

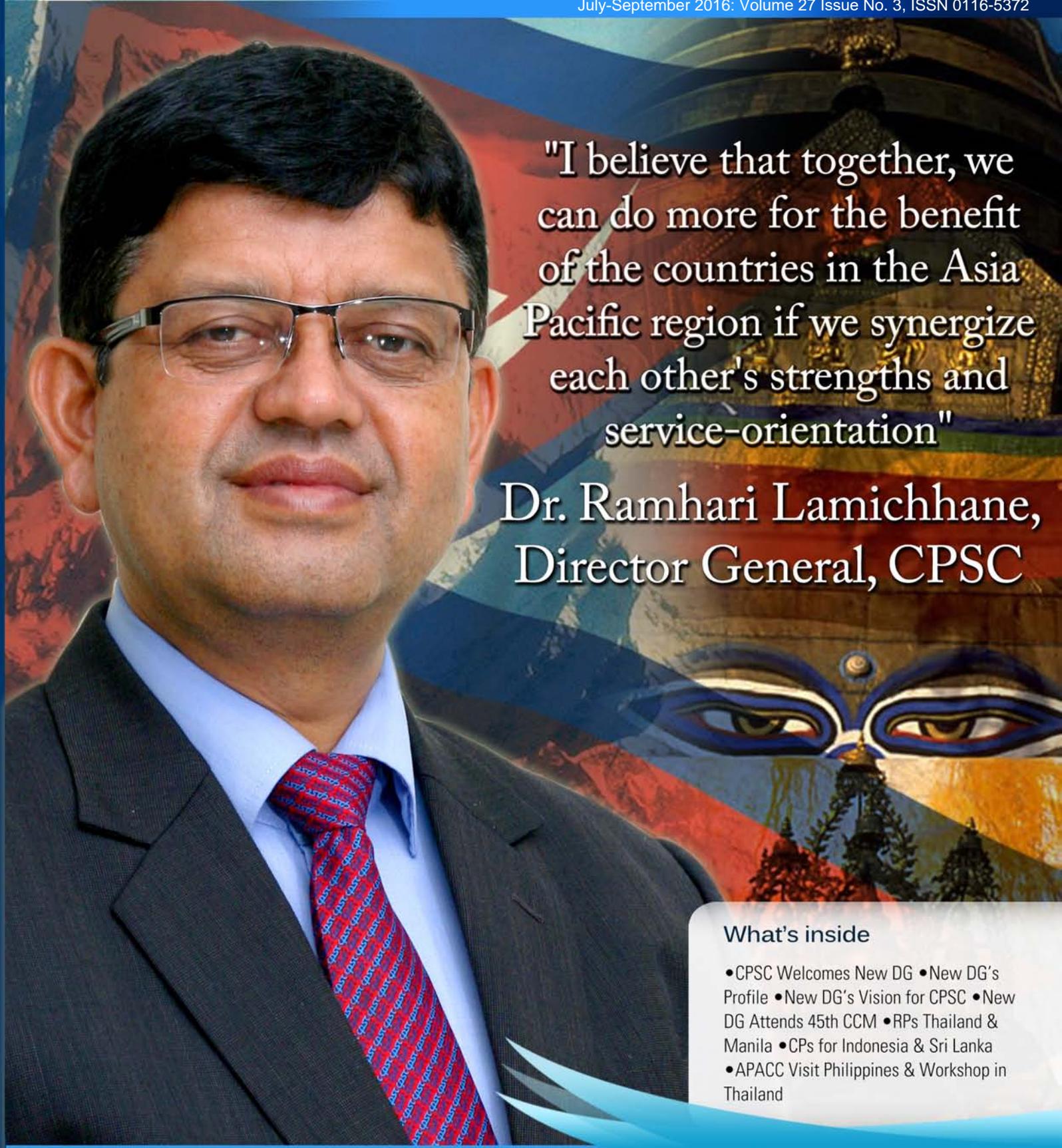
# CPST

*Quarterly*



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"I believe that together, we can do more for the benefit of the countries in the Asia Pacific region if we synergize each other's strengths and service-orientation"

Dr. Ramhari Lamichhane,  
Director General, CPSC

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COLOMBO PLAN STAFF COLLEGE (CPSC)  
Manila, Philippines

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

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

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

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

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**The Editor-in-Chief**  
**CPSC Quarterly**  
**Colombo Plan Staff College (CPSC)**  
Building Block C, DepED Complex  
Meralco Avenue, Pasig City 1600  
Metro Manila, Philippines  
Tel. Nos.: (+63-2) 631-0991, 93 to 95  
Fax Nos.: (+63-2) 631-0996 or 633-8425  
E-mail: [cpsc@cpsctech.org](mailto:cpsc@cpsctech.org)  
<http://www.cpsctech.org>

## *Editorial Board*

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Dear Readers,

This issue places on record my profound gratitude, first to the CPSC Governing Board for entrusting me the leadership of such a unique institution CPSC. Rest assured that your confidence in me to deliver better things for CPSC will be rendered to the best of my ability and commitment not only in carrying through what my predecessors had started but also, hopefully widen and intensify CPSC's contributions to the Asia Pacific region through enhancing TVET systems.

May I also thank CPSC partner institutions and network governments for acknowledging me as the new Head of CPSC and the warm welcome accorded me during the courtesy visits. To my CPSC family, thank you for all your support beginning day one of my charge. Through this issue, please accept my sincere appreciation to all for welcoming me to the fold.

Allow me to also thank and seek the advice of all my predecessors who passed the torch of CPSC's responsibility to me and who had laid down the grounds and led the way for me to continue whatever they have started.

As I present my strategic vision for CPSC through this issue, let me share with you, dear readers, my insights and aspirations for the College and for the benefit our stakeholders. My forward looking perspectives focus on key strategies for CPSC's sustainability, financial sustenance, strengthening internal capacity and governance, and innovations on areas where appropriate.

