. G. Kulanthaivel, CPSC Faculty Consultant, on the other hand, handled the overall conduct of the program as Program Coordinator and Resource Person along with Local Program Coordinator and Resource Person Ms. Aminath Asra, Director, TVETA and Maldives Qualifications Authority (MQA), Ministry of Education (MoE). Local expertise and perspectives was made possible through the expertise of Ms. Fathimath Sofiya Rasheed, Dhasvaaru Program Coordinator, Ministry of Education (MoE).

Dr. Abdul Hannan Waheed, Chief Executive Officer, MQA, was present as Chief Guest during the inaugural program on April 5, 2015. He highlighted the relationship between Maldives 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. He expressed his interest that some of the TVET institutions in Maldives should get in touch with the Asia Pacific Accreditation and Certification

The topics discussed during the program revolved around the following: 1) Promotion of TVET System: Mechanisms and Management Concepts, 2) Experiences and Strategic Directions for Promotion of TVET Systems in Maldives, 3) ICT Skills for Teaching and Learning in TVET Systems, 4) Accreditation and Certification of TVET Institutions through APACC process for Quality Assurance, and 5) Strategic Planning Framework for improvement of TVET Systems.

A value-added component of the program was a study visit held at the Four Seasons Resorts Hospitality Apprenticeships, Kuda Huraa, Maldives on April 7, 2015.

In further updating the participants on TVET trends, a National Seminar on “Innovative Practices and Strategies for Improving Capacity of the TVET Systems in Maldives” was organized in the same venue on April 8, 2015. The seminar was organized to provide timely opportunity to share knowledge and experiences on the promotion of capacity of TVET systems in Maldives, lessons learned and challenges. Enthusiastic exchange of ideas among the academic and the practitioner fraternity transpired during the seminar in view of framing suitable recommendations for implementation by

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# CPSC, TESDA, Philippines Partner for Program on “Management, Promotion and Conduct of TVET Technology Research”

**T**he Colombo Plan Staff College (CPSC), in collaboration with the Technical Education and Skills Development Authority (TESDA), Philippines conducted an In-Country Program on “Management, Promotion and Conduct of TVET Technology Research” at National Teacher Trainers Academy (NTTA), National Institute of Technical Education and Skills Development (NITESD), Marikina City, Philippines from April 5-9, 2015. This was attended by 39 TESDA officials, Regional Office representatives and potential researchers from TESDA institutions from the 17 regions of the country.

The program enabled CPSC and TESDA to further contribute in raising awareness on the importance of technology research and capacity building of TESDA institutions research focal persons, representatives of the Regional Offices and officials of the Research and Development Division (RDD) from the TESDA central office. It also realizes the need to further improve the research culture among TESDA institutions and inspire them to create innovations that will improve their profile to clients and other stakeholders.

The program tackled themes such as: (1) Industry-institution linkage in research, (2) Developing a research culture, (3) Improving the conduct of research and development initiatives and (4) Showcasing technology research ideas.

CPSC Director General, Dr. Mohammad Naim Yaakub together with Sec. Emmanuel Joel Villanueva, Director General, TESDA were the overall program supervisors. Dr. Hazrat Hussain, CPSC Faculty Consultant, was Program Coordinator and Main Resource Person along with Local Program Coordinator Ms. Felicidad Zurbano of TESDA.

The Executive Director of the National Institute of Technical Education and Skill Development (NITESD), Mr. Elmer Talavera graced the inaugural program held on April 5, 2015. In his speech, Director Talavera highlighted the long standing working relationship between TESDA and CPSC and expressed his gratitude to the organization for his continuous support and collaboration for the benefit of TVET in the Philippines. On the other hand, Dr. Naim Yaakub, CPSC Director General expressed his resolve of supporting TESDA in the future, as well and highlighted the subscription of TESDA TTIs for the Asia Pacific Accreditation and Certification Commission (APACC) to get international accreditation and invited to forge more strengthened links in this area.

The program invited respected experts not only in the Philippines but also from the region as well. Mr. Elmer Talavera briefed the participants about the technology research initiatives of TESDA. In addition, a discussion entitled the “Integration of Technology Research Culture in TVET Institutions & Intellectual Property Rights Protection” was provided by the Chief of the Technological Services Division, Industrial Technology Development Institute, Department of Science and Technology (DOST) Ms. Nelia Elisa Florendo.

A discussion regarding the management of technology researches and the adaptation of strategies in teaching technology researches was handled by Mr. Steven McKee, President of Labtech International Ltd. based in Jakarta,



Dr. Naim Yaakub (top left photo), Director General, CPSC at the inaugural session, Dr. Hussain (right,) Dir. Talavera (left) and Dr. Alto delivering their presentations (left).



Indonesia. In addition, a substantial experience sharing about the policy framework, implementation plan, monitoring and evaluation regarding the integration of the research culture in TVET Malaysia was presented by Dr. Abdul Rahim Bin Ahmad, the Director of the Centre for Research and Development, at the Department of Polytechnic Education, Ministry of Education, Malaysia.

Technical expertise was provided by Dr. Hussain, who further explained the role of research and innovation as a platform for sustainability in technology education by demonstrating relevant platforms and frameworks to further increase its efficiency. He also discussed foresighting techniques and its applicability on TVET.

A study visit was also included in the program in which the participants visited the Industrial Technology Development Institute of the Department of Science and Technology (DOST) in Taguig, Metro Manila on April 8, 2015. In the venue, they were briefed about the different technology initiatives, patents and inventions done by the different scientists and technology experts in the country as a way to provide a direction to the participants on how to embark on substantial ideas for technology research.

Former CPSC faculty consultant and currently research consultant of the Technological Institute of the Philippines, Dr. Romulita Alto, imparted substantial knowledge to the participants on developing research frameworks, operationalization and conducting TVET technology research proposals. She focused on the identification of the problem, designing research paradigms and developing the technology research frameworks. She also provided some relevant examples of TVET technology researches from her visits to other institutions in Malaysia.

Target results of the program include proposals on Marketing Technology Research Inputs and Development Initiatives and a research proposal on the Conduct of TVET Technology Researches. Overall, the program received positive feedback and high appreciation ratings from the participants.



base. These included Dr. Suresh Kumar Dhameja, Head of Entrepreneurship Development and Industrial Coordination Department at the National Institute of Technical Teachers Training & Research (NITTTR) in Chandigarh, India and former GB-Engaged Faculty Consultant of CPSC; Dr. Shamsuri Abdullah, Principal Lecturer at the Corporate Industrial Service Employability Centre (CISEC), Politeknik Ungku Omar, Ipoh, Malaysia and Mr. Kamrul Tarafder, Founder of ASA Philippines Foundation, which is a social entrepreneurship NGO.

The program covered themes and topics such as: (1) Trends, Issues and Challenges in Entrepreneurship Education; (2) Entrepreneurship Education in TVET Environment and Models of implementation; (3) ICT applications in Entrepreneurship Education and Training; (4) Overview of Entrepreneurial Support Agencies in Asia Pacific Countries and Facilities/ Incentives offered to Entrepreneurs and (5) Design Thinking in Fostering Creativity and Innovation. Tasks specifically designed to test the aptitude of the participants were also included in the program.

At the end of the training, participants should be able to understand the importance and concepts of entrepreneurship education and be able to apply lessons learned to implement and promote it in their respective institutions and agencies through the action plan that they drafted during the program.



*Dr. SK Dhameja (standing), Resource Person of the program, shares his insights on entrepreneurship with the participants.*



*Participants during tasks.*

the TVET sector of Maldives. The program was attended by 58 participants coming from all parts of the country.

As a special guest of the seminar, Mr. Azleen Ahmed, Deputy Minister of Education, MoE, mentioned that he was very happy to be in such a special international event and delivered a talk on "Status of National Human Resource Planning with Special Focus on Skilled Manpower: Achievements, Lessons Learned and Challenges" during the first session on "Emerging Challenges of Meeting Skill Power Needs through TVET in Maldives". Another Resource Speaker for the same session, namely, Ms. Aminath Asra discussed the topic on "Current Policies, Initiatives and Practices in Popularizing TVET in Maldives".

The first session tackled major challenges posed to TVET which include shortage of skilled workers despite problems of unemployment; rapid changes in technology, marketing, workers' demographic profile; policy changes; labor market needs versus labor laws; demand for and supply of labor, etc. In addressing said issues, the government of Maldives through its MoE formed required government agencies accordingly; the first National Training Needs Analysis was held; proper

linkage among all government agencies was ensured towards successful human resources planning (HRP) and a target to establish a world class polytechnic, among many others.

The second session which pertained to "Improving the Capacity of the TVE Systems in Maldives: Strategies & Implementation", had Mr. Anil Adam, Faculty of Hospitality and Tourism Studies from The Maldives National University, Maldives as speaker and delivered his paper on "Innovation in Promotion of Job Focused Skilled Training to Rural Areas". Dr. Kulanthaivel also shared his expertise on "ICT as a Tool: Increasing the Reach and Capacity of TVET through ICT in Maldives".