As I set foot in leading CPSC, the very first mission outside of the country that I had to take was to present CPSC's Biennial Report at the 45th Colombo Plan Council Meeting held in Fiji. This mission marked my official betrothal to CPSC by representing CPSC in a most significant event of CPSC's mother institution and report on its accomplishments. This goes along with the honor of meeting and forging strengthened alliance with the Colombo Plan through the Secretary-General Mr. Kinley Dorji along with other Colombo Plan member country officials.

The Regional Program on Skills in TVET for Sustainability held in Manila, had been a very meaningful program for me having been the first training activity I handled since I assumed the position. The program, which trained 19 member country representatives, inscribed my immersion to capacity building efforts of CPSC and gave me opportunity to interact directly with member country representatives in one platform.

Sustained efforts to firm up partnerships and alliances with various international organizations like ADB and other partner institutions had been initially undertaken this period through collaborative programs featured in this issue. I assure you that more of these kinds of enthusiastic joint endeavors are in the offing.

With all these activities jam-packed in this issue and more in my calendar as soon as I stepped on my leadership shoes, I am fully confident, with all your support and pledge of commitment to CPSC under my helm, that CPSC is set to further reach greater heights.

Sincerely yours,

**Dr. Ramhari Lamichhane**  
Director General

# CPSC Governing Board Members, MC Reps, Partners, **WELCOME DR. RAMHARI** New Director General From Nepal

*Governing Board (GB) Members of the Colombo Plan Staff College (CPSC), member country representatives and development partners welcomed the first Nepalese Director General (DG) of the College, Dr. Ramhari Lamichhane on September 13, 2016 at CPSC.*

In a simple Welcome Dinner and Turn-Over Ceremony, the CPSC Governing Board Chairperson, Her Excellency, Aruni Ranaraja, Ambassador of Sri Lanka to the Philippines, led the GB Members and guests in welcoming the new DG. Representatives from embassies of Bangladesh, India, Indonesia, Iran, Malaysia, Pakistan, Singapore and Thailand joined in acknowledging the assumption of charge of Dr. Lamichhane. They conveyed their warm wishes for the duration of his tenure during the momentous occasion.

Following her best wishes on the appointment of Dr. Ramhari, the Board Chairperson, on behalf of the GB Members, said that "Your appointment to this high post is a clear manifestation of the trust and confidence of the member countries of CPSC that have been reposed in your ability to steer the organization in building a global knowledge workforce across the Asia Pacific region that is inclusive and sustainable. I'm confident that CPSC under your able leadership will be able to maintain an efficient, effective and high quality TVET systems relevant to socio-economic demands and challenging market needs of the world of work. I'm sure during your tenure of office CPSC will be able to maintain its culture of quality in designing, conducting and evaluating demand-driven training program, consultancy projects and research and development initiatives."

In response, the DG expressed that "I acknowledge the very good cooperation CPSC has with our member countries, partner organizations and friends. I am committed to maintain this cooperation and where possible, explore further opportunities to bring our partnership to greater heights. I believe that together, we can do more for the benefit of the countries in the Asia Pacific region if we synergize each other's strengths and service-orientation. Let us work together for our partnership to bear mutual benefits and be in alignment with our respective organizational objectives and goals.

Rest assured that I am going to give my 101% in any endeavor of CPSC. Your messages will serve as inspiration and motivation for me to work hard every day in leading CPSC..."

Prof. Dr. G. Kulanthaivel, former Acting Director General welcomed Dr. Lamichhane on behalf of the CPSC faculty and staff. He handed over him the key to the Office of the Director General as a symbolic way of turning over the leadership as he relinquished his responsibilities as Acting Director General to the new DG. Prof. Dr. GK mentioned the latest accomplishments of the College and extended pledges of strong support of all the faculty and staff to his new leadership.



*Prof. Dr. G. Kulanthaivel, former Acting Director General/Faculty Consultant (rightmost) turns over the key to the Office of the DG to Dr. Ram Hari Lamichhane, CPSC DG (center) and CPSC Governing Board Chairperson Her Excellency, Aruni Ranaraja, Ambassador of the Embassy of Sri Lanka (leftmost) after her congratulatory remarks for the new DG.*



(L-R) Minister Counsellor/Deputy Chief of Mission Mr. Akmal Che Mustafa, Malaysia; Prof. Dr. G. Kulanthaivel, Faculty Consultant, Second Secretary (Economic) Mr. Arief Adnan, Indonesia, Mr. Michael Landon, AST-Australia, Minister Mr. Seyed Hossein Mir Eskandari, Iran, HE Ambassador Maj. Gen. John Gomes, psc (Retd.), Bangladesh, CPSC GB Chairperson HE Ambassador Aruni Ranaraja, Sri Lanka, Dr. Ramhari Lamichhane, CPSC DG, CPSC GB Vice-Chair HE Ambassador Thanatip Upatising, Thailand; HE Ambassador Safdar Hayat, Pakistan, Deputy Chief of Mission Mr. Scott Loh Chee Heong, Singapore; Counsellor Ms. Lei Lei Sein, Myanmar, First Sec. (Commercial) Mr. N. Ramakrishnan, India (2nd row) with guests from ADB and Toyota during the Welcome Dinner.

Members of the CPSC Governing Board (beginning from 2nd fr. L; L-R) HE Thanatip Upatising Ambassador, Thailand, HE Maj. Gen. John Gomes, psc (Retd.), Ambassador, Bangladesh, CPSC GB Chairperson Her Excellency, Aruni Ranaraja, Ambassador, Sri Lanka and HE Safdar Hayat, Ambassador, Pakistan; with Dr. Ramhari Lamichhane, CPSC DG (center), Minister Mr. Seyed Hossein Mir Eskandari, Iran (1R) and Prof. Dr. GK (rightmost)

Other GB Members and embassy representatives present were Vice Chair HE Thanatip Upatising of the Embassy of Thailand, HE Maj. Gen. John Gomes, psc (Retd.), Bangladesh, HE Safdar Hayat, Pakistan, Deputy Chief of Mission Mr. Scott Loh Chee Heong, Singapore, Minister Counsellor/Deputy Chief of Mission Mr. Akmal Che Mustafa, Malaysia, First Sec. (Commercial) Mr. N. Ramakrishnan, India and Counsellor Ms. Lei Lei Sein, Myanmar. The DG in his response particularly thanked the embassies of Iran and Indonesia for joining the event in his fervent hope for sustained talks with them on possible rejoining to CPSC. Minister Mr. Seyed Hossein Mir Eskandari and Second Secretary (Economic) Mr. Arief Adnan represented Iran and Indonesia, respectively.