Mr. Adam Shareef, Minister of State for Education, Republic of Maldives graced the closing ceremony on April 9, 2015 and thanked the CPSC DG and Faculty for arranging such an international program and creating a resounding impact for the enhancement of TVET throughout the nation. He believed that the ICP provided not only essential knowledge to the participants but also a great extent of fresher opportunity in carrying out TVET mandates. The Minister provided the honor of distributing the certificates of completion to all the participants.

ethics across the globe, etc.; Session 2b: Benefiting from staff and student mobility programmes which discussed planning and implementing an effective staff and student mobility programme, arranging for staying with a host family programme and leveraging on international organisations' staff and student mobility programmes; Session 2c: return of the investment in internationalisation programmes and planning strategically for it, and powerful negotiation for

mutual benefit and 'win-win' concept; and Session 3 was a Question and Answer Forum.

The Malaysian officers were expected to possess appropriate approaches and manners, enhance understanding and specialized knowledge and skills related to international protocols in order to be more capable of handling international events and projects after the workshop.



# APACC Awards Night Highlights TVET Institutions' Excellence in Malaysia Mongolia and the Philippines



(1st row photo) The Directors of the 4 newly Gold-level-accredited APACC institutions receive their respective APACC Gold plaques: (Photos, L to R) Tn. Hj. Noor Azahan bin Othman, Director of PKB; Pn. Norlida Bt. Abd Razak, Director of POLISAS, and En. Abdul Karim bin Jaafar, Director of PSAS, while Tn. Hj. Zulkifli bin Ariffin, Director of PSP expresses his acceptance of the award. (2nd row photo) (Photos, L-R) APACC Silver Award Recipients: Ms. Maria Clara Ignacio, Head, TESDA Women's Center; Mr. Igmedio O. Valdez, Jr., Vocational School Administrator, KORPHIL Davao, Mr. Gombo Bayarbat, Head, School of Nursing Mongolia, Dr. Clarissa Posadas, Vocational School Administrator, (PPSAT) and Ms. Ruth Pundang, Vocational School Administrator, LSF.

**In another milestone for quality assurance in TVET, 12 institutions were conferred awards for their excellence in passing the APACC accreditation exercise during the combined Special Dinner of the International Conference for TVET Skills Development for Poverty Alleviation, Entrepreneurship and Employability and Asia Pacific Accreditation and Certification Commission (APACC) Awarding Ceremonies held on June 22, 2015 at the Marco Polo Hotel Ortigas, Manila, Philippines.**

The APACC Awards Night commenced in a jovial mood as the CPSC Director General, Dr. Mohammad Naim Yaakub, conveyed his deep appreciations towards the fulfillment of APACC's advocacy to serve and uphold quality assurance among TVET institutions in the region. Likewise, H.E. Lalduthhana Ralte, Ambassador of India to the Philippines, expressed his sincere appreciation for the efforts of CPSC and their continued commitment in carrying India's aspiration in leading human resources development in the region. Representing TESDA Director General, Secretary Emmanuel Joel Villanueva, Deputy Director General for Policies and Planning, Director Irene Isaac conveyed the wishes of the TESDA Director General for the success of the event.

The highlight of the night was the confirmation of the Gold-level accreditation status of the four Malaysian polytechnics visited by APACC from March to April, 2015. These institutions are part of the second batch of Malaysian polytechnics that have undergone and received Gold-level accreditation as well.

Gold-level institutions include Polytechnics in Malaysia namely, Politeknik Kota Bharu (PKB), Politeknik Sultan Haji Ahmad Shah (POLISAS), Politeknik Seberang Perai (PSP), and Politeknik Sultan Azlan Shah (PSAS). The CPSC Governing Board Chairman and the Deputy Director General for TESD operations, Atty. Teodoro Pascua presented the APACC plaques to PKB Director Tn. Hj. Noor Azahan bin Othman, POLISAS Director, Pn. Norlida bt. Abd Razak, Tn. Hj. Zulkifli bin Ariffin for PSP and to En. Abdul Karim bin Jaafar for PSAS.

The event also conferred plaques of recognition to the following APACC Silver-level accredited institutions, in the Philippines namely, TESDA Women's Center (TWC), Taguig City, Regional Training Center-Korea Philippines Vocational Training Center, Davao City (KORPHIL-Davao), Puerto Princesa School of Arts and Trades (PPSAT), Palawan and Lupon School of Fisheries (LSF), Davao Oriental. The awards were received by the Center Head of TWC, Ms. Maria Clara Ignacio, by the KORPHIL-Davao Vocational School Administrator, Mr. Igmedio O. Valdez, Jr., by Dr. Clarissa Posadas, Vocational School Administrator of PPSAT and by the Vocational School Administrator of LSF, Ms. Ruth Pundang.

Another Silver-level awardee was the School of Nursing in Mongolia whereby its head Mr. Gombo Bayarbat received the award.

On the other hand, bronze-level accredited institutions such as the Dumalag Vocational Technical School (DVTS), and Dipolog School of Fisheries (DSF) also received their awards through



their Vocational School Administrators, Ms. Grace Haudar and Mrs. Rosella Darcera.

These institutions from Malaysia, Mongolia and the Philippines went through a challenging task of submitting their operations and systems apart from important documents to the APACC body through a Self-Study Report which took months of preparations and required rigorous compilation. On-Site Visits followed thereafter, they were visited by the APACC accreditation team to validate the claims they made in their self-study report, as well as to assess the effectiveness of the program offerings and administrative operations.

Three tiers of accreditation levels were conferred to the institutions based on the findings of the APACC accreditation team: Gold (with 451 to perfect score of 500 valid for 4 years), Silver (with 401-450 points valid for 3 years) and Bronze (with 301-400 points valid for 2 years).

The APACC awards night also recognized the new subscribing countries that adopted APACC standards in subjecting their institutions to accreditation. Thailand, represented by the Office of the Vocational Education (OVEC) receives the Certificate of Recognition through Dr. Pongsatorn Pimpanit, Head of Bureau of Quality Assurance of OVEC, while India was represented by the head of the Nachimuthu Polytechnic College, Dr. Dhinamani Brahadeeswaran.

A tribute to the APACC National Coordinators for Accreditation (NCA) and APACC Accreditors was held to recognize their technical expertise in ensuring a smooth flow of the APACC process. They were also recognized for their patience, attention to detail and advocacy in helping the beneficiary institutions achieve their goals as far as quality operations are concerned. The NCA awardees include the following: Pn. Noor Aidi Binti Nadzri, (NCA for Malaysia), Mr. Elpidio Mamaril (NCA for the Philippines), Tsagaach Batbayar (NCA for Mongolia) and Mr. Rangsang Thepmondhri (NCA for Thailand).

The acknowledged accreditors, on the other hand, were the following: Dr. Suresh Kumar Dhameja and Dr. G. Kulanthaivel (APACC accreditors from India); Dr. Romulita Alto, Dr. Renato Sorolla, Dr. Godelyn Hisole and Dr. Theresita Atienza (APACC Accreditors from the Philippines); Dr. Paiboon Saiyawongs and Dr. Pongsatorn Pimpanit (APACC Accreditors from Thailand) and Pn. Noaryanti bt. Mohd Noor (APACC Accreditor from Malaysia). In addition, Dr. Alto and Dr. Atienza imparted their experiences during the onsite visit activities and shared with the audience their observations and findings that resulted in the conferment of APACC Gold accreditation status to the respective institutions.

The APACC awards night concluded in a good note as the institutions celebrated their success in receiving APACC accreditation awards. It is hoped that the event and the networks it has established in different APACC-accredited institutions shall signal a start of widely disseminated APACC benefits which makes it a vital requirement for quality TVET delivery among institutions around the world.

An on-site visit video from the Politeknik Kota Bharu (PKB) was showcased to give the participants a glimpse of what transpires during an onsite visit exercise.

## First APACC Special Meeting Convenes APACC NCAs and TVET Institutions in the CPSC region



Dr. Naim, APACC President (far right) addresses the attendees of the 1st APACC Special Meeting

**A** first for CPSC's Asia-Pacific Accreditation and Certification Commission (APACC), an APACC Special Meeting kicked off in Manila, Philippines at CPSC on June 24, 2015 in view of establishing the Association of APACC Accreditees (AAA) and to exchange relevant information and updates about their respective TVET systems.

With the hope of sparking a substantial exchange of ideas, methods and best practices to further reinforce institutional quality advocacy not only in a specific country but in the whole region as well, the APACC President and CPSC Director General Dr. Mohammad Naim bin Yaakub welcomed the seventeen (17) APACC NCAs (National Coordinator for Accreditation) and representatives from different TVET institutions in India, Malaysia, Mongolia, Thailand and the Philippines for the Special Meeting. Among the meeting attendees were vocational school administrators, directors and heads of Gold and Silver-level APACC accredited institutions.