Representatives from member countries Bhutan, Fiji, India, Malaysia, Maldives, Mongolia, Myanmar, Nepal, Pakistan, Papua New Guinea, Philippines, Sri Lanka and Thailand also joined the welcome dinner to honor the new DG. High ranking officials from various ministries, departments, TVET institutions and education sector of said member countries were in Manila for the Regional Program on Skills for TVET Sustainability held from September 13-17, 2016.

International networks and development partners such as Asian Development Bank, Toyota Motor Foundation, Hong Kong Institute of Education (HKIED) and Access Skills Training

(AST) also came to wish the new DG strengthened alliance and cooperation towards mutual aspirations for TVET.

Dr. Lamichhane hails from Makawanpur, Nepal and had served as Member Secretary/Chief Executive Officer of the Council for Technical Education and Vocational Training (CTEVT) in Kathmandu, Nepal (2013-2016) prior to his appointment to CPSC. (see related story on Dr. Lamichhane's profile)

Cultural dance, song and instrumental performances from the CPSC staff and the National Commission for Culture and the Arts (NCCA) Employees' Rondalla serenaded Dr. Ram Hari and which formed part of the program and merry-making during the happy occasion of welcoming the new DG.



CPSC staff welcomes the new DG during his arrival at the airport.



Selected CPSC staff in "Bulaklakan" dance (a Filipino folk dance) (left photo); the National Center for Culture and the Arts (NCCA) Employees' Rondalla performs Filipino folk songs and popular western songs for the DG and guests during the event.

# Congratulatory Messages

Dear Dr. Ramhari Lamichhane,

Congratulations on your new appointment.

Looking forward work more collaboratively with CPSC in promoting to increase employable skilled citizens.

Best regards

Aminath Asra  
Director  
TVET Authority  
Republic of Maldives

Ramhari,

Congratulations on your appointment. PNG looks forward to work with you as we in the past.

Uke W. Kombra, PhD  
Acting Secretary  
Department of Education,  
Papua New Guinea

Dear Dr. Lamichhane,

Welcome to Mainland to the CPSC.  
I wish you success in the job and good health.  
Sincerely

With best regards  
Ralte  
Ambassador  
Embassy of India

Dr. Ram Hari Lamichhane,

The Institution of Diploma Engineers, Bangladesh (IDEB) offers warm felicitation to you on the occasion of your assumption to office of the Director General of CPSC. We believe that CPSC will get a better momentum in the coming days for the upliftment of the Commitment, confidence and accomplishment of the College under your dynamic leadership. We ensure our whole hearted support and cooperation to the endeavors of the College in achieving its vision for the welfare of the people of the region.

Best wishes for the continued success in your new role.

A K M A Hamid  
President  
Central Executive Committee  
IDEB

My dear Dr. Ramhari Lamichhane,

Good wishes from the desk of Director Accreditation, NAVTTC HQ, Islamabad. Since Pakistan is one of the founder members of CPSC and always remained active in bolstering the skills development activities with CPSC for the regional development. We hope that under your leadership as CPSC DG, new avenues for mutual collaboration are explored and continuity in the system prevails. This Commission will continue to support CPSC on advancing TVET Sector and improving human resource development of the member countries.

With regards and assuring you best cooperation,

Yours faithfully,

Naeem Iqbal  
Director (Accreditation)

Dr. Ram Hari Lamichhane,

I would like to extend my personal congratulations on your appointment as the new Head of the Colombo Plan Staff College for Technician Education (CPSC) in Manila, Philippines.

You might be aware that NCVET and CPSC have enjoyed a long lasting relationship recognized formally through Memoranda of Understanding agreements first signed in 1997. Both centers have also contributed to the work of the other through occasional exchange of publications and involvement in regional networking activities as leading focal agencies for TVET.

I extend my best wishes to you in your upcoming term as head of the CPSC.

Yours sincerely,  
Dr. Craig Fowler Managing Director  
National Centre for Vocational Education Research  
(NCVER)

Dr. Ram Hari Lamichhane,

Greetings from the Technical Education and Skills Development Authority!

We sincerely congratulate you on your appointment as the 11th Director General of Colombo Plan Staff College (CPSC). Your appointment could not have come at an opportune time as the country moves further into education reforms. We in TESDA are in full support of your aspirations for a better momentum for the future of CPSC.

Best Regards!

Sincerely,  
Rosanna A. Urdaneta  
Deputy Director General for Policies and Planning  
Officer-in-Charge  
TESDA

# Meet CPSC's new Director General, Dr. Ramhari Lamichhane

On September 1, 2016 the Governing Board of the Colombo Plan Staff College (CPSC) officially appointed Dr. Ram Hari Lamichhane as the new CPSC Director General. The CPSC family composed of member country representatives, development partners and networks, with the faculty and staff warmly welcomed the charge of the new CPSC DG.

The new Director General was a top policy administrator for technical and vocational education and training (TVET) in his homeland Nepal prior to his appointment as CPSC DG. He had been a Member Secretary or Chief Executive Officer of the Council for Technical Education and Vocational Training (CTEVT) from April 2013 to August 2016. Rising from the ranks, his hard work, dedication and commitment to address TVET concerns as CTEVT's Technical Division Director from August 2011 to April 2013, earned him the higher CTEVT position. CTEVT is Nepal's national autonomous apex body for the TVET sector committed to address the country's human resources requirement of producing technically skilled workforce.