Dr. Naim initiated the discussions by sharing his thoughts about benchmarking on student's international mobility and imparted about the Asian University Network (AUN) Regional Qualifications Framework. His talk was intended to add to the existing knowledge of institutional cooperation and adoption of standards necessary to assess the quality of the school's programs, administrative operations and other relevant matters.

The NCAs composed of Mr. Elpidio Mamaril Jr., Director, Certification Office, Technical Education for Skills Development Authority (TESDA), Philippines; Pn. Noor Aidi Binti Nadzri, Director, Instructional and Digital Learning Division, Department of Polytechnic Education, Malaysia; Mr. Rangsang Thepmondhri, Chief, International Strategy

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for Vocational Education and External Relations Section, Liaison Officer, Office of the Vocational Education Commission (OVEC), Thailand; and Mr. Tsagaach Batbayar, Officer for International Accreditation, Mongolian National Council for Education Accreditation, Mongolia provided overview of and updates on their educational systems through country presentations. Dr. Dhinamani Brahadeeswaran, Adviser, Nachimuthu Polytechnic College, India, also shared about their country's educational systems and current status of its TVET systems.

The special meeting also provided a platform for consultations and considerations on establishing the Association for APACC Accreditees and other APACC promotions such as: the need to have a Secretariat to facilitate communications, programs, meetings and other activities of the group or organization; drafting of concrete set of goals, policies, objectives and purpose of the organization; dissemination of information in different countries to promote AAA; financial considerations and implications; AAA's organizational structure; staff exchange and benchmarking activities; and other common goals to be established in the promotion of cooperation among institutions in the CPSC member countries through the AAA. Meanwhile, all the attendees strongly agreed that a network among the accredited institutions is indeed timely and relevant to make TVET systems in the Asia Pacific region a potent force for progress of participating CPSC countries.

Other attendees include Dr. Govindarajan Kulanthaivel, Seconded Faculty Consultant, CPSC; Dr. Paiboon Saiyawongs, APACC Special Officer, Rajamangala University of Technology Thanyaburi, Thailand; Pn. Norlida Bt. Abd Razak, Director, Politeknik Sultan Haji Ahmad Shah; Tn. Hj. Noor Azahan Bin Othman, Director, Politeknik Kota Bharu; En. Abdul Karim Bin Jaafar, Director, Politeknik Sultan Azlan Shah; Tn. Hj. Zulkifli Bin Arrifin, Director, Politeknik Seberang Perai, all from Malaysia; Ms. Ruth Pundang, Vocational School Administrator III, Lupon School of Fisheries; Mr. Egmedio O. Valdez Jr., Center Administrator, Regional Training Center, Korea Philippines Vocational Davao; Ms. Maria Clara B. Ignacio, Center Chief, TESDA Women's Center; Dr. Clarissa C. Posadas, Vocational School Administrator III, Puerto Princesa School of Arts and Trades, all from the Philippines; Dr. Kamolwan Chaochanglek, Director, Phetchaburi Polytechnic College; and Dr. Pongsatorn Pimpanit, Chief of Vocational Education Standard and Qualification, OVEC, both from Thailand.

CPSC through APACC is optimistic that the special meeting will be instrumental in its goal of linking institutions through a common aspiration to further improve the offering of TVET programs and promote a highly skilled, highly mobile workforce that is adaptable to the different challenges in the world of work.



## APACC Special Meeting

June 24, 2015, CPSC, Manila, Philippines



# Thailand gets R

## CPSC-OVEC Thailand Series of Meetings held for Upcoming APACC Activities in December



**E**fforts to establish the Asia-Pacific Accreditation and Certification Commission (APACC) in the Kingdom of Thailand made a significant progress as several activities and meetings were held to tackle its implementation in TVET institutions in the country. Meetings between CPSC and the Office of Vocational Education Commission (OVEC), the lead government agency for TVET in Thailand were organized from May 21-29, 2015. Thailand is one of the countries which expressed its serious interest in APACC and the consultations were conducted to fast track necessary preparations for the upcoming accreditation activities in the country in December of this year.

OVEC's Steering Committee for APACC was led by the Chairman, who is also the Director of the Bureau of Vocational Standards and Qualifications Dr. Prachakom Chantrachit and the Vice Chairman and Director of Nakornpathom Technical College Dr. Jurin Milintrasutra.