Dr. Lamichhane is an international financial and project management expert having been a Project Manager for many ADB projects. For one, he had handled the ADB-Funded Skills for Employment Project (SEP) implemented for Kathmandu, Nepal from November 2007 to March 2010.

He had also taken charge of various international projects in some countries as Manager and Coordinator, among them was the Training for Employment Project under the Swiss Development Cooperation Funded Project for Lalitpur, Kathmandu Nepal from April 2000 to October 2007. He had been a Project Manager and Program Coordinator from July 1996 to March 2000 at the Pokhara Tourism Training Center in Nepal.

The new DG had also been in the academe for quite a number of years as Principal of Pokhara Tourism Training Center, from July 1996 to March 2000. He had been a Finance Officer at Jiri Technical School from April 1989 to June 1995.

Dr. Ram Hari has been to many countries in Asia and Europe for numerous TVET conferences, expert meetings and seminars as key Speaker/Presenter or Participant. Some of these countries are Australia, Bangladesh, Britain, Germany, India, Israel, Italy, Korea and Switzerland.

The new DG earned a Doctor of Philosophy on Education Leadership from Kathmandu University in Nepal (2000-2006). He has a degree on Educational Administration, Planning and Policy as a Humphrey/Fullbright Professional from Peabody College/Vanderbilt University, Tennessee, USA (2010-2011). Dr. Lamichhane obtained his Master in Business Management (MBA) (1989-1990) and his Bachelor in Commerce degrees from (1987-1988) from Tribhuvan University, Kathmandu Nepal.

continued on p. 19



# STRATEGIC VISION FOR COLOMBO PLAN STAFF COLLEGE (CPSC)

## INTRODUCTION

According to CPSC (CPSC, 2016), “CPSC is an Inter-governmental International Organization for human resources development in Asia and the Pacific Region. CPSC’s programs and services are primarily intended to equip TVET personnel in the member countries with up-to-date knowledge and skills in various areas of interest. CPSC is the only regional institution established specifically to enhance the quality of TVET; CPSC provides leadership in this regard by designing and conducting various programs and courses in different levels.”

## VISION OF CPSC

The existing vision of CPSC is “The Lead HRD Intergovernmental Organization for sustainable TVET that is inclusive, responsive and innovative to address global changes.”

The proposed vision of CPSC is “Center of excellence and innovative HRD organization for sustainable TVET.”

## Mission Statement

The existing mission of CPSC is “Committed to a progressive TVET by promoting a culture of excellence in quality-assured training, research and consultancy towards lifelong learning and sustainability.”

The proposed mission of CPSC is “Committed to a sustainable and quality TVET through relevance, accessible, and equitable for global need.”

## Goals of CPSC

The overall goal of CPSC is quality improvement of TVET in the Asia Pacific Region. The strategic goals are as follows (CPSC, 2016).

1. Strengthening capacity building of TVET in member countries for sustainable development
2. Enhance synergic partnership and networking with member/ potential member countries and development partners
3. Strengthen internal efficiency and effectiveness of CPSC

## Objectives

The key objectives of CPSC are

1. To strengthen the capacity of TVET institutions
2. To ensure the standard of TVET institutions
3. To establish networking of TVET institutions

## STRATEGIC FRAMEWORK FOR ACHIEVING THE VISION

CPSC has to perform following activities and to take strategic direction to achieve the vision.

### Institutional Management

Institutional management is a key element of an organization for its success. CPSC has to focus mainly on the following two aspects of institutional management.

### Membership Management

CPSC is an international organization of 16 member countries. It is very important to make them active and embark on the renewal of membership regularly. Regarding membership management following strategies should apply.

1. Regular meeting of governing board (half yearly)
2. Senior Administrators’ Meeting for country action plan
3. At least one in country training program in all member countries
4. Membership contribution amount collection in every two year
5. At least 3 Regional Programs in a year
6. Partnership approach to conduct international TVET conference (at least once in a year)

7. Increase members (at least 3 countries in 2 years time) through membership drive program
8. Develop online portal to make liaison office active to upload and download TVET information and documents

## Strengthening Internal Capacity and Governance of CPSC

CPSC has to carry out the following activities for strengthening internal capacity and governance of CPSC.

1. Human Resource Development: Plan and organize HRD programs for staff and faculty members. It can be training, exposure visits, job rotation and additional responsibilities.
2. Transparent and fair HR management: Staff recruitment based on job description and standard recruiting process. Similarly, roles and responsibility and reporting mechanism will be strengthened through clear communication matrix. As a key element of organization, transparent HR management will be in place to retain quality and talent staff.
3. Transparent Financial Management: Financial transparency is a key element of good governance. Therefore, standard record keeping, reporting and efficiency will be further carried out to strengthen financial management system.
4. Information System: Information system will be strengthened to provide periodic report to the Governing Board on HR, Finance and programs.

**“Globalization and the mass expansion of educational opportunity and technological developments are all creating a changing environment for organizations across the world.”**

### **Financial Sustainability of CPSC: Issues and Challenges**

Any organization cannot run properly without having financial sustainability. There are some issues and challenges on financial sustainability for CPSC. The key issues and challenges are as follows.

1. Collection of membership fee: Some countries are not paying membership fee on time.  
Therefore, fee collection on time should be done through diplomatic manner.
2. Alternative sources of finance: There are not strong alternative sources of finance.  
Therefore, CPSC has to depend on membership contribution.
3. Increase expenditure: CPSC has to spend more budgets to cope with technology and increase money inflation but, sources of income have not increased. Similarly, HR cost and other event cost is increasing.

### **Partnership and Networking**

Partnership and networking is a key strategy to achieve CPSC's goal. No one can survive without doing networking and partnership with other organization to work in multinational setting. It is like lubrication for organization. CPSC has been implementing its activities through partnership with other organizations such as KRIVET, ADB, NITTR- India, different universities and other organizations from Philippines. Similarly, it has strong network with liaison offices of member countries to implement HRD programs. This partnership and networking approach is not stronger and widened as it could be. Therefore, partnership and networking should be strengthened and widened.

### **Programs and Services: Role of CPSC in the Member Countries**

Organization cannot take its momentum without having a strong base of program and services. CPSC has been implementing its programs in the member countries but, that is not adequate. The roles of CPSC in

the member countries are discussed in the following sub headings.

### **Strengthening CPSC's TVET Programs for the Member Countries: Program Priorities and Thrusts**

CPSC has played important roles to strengthen TVET programs in the region. The programs implemented in the member countries are in-country training programs, regional training programs, and accreditation of TVET institutes in few countries. Following additional activities should be carried out to make CPSC's strong presence to strengthen TVET programs in member countries.

1. Continue implementation of in-country programs in relevant subjects
2. Continue conduct of regional programs on regional thematic areas such as NVQS, greening TVET, Financing in TVET, Employers and TVET Providers Network etc.
3. Implement some research work in partnership with member countries
4. Establish TVET database of the region
5. Facilitate to develop country's strategic plan
6. Provide Master ToT for Instructors/Trainers of member countries who are in instructors' training occupation

### **Emerging Issues and Challenges on TVET in MC's and CPSC's Intervention**

Despite CPSC's continuous intervention to strengthen TVET in member countries, there are still some gray areas. Some of the emerging issues and challenges are as follows.

1. Mismatch between demand and supply of TVET programs: the employers' expectations on competent workforce has not fulfill by the graduates of TVET providers. Either they are lacking

core technical competencies or soft skills.

2. Human Resources: There is lack of qualified instructors in TVET providers. It is more severe in remote/rural areas. The retention of qualified and capable instructors is another major problem in the region as an instructor.
3. Rapid Technology Change: Due to the rapid changes in technology, majority of the least developed countries' TVET providers are unable to change equipment in the lab and workshops.
4. Sustainable financing: TVET programs are suffering due to lack of finance to continue and upgrade the programs. Majority of the member countries have not given budgetary priority for TVET.

### **APACC – Asia Pacific Accreditation and Certification Commission**

After 2004, CPSC is working as a lead organization of APACC. The key functions are as follows.

1. Develop accreditation criteria, evaluation instruments, processes and protocols for the accreditation of TVET institutions;
2. Establish linkages or partnership with national accrediting agencies of member countries;
3. Recruit, train, retrain and develop a pool of Accreditors on a full-time or on-call basis;
4. Conduct accreditation and certify the corresponding accreditation status earned among TVET institutions in Asia and the Pacific region, giving priority to CPSC member countries;

- 5. Directly provide services or seek other sources of funds and resources to carry out the program of accreditation and certification; and
- 6. Be a source of "good practices" for the promotion of quality in TVET systems.

Accreditation system for TVET institution is one of the standard approaches to maintain quality, reliability and validity of the programs and their certificates. Despite its importance, the accredited institution from APACC is very few in the region. APACC has accredited 42 Institutions from Philippines, Malaysia, Pakistan, Bangladesh, and Magnolia. Therefore, it is necessary to expand its services in other member countries and need to increase accredited institutions to ensure the quality of TVET.

**Innovations to keep CPSC relevant in the region**

CPSC has been doing different activities to strengthen TVET programs and produce qualified human resources. In addition to that, following innovative activities can be carried out to keep CPSC relevant in the region.

- 1. Conduct Webinar training (Distance training) for member countries and others
- 2. Conduct research in TVET in partnership with member countries and other relevant organization such as UNESCO- UNEVOC, NCVER, Universities, TESDA etc
- 3. Provide Master ToT for trainers of member countries to work as a local faculty of CPSC and use them to conduct in country programs.
- 4. CPSC can produce training materials such as video, case studies, trainer’s manual, and hand books of games for icebreaking during training and so on.
- 5. Explore partnership and get resources from ADB, WB, and Swiss Agency for Development Cooperation (SDC), DFID and other development partners to conduct HRD programs.
- 6. Motivate CPSC employees through HRD programs
- 7. Train more accreditors and expand accreditation system in rest of the member countries as well.

- 8. More programs will be offered and contribution fee will be increased with the decision of Governing Board.

**Key Strategies for CPSC’s Sustainability**

**1. DESIGN A STRATEGY FOR INCORPORATING SYSTEMS APPROACHES INTO BUILDING AND MAINTAINING NETWORKS WITHIN CPSC AND AMONG CPSC’S PARTNERS.**

Train CPSC staff in the principles of Systems Approaches to networks and facilitate the incorporation of this approach into the operations of CPSC.

**2. BUILD ON PARTNERSHIPS WITH TVET INSTITUTIONS IN CPSC MEMBER COUNTRIES TO PROVIDE ACCESS TO CPSC PROGRAMS AND EXPERTISE.**

CPSC should work with partner institutions to determine that CPSC courses and workshops provided at member countries’ institutions enhance CPSC’s program and the delivery of different regional and in-country programs through distance means. The CPSC Education team can build on these kinds of partnerships to enhance CPSC’s delivery of educational programming in a variety of means throughout the region.

**3. ESTABLISH A CONSOLIDATED SUPPORT PROGRAM ON EDUCATIONAL TECHNOLOGY AND CURRICULUM DEVELOPMENT.**

Consult with experts/current research about cutting-edge applications of technology in of educational information (timely web-based information, distance education courses, on-line classes, etc.). Use this information to create a strategic plan for CPSC to best use technology in education and program delivery.

**4. ESTABLISH A NEW SERVICE IN SUPPORT OF GRANTS DEVELOPMENT AND ADMINISTRATION.**

Identify sources and strategies for garnering more public and private funding for CPSC programs and to provide training

in this critical area. In addition, there is a need to support this area with grant development consultants who can assist with scanning for funding sources in various content areas and who can help write grants as needed.

Globalization and the mass expansion of educational opportunity and technological developments are all creating a changing environment for organizations across the world. This competitive environment is, in its turn, creating pressure for strategic and concerted action by business organizations within and across countries to improve the way they approach development initiatives in the society. In this new shifting competitive environment, regional international organization like CPSC that wish to survive should be able to demonstrate that, in the “new shifting” competitive environment, stakeholder value built on CPSC’s economic and social impact will become an effective way to achieve ‘competitive advantage.’