The series of meetings began with a Workshop for Final Review of the Translated APACC Manual which was held at the Riverine Palace Hotel in Bangkok from May 21-22. 2015-05-apacc thailand2

The workshop intended to assist the institutions in clarifying some key points and requirements indicated in the self-study report (SSR), as well as to ensure that both the commission and the accreditors are in the same level of understanding on all items. The workshop also looked into the matching of APACC criteria to the standard operating procedures of OVEC.

APACC President and CPSC Director General Dr. Mohammad Naim Yaakub, together with Dr. Romulita C. Alto, APACC Lead Accreditor and former CPSC



# Ready for APACC



Dr. Naim (3L) and Dr. Alto (3R) discussing APACC guidelines with the attendees of the meeting.



Faculty Consultant led the discussions about the APACC instrument and annexes. Dr. Paiboon Saiyawongs, former CPSC Short-term Faculty Consultant and APACC Special Officer in Thailand also provided his knowledge on APACC to further shed light on the concerns brought up by the attendees.

From May 27 to 29 the OVEC Directors' quarterly meeting served as a platform to formally introduce APACC to the different vocational institutes in the country. The event was held at Pathumthani Vocational College in Rangsit, Pathumtani, Thailand and was attended by 600 technical colleges' directors and OVEC office's administrators.

The Minister of Education, H.E. Admiral Narong Pipattanasai delivered the Opening Remarks by which he expressed his full support and commitment in further improving TVET institutions nationwide. During the last section of the meeting about APACC, OVEC Secretary General Dr. Chaipreuk Sereerak announced that they will identify three colleges that are ready to undergo the APACC Accreditation process by December this year. Dr. Paiboon, further discussed the benefits that the institutions will gain upon receiving APACC certification and relayed his experience in handling and supervising APACC onsite activities in Malaysia.

An information and exhibition booth featuring the latest APACC materials translated in Thai was put up to further provide necessary information to the program attendees.

It is expected that the first batch of Thai technical colleges will apply for APACC accreditation in June and July 2015. The necessary preparations, including the preparation of the SSR and the staff training, will start from July until September 2015. Given this schedule, the APACC secretariat might be able to embark on onsite visit activities in the later part of this year.

**T**wenty Six (26) officials from the Ministry of Education and Technical Schools in Bangladesh have been acquainted with the Asia Pacific Accreditation and Certification Commission (APACC) during their visit to Colombo Plan Staff College (CPSC) in Manila on May 14, 2015. The delegation, accompanied by the staff of the Technical Education and Skills Development Authority (TESDA), is the first of the three groups slated to arrive in the Philippines to attend a training and capacity building program organized by TESDA.

## CPSC Promotes APACC Achievements to Bangladesh Ministry of Education and Technical Schools Officials



Dr. G. Kulanthaivel (CPSC Seconded Faculty Consultant, far left) and Dr. Naim (center) with the members of the delegation during a tour of the APACC facilities in the college.

They were warmly received in the headquarters by the CPSC team led by the Director General, Dr. Mohammad Naim bin Yaakub. During the opening ceremonies, he updated the audience of the recent achievements and programs of CPSC, particularly the upcoming International Conference on TVET Skills Development for Poverty Alleviation, Entrepreneurship and Employability on June 22 – 23, 2015 and first APACC Special Meeting on June 24, 2015.

Dr. Naim gave a brief background about the APACC accreditation which covered the benchmarks, standards and the process undertaken by the commission in evaluating TVET institutions. He also cited the benefits in earning an APACC certification particularly workforce mobility and international recognition of the institution's quality. He lauded Bangladesh's efforts in further improving the situation of TVET in their country and encouraged the institutions that have previously obtained APACC certification to be renewed as soon as possible.

Acknowledging Dr. Naim's encouragement, the head of the delegation Mr. Md. Babar Ali (Director (P&D), Directorate of Technical Education, Bangladesh) expressed, with enthusiasm, his intention to prioritize APACC in his country. He further added that Bangladesh targets to have all of their TVET institutions accredited by APACC and he hopes to put forward the necessary arrangements as soon as possible. A speaker from the delegation seconded Dr. Babar Ali's intention and hopes that the required funds will be allocated for institutions that will strive to undergo APACC accreditation.

After the discussion delegates were toured around the APACC facilities in the college for a glimpse of the accredited institutions and achievements of APACC since its inception. The briefing and tour ended on a positive note in which both parties are hopeful on future endeavors that will spearhead the promotion of quality management and excellence of TVET in Bangladesh through APACC.



## CPSC Welcomes New Members to the CPSC Family

CPSC is happy to welcome new additions to the CPSC family with new local staff fielded in some divisions and were all placed from Probationary to Regular status on July 1, 2015.