**Road Map**

The following road map is planned for the coming 3 years.

Key Areas/ Milestone	2016 Present	2017	2018
Member Countries	16	18	20
Special / Customized Programs		10 % increased	30 % increased
In-Country Programs	5	7	10
Regional Programs	3	4	6
International Seminar International Seminar	2	2	3
Bilateral and multilateral Partners	6	8	10
Contribution Fee	Assessment	Agreement/ Decisions 50% increased	Increase every year 10%
Research/ Publications		Increased	Increased
APACC accredited Institutions	42	45	50

# CPSC Welcomes New GB Member for Thailand

It is an honor and privilege for CPSC to welcome the newest GB member to the family from Thailand, His Excellency Mr. Thanatip Upatising, Ambassador of the Royal Thai Embassy. His first time to attend a CPSC activity was when he joined well-wishers of the new CPSC Director General, Dr. Ram Hari Lamichhane during a Welcome Dinner held in his honor.

The Ambassador has been in the foreign service since 1986 when he joined the civil service of the Ministry of Foreign Affairs of Thailand. In May 2015 he was appointed Ambassador Extraordinary and Plenipotentiary to the Republic of the Philippines. He had been appointed to Japan and Indonesia as Ambassador Extraordinary and Plenipotentiary in October 2012 and 2009, respectively, prior to his assignment in the Philippines.

He had also been an Ambassador at Large for the Office of the Permanent Secretary of his country in August 2008 and in October 2007. On May 2008 he had been the Director-General of the Department of International Economic Affairs.

His Excellency pursued a B.A. Political Science (International Relations) from Chulalongkorn University, Thailand from 1979 to 1982. A Master of Arts degree in Philosophy and Politics from Macquarie University, Australia was also obtained from 1983 to 1985.

Ambassador Upatising was born on July 15, 1960 in Bangkok. He is married with Mrs. Monthip Upatising.

CPSC hopes for a fruitful cooperation with the new GB Member from Thailand.



Meet CPSC's new ..continued from p. 7

CPSC GB's newest appointee is the main author of the book Access and Equity of Disadvantaged Group in TVET published in January 2012. He also authored an article titled Hindering Factors of Female Participation in TVET in Nepal published in CPSC's STEPS Journal in 2014. Other journal articles he had written include TVET Financing in Nepal: Issues at Crossroads and Access of Women in TVET in Nepal which were both published in CTEVT: TVET Journal on July 2011 and July 2010, respectively.

Dr. Lamichhane has been awarded with the Gorkha Dakshin Bahu IV Award from the King of Nepal for his Best Service to the Country which he received in April 2000. Another Service Achievement has been received in March 1997 as Best Principal of the Year from CTEVT. He is a Fellow of the Hubert Humphrey/Fullbright Foundation, USA and has been a recipient of the award for Leadership Development in March 2010. He had been a Hashimoto Scholarship recipient from the Hasimoto Foundation in March 2000.

Dr. Ram, as how he would like to be called, hails from Makawanpur, Nepal. He was born on April 08, 1966. He is married to Ms. Sangita Sharma. They have two children namely Mr. Kshitiz and Ms. Kritee Lamichhane.

## Priorities, Action Plans for the First Six Months

Following are the key priorities for CPSC Management.

1. Enhance internal efficiency and effectiveness
2. Membership drive and make member countries partner organization active
3. Develop CPSC as a pioneer HRD providers in the region
4. Manage more sustainable programs
5. Speed up APACC activities

## Specific Action Plans

The proposed action plans for first six months is as follows.

S. N	Activities/Months	First	Second	Third	Fourth	Fifth	Sixth
1.	Induction with team and programs	■					
2.	Implement planned activities	■	■	■	■	■	■
3.	Finalize Plan for 2017	■	■				
4.	Develop Strategies for Membership Drive			■	■		
5.	Develop Strategies for Sustainability of CPSC			■	■		
6.	Networking with MCs, Potential MCs and Development Partners, clients/potential clients	■	■	■	■	■	■
7.	Regular consultation and meeting with Chairperson of Governing Board/Other Committee/Expert Team and Members		■	■	■	■	■

## References

CPSC. (2016). *Strategic vision and programs*. Retrieved from [www.cpscotech.org](http://www.cpscotech.org) on May 20, 2016.

# New CPSC DG attends 45<sup>th</sup> Colombo Plan Consultative Committee Meeting, Visits CPSC Liaison Officer for Fiji

The Colombo Plan's policy making body, which convenes biennially, gathered once again for the 45th Consultative Committee Meeting (CCM) in Suva, Fiji from September 28 to 30, 2016. The Government of the Republic of Fiji, through the Ministry of Foreign Affairs, hosted this year's session at the Grand Pacific Hotel with an estimated total of 100 delegates coming from the different member countries of Colombo Plan.

The Heads of Delegation convened for an informal pre-conference meeting on September 28, to discuss pre-conference agenda such as review and confirmation of draft CCM agenda; orientation on schedule and logistics; election of Chairperson and Deputy Chairperson; confirmation of members of the Reception Committee; and decision on the Drafting Committee.

On September 29, Fiji Prime Minister Josaia Voreque Bainimarama, graced the inaugural session as Chief Guest. Prior to the Prime Minister's inaugural address, the host government and President of the Colombo Plan Council each had an opportunity to deliver messages.

The new CPSC Director General Dr. Ramhari Lamichhane, accompanied by Former Acting Director General and CPSC Faculty Consultant, Prof. Dr. G. Kulanthaivel, presented the Staff College's Biennial Report covering the following periods, FY2013-2014 and FY2014-2015 in the afternoon session.