CPSC welcomes Ms. Belen del Monte who is assigned at Finance Unit under the Office of the Director General, Ms. Felice Jeanine B. Marquez who is engaged for the Projects and Consultancy Division and attached with the ICT Division are Mr. Joshua James dela Cruz and Ms. Zarina Ann Villahermosa.



Ms. Zarina Ann D. Villahermosa, or AZ as she is fondly called, is CPSC's new Web Developer who came to the College on October 13, 2014. Her task is to manage the online learning platforms of the college such as the CPSC On-Course. She also handles the database, website and software system management, ensuring that the ICT needs of the clients are met.

She finished her Bachelor's Degree in Computer Science at the University of the Philippines Visayas-Miagao Campus, Philippines in 2013. Prior to her stint in CPSC, she was employed as a Customer Service Representative at Convergys' Philippines from July 2013 until January 2014 in which she handled technical and basic troubleshooting support for internet and video under Comcast.



Mr. Joshua James dela Cruz, or Joshua as he is known to his colleagues, was hired on October 13, 2014 and works as a Technical and Development Staff. His tasks include the facilitation of various ICT needs of the college particularly on printing services and computer hardware maintenance and troubleshooting.

He graduated with a Bachelor of Science Degree in Information Technology at STI Campus-Shaw, Mandaluyong City, Philippines in 2014. His fields of study include web programming and software engineering. Prior to joining CPSC he was employed at the V.V. Soliven Group of Companies as an IT staff in which he handled database administration and hardware/software troubleshooting. He was also a web developer trainee at Prime Outsourcing from July to August 2014 where he was trained on using Wordpress and Magento e-commerce platforms in designing websites.



CPSC's new Finance Assistant, Ms. Belen R. del Monte joined CPSC on November 3, 2014 as a fresh graduate from Cavite State University (CSU) in Indang, Cavite, Philippines. She graduated Cum Laude with a Bachelor of Science Degree in Business Management, Major in Financial Management in 2014.

Belen assists in the daily operations of the Finance Department such as, but not limited to, disbursements, payroll and accounting. Prior to joining CPSC, she was an Intern at the Luzon Development Bank in San Pedro, Laguna, Philippines, from April until May 2013.



Ms. Felice Jeanine B. Marquez joined CPSC on November 10, 2014 and is engaged as Projects and Consultancy Staff to assist in the different income-generating and consultancy initiatives of the College. She also provides her assistance on APACC activities and other PCD-related tasks.

Felice, as she is fondly called, earned her Bachelor of Arts Degree in International Studies at Miriam College in Quezon City, Philippines in 2011. Her fields of study include Philippine foreign relations, international relations and diplomacy, international economics, public international law and international and regional organizations, to name a few.

Prior to joining CPSC, she was a Project Development Officer at the Office of Presidential Adviser on the Peace Process from January to February 2014 in which she was a part of a team that monitored the peace and security issues of the Philippines. She was also a Paralegal at the Vera Law Offices from February to May 2013 in which she provided assistance in the trademark protection of local and international companies. She was also a full-time intern at the World Youth Alliance Asia Pacific in which she gained relevant experience in events and administrative management.

## CPSC BIDS FOND FAREWELL TO DR. HUSSAIN



*Dr. Hazrat Hussain receives Plaque of Commendation from Dr. Naim (L-R)*



*(L-R) Mrs. Saiqa, Dr. Hussain, Dr. Naim, Dr. G. Kulanthaivel and Mr. Saad Hussain during the farewell gathering.*



*CPSC family and honoree-family of Dr. Hazrat.*

CPSC family bids adieu to CPSC Faculty Consultant, Dr. Hazrat Hussain in a simple gathering held in honor of him and his accomplishments on May 12, 2015. The gathering was led by the DG, Dr. Mohammad Naim and was also attended by Dr. Hussain's wife Mrs. Saiqa and son Mr. Saad Noor Hussain.

Dr. Hazrat as he is fondly called was awarded by CPSC with a Plaque of Commendation for his significant role and invaluable academic contributions as Governing Board-Engaged Faculty Consultant from May 3, 2012 to May 2, 2015. During his stint as Faculty Consultant he also handled administrative responsibilities including chairmanship of divisions such as Training and Development and ICT & Media Services; and of the Personnel Legal Advisory Committee (PLAC), apart from taking charge of more than 15 CPSC training programs

The honoree also served as Member of the Asia Pacific Accreditation and Certification Commission (APACC) Board, an APACC Accreditor, a Quality Management Representative (QMR) for CPSC's Quality Management Systems and a Member of the Editorial Board of Scholarly Technical Education and Publication Series (STEPS) Journal.