While in Fiji, the DG took the opportunity to pay a courtesy visit to the Ministry of Education, Heritage and Arts (MEHA) and meet the CPSC Liaison Officer for Fiji, MEHA Permanent Secretary Mr. Iowane P. Tiko, together with the Technology and Employment Skills Training Director, Ms. Alumecei S. Tuisawan. The visit allowed the new CPSC DG to be familiar with CPSC's counterparts in the country. He also discussed his plans towards successful conduct of CPSC In-Country Programs for them to fully realize benefits from the College's services. The DG acknowledged Fiji's contribution in shaping an improved TVET system in the Asia-Pacific region.

They also visited the Technical College of Fiji, Nabua Sanatan Campus led by the Acting Director Mr. David B. Wedlock. After meeting officials of the college, they were also toured around the campus and provided a glimpse of the college's training facilities.



(L-R) CPSC Director General Dr. Ramhari Lamichhane, Colombo Plan Secretary-General Mr. Kinley Dorji; CPSC Faculty Consultant Prof. Dr. G. Kulanthaivel at the CCM.



Dr. Ramhari Lamichhane presents the Biennial Report at the CCM.



(L-R) MEHA Technology and Employment Skills Training Director, Ms. Alumecei S. Tuisawan; CPSC Director General Dr. Ramhari Lamichhane; MEHA Permanent Secretary, Mr. Iowane P. Tiko; CPSC Faculty Consultant Prof. Dr. G. Kulanthaivel



CPSC Delegation and MEHA Technology and Employment Skills Training Officers

# CPSC Acting DG Presents Biennial Report at the 289<sup>th</sup> Session of the Colombo Plan Council

The CPSC Acting Director, Prof. Dr. G. Kulanthaivel, attended the 289th Colombo Plan Council Meeting on July 27, 2016 at the Cinnamon Grand Hotel in Colombo, Sri Lanka. The session, which was presided by the Council President, H.E. Mr. Chang Won-sam, Ambassador of Republic of Korea, had around 20 official representatives from member countries.

The Council took up seven agenda items including the presentation of Biennial Reports of FY 2013/2014 and 2014/2015 of CPSC by Prof. Dr. G. Kulanthaivel. In the report, CPSC was able to conduct 82 training programs for the past 2 fiscal years with 5,497 TVET professionals and academicians as beneficiaries. This signifies a 30.14% increase in the number of beneficiaries and 7.13% increase in number of programs delivered for the period.

The Council adopted the report for submission at the 45th Consultative Committee Meeting for endorsement.



## Two New Director Generals Meet, Firm Cooperation between CPSC and TESDA continues

In the past five years, CPSC programs have benefitted about 4,000 senior administrators, trainers, and government officials from the Philippines. In its firm resolve to further strengthen cooperation between CPSC and the host country Philippines, the CPSC Director General Dr. Ramhari Lamichhane paid a visit to the Technical Education and Skills Development Authority (TESDA) on September 23, 2016.

Dr. Lamichhane, who was accompanied by CPSC Faculty Consultant and former CPSC Acting Director General Prof. Dr. G. Kulanthaivel, met Honorable Secretary Atty. Guiling Mamondiong, Director General, TESDA to discuss more about the programs, activities, and services of CPSC and how the Philippines have been contributing and participating in them.

Both Dr. Lamichhane and Atty. Mamondiong are newly appointed heads of their respective organizations. Dr. Lamichhane assumed the CPSC Director General role in September 2016, while Atty. Mamondiong has been the Director General of TESDA since July 2016. Despite being new to their posts, both parties agreed to continue working together and further intensify combined efforts in uplifting TVET and skills development strategies and programs in the Philippines and the rest of the Asia-Pacific region.



(L-R) Prof. Dr. G. Kulanthaivel, CPSC Faculty, Dr. Ram Hari Lamichhane, CPSC Director General and Atty. Guiling Mamondiong, TESDA DG during CPSC's visit.

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# REGIONAL PROGRAM IN THAILAND CENTERED ON DEVELOPING CULTURE OF ORGANIZATIONAL EXCELLENCE IN TVET INSTITUTIONS THROUGH ACCREDITATION

**R**ecognizing the importance of accreditation as a way to achieve organizational excellence and improvement, a Regional Program was organized by CPSC and the Office of Vocational Education Commission (OVEC) of Thailand. The program was conducted at Pinnacle Lumpinee Park Hotel in Bangkok, Thailand from August 1-5, 2016.

The regional program titled “Developing Organizational Excellence among TVET Institutions through Accreditation” was attended by 18 participants coming from the CPSC member countries. Participating countries included Bangladesh, Bhutan, Fiji, India, Malaysia, Maldives, Nepal, Pakistan, Papua New Guinea, Sri Lanka and Thailand, as well as CPSC’s honorary member Institution of Diploma Engineers Bangladesh (IDEB). In addition, representatives from the different TVET schools in Thailand were also invited to gain insights about the Asia-Pacific Accreditation and Certification Commission (APACC) and prepare themselves for possible APACC onsite activities in the future.

The program sought to discuss and demonstrate the concepts and philosophies associated with the development of a culture of excellence in organizations and institutes. The lectures and tasks were also designed to demonstrate



*Prof. Dr. G. Kulanthaivel (far right) addressing the participants in his opening speech together with Dr. Chantharachit (left) and former CPSC Director, Dr. Thamrongsak Moenjaj, (center) during the opening ceremonies of the program. Dr. Romulita Alto addressing the participants during her presentation.*

the importance of strategic planning as a tool to chart the institution’s future goals and communicate its priorities to its stakeholders.

It also aimed to showcase some of Thailand’s best practices in accreditation, quality assurance and organizational excellence. Seminars and open fora were also included in the program to create opportunities for discussion and experience sharing for the member country representatives. These platforms aimed to facilitate the exchange of relevant information on how to enhance quality assurance offerings in TVET for the benefit of each country. Finally, the program intended to create a culture of organizational excellence and mindset for the participants to proliferate in their respective workplaces and inculcate among teams and stakeholders.