CPSC sent its grateful appreciation, its warm wishes and fond remembrances of three fruitful years of CPSC memories to Dr. Hazrat Hussain and his family as they return back to their homeland Pakistan.



# Messages for Dr. Naim

Dear Naim,

It is unfortunate but understandable that you will be leaving the CPSC family earlier than expected. On behalf of the Governing Board, I would like to thank you for your invaluable contributions to the progress of CPSC. Through your hard work and effective management, the profile and reach of CPSC have been boosted in positive and concrete ways. We wish you all the best in your future endeavors.

**H.E. Kok Li Peng**

Chairman of the CPSC Governing Board  
Ambassador of the Republic of Singapore in Manila



Dear Dr. Naim,

***Congratulations on your distinguished service to the TVET community!***

NCVER and the Colombo Plan Staff College for Technician Education (CPSC) have enjoyed a long standing memorandum of understanding relationship which dates back to 1997.

A highlight of this relationship was developing the forward looking joint publication between our two organisations and SEAMEO Voctech on Training System in South-East Asia: VTET Accreditation and Certification System in SEAMEO Members Countries which was at the time the most comprehensive review of training developments in region.

I wanted to pass on my congratulations to you for your distinguished service to CPSC and to the wider technical and vocational education and training community as its Director General.

We very much look forward to continuing our relationship with the CPSC with your successor and I wish you well in your future endeavours.

Yours sincerely,

**Dr. Craig Fowler**

Managing Director  
National Centre for Vocational Education Research



Dear Dr. Naim,

As you complete your term as CPSC Director General, I send you Certification International's very best wishes for your continued success and good health.



We have seen how you actively maintained CPSC at the forefront of TVET education. Your leadership galvanized the resources of CPSC and its partner institutions in order to expand even more widely the outreach of TVET education in improving the welfare of people and communities in CPSC member-countries.

During your time at CPSC, its Quality Management System continued to be effectively deployed, keeping core and support processes attuned to both external and internal customer requirements and constantly seeking continual improvement opportunities.

It was always a pleasure working with you and your team. Let us maintain our friendship and look forward to meeting each other again, either in the Philippines or in Malaysia.

Bon voyage!

Very truly yours,

**Renato V. Navarrete**

Managing Director  
Certification International, Phils.

Dear Dr. Naim,

I would like to congratulate you on your successful tenure at the head of CPSC. I think that you brought many ideas and initiatives to CPSC and it has been my pleasure to work with you on some of those initiatives. I look forward to continuing to work with CPSC in the future. I also wish you the best on your next activity, whatever that may be, and to the possibility to new things in the future together.



**Best Regards,**

**Steven McKee**  
President, Labtech International Ltd.

Dear Dr. Naim,

I from the core of my heart wish you good health and best of luck in your future endeavours. I have been closely associated with CPSC and am fully confident that CPSC has made further progress and touched new heights in excellence under your able guidance.



Best regards,

**Dr. Irshad Tirmazi**  
Former Joint Educational Advisor  
(Sci & Tech Education)  
Ministry of Education Govt. of Pakistan  
(Ex-TVET Splt UNESCO/Consultant  
JICA/Consultant ADB/Consultant EU)

Dear Dr. Naim,

we will surely miss you. We remember and acknowledge your visit to Fiji, and all the support rendered in terms of training opportunities to the people of Fiji.



We wish well and all the best in your future endeavours.

God bless you and your family.

**Ajay Singh**

Director Training & Workforce  
Development  
Public Service Commission Nasese, Suva

## FEEDBACK

"Five-star hospitality and professional working attitude for CPSC Staff. Keep up the good work!"



**Mr. Lam Kok Wei**

Politeknik Sultan Azlan Shah  
Malaysia

"Had a fruitful discussion with the DG and his staff regarding potential collaborations between the Sri Lankan education system and APACC"



**Ms. Dhammika Wijayasinge**

Secretary General of Sri Lanka's National  
Commission to UNESCO and representing  
the South Asian Center for Teacher  
Development (SACTD)

"This is a great pleasure for me to visit CPSC. I gathered something from here which I shall be able to apply in Bangladesh. The people here are very cordial. I am impressed"



**Mr. Swapan Kumar Ghosh**

Chief of Planning  
Ministry of Education  
People's Republic of Bangladesh





## COLOMBO PLAN STAFF COLLEGE



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