The program was formally opened by Prof. Dr. G. Kulanthaivel, CPSC Acting Director General and Dr. Prachakhom

Chantharachit, Advisor for Vocational Education Standards for Industry, who represented Dr. Chaipreuk Sereerak, OVEC’s Secretary General of OVEC. The first Thai CPSC Director who served from 1988 until 1991, Dr. Thamrongsak Moenjaj, also graced the opening ceremony and delivered a lecture titled “Excellent TVET for 21st Century.”

Resource Persons included Dr. Romulita Alto, CPSC Faculty Consultant, Dr. Sompoch Noophakoon, Former Secretary General, Office of the Civil Service Commission (OCSC), Thailand and Dr. Paiboon Saiyawongs, APACC Special Officer for Thailand.

On August 3, 2016, an International Seminar on “Organizational Excellence among TVET Institutions through Accreditation” was held within the duration of the RP. Some 30 additional local participants affiliated with OVEC joined the RP participants for the seminar.

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Dr. Ram Hari Lamichhane, CPSC Director General, discussing his Special Lecture titled “Transforming TVET to Meet the Challenges of a Sustainable Future”; The participants, divided into four groups, during the classroom sessions and discussions; Dr. Ram Hari and Dr. GK presenting the CPSC Plaque and Certificates to Dr. Michael Langdon (left), Resource Person from AST.

## CPSC Convenes 19 Member Country Officials for Regional Program on “Skills in TVET for Sustainability” in Manila

**N**ineteen (19) high officials and educators from CPSC member countries convened for the Regional Program on Skills in TVET Sustainability from September 13-17, 2016 at CPSC, Manila. Participating member countries include Bhutan, Fiji, India, Malaysia, Maldives, Mongolia, Myanmar, Nepal, Pakistan, Papua New Guinea, the Philippines, Sri Lanka, Thailand and Honorary Member TEVSAPHIL.

With focus on the implementation of the Sustainable Development Goals (SDGs) and reorienting TVET into a more sustainable path, the program looked into the impact of TVET leadership and its implications on sustainable development. The modules and exercises touched on models of and factors for assessing educational leadership, trend analysis and issues faced in enhancing the sustainability of TVET, role of ICT to a sustainable TVET and the principles of sustainable leadership.

The participants were also able to formulate action plans on realigning skills for organizational sustainability that would be specifically tailored to the needs of the member countries and their respective institutions.

The regional program was the first program supervised by the new CPSC Director General Dr. Ram Hari Lamichhane, who was just recently welcomed by the CPSC family (see related news). He was assisted by the Program Coordinator and former Acting Director General of CPSC, Prof. Dr. G. Kulanthaivel and CPSC Faculty Consultant, Dr. Romulita Alto. The expertise of Access Skills Training (AST), a registered training provider based in Australia, was tapped

to enrich the delivery of the program. Dr. Michael Langdon, Chief Executive Officer (CEO) of AST shared his insights during the program as Resource Person.

Specific topics discussed in the program include: (1) Skills for Shortening the Distance to a Sustainable Future through ICT, (2) Organizational Sustainability in TVET: What it is and why does it Matter? (3) Trend Analysis and Agenda of Issues in Enhancing Sustainability in TVET and (4) Sustainability and Leadership for TVET. These were supplemented by tasks on trend analysis and sustainability. They were also required to come up with action plans or strategy papers on enhancing present TVET systems for the future generations.

Study visits to Toyota Motors Philippines in Santa Rosa, Laguna and Rogationist College in Silang, Cavite on September 15, 2016 complemented the classroom sessions with actual industry exposure. They were oriented with best practices on sustainability embarked by these institutions, as well as some of the innovations that they are implementing to promote TVET sustainability.

After the program, the participants attended the 6th International Forum on Innovative Practices in Skills Development at the Asian Development Bank Headquarters (ADB) from September 19-21, 2016. The forum provided an excellent opportunity for policy makers, practitioners and experts from ADB member countries and other regions to build upon their knowledge and acquire new ideas in implementing effective and relevant education and training systems.



at the opening ceremony

# Universitas Islam Negeri Indonesia Holds 6<sup>th</sup> Customized Training Program in CPSC

On its sixth Customized program arranged by CPSC, the Universitas Islam Negeri (UIN) Raden Fatah, Palembang, Indonesia sent 25 senior administrators and faculty members to gain insights on Higher Educational Management from July 17-23, 2016 at CPSC, Manila, Philippines. This year's batch was led by Prof. Dr. Izomiddin, MA, Head of Project Implementing Unit.

The program was organized in response to the growing technological and development divide and in an effort to integrate various bodies of knowledge and sciences with Islamic teachings. Recent developments in the Indonesian educational system made it imperative for Islamic state institutes to foster excellence, sound leadership and quality culture in educational institutions to ensure delivery of its services to its stakeholders. With the assistance from the Islamic Development Bank (IsDB), infrastructure developments and capacity building programs for officials, faculty and staff such as CPSC programs were organized with the hopes of strengthening these institutions.

The program design enabled the participants to be exposed to various systems and practices related to management of higher education institutions. Themes discussed during the program include: (1) Management Concepts and Paradigms of Improving Institutional Management in Higher Education, (2)

Information and Communication Technology Applications in Higher Education, (3) Developing a Corporate Plan and the Strategic Planning Process, (4) Action Planning on Management of Higher Education Institutions and (5) Educational Transformation through Leadership.

Tasks such as environmental scanning, formulation of a strategic planning framework and leadership style surveys were implemented alongside lectures to monitor the progress of the

participants. An action plan on institutional management was drafted at the end of the program to translate lessons from the training into concrete plans for future implementation. Tours to higher education institutes in Manila such as the Asian Institute of Management and University of the Philippines-Diliman were also included in the 5-day program.

The program was supervised by the former CPSC Acting Director General, Prof. Dr. G. Kulanthaivel. He was assisted by Dr. Romulita Alto, CPSC Faculty Consultant and Dr. Zulkifli Zakaria, Former CPSC Faculty Member and currently Chairman and Chief Executive Officer of Britenvision PLT, who conducted some of the lectures in Bahasa Indonesia to facilitate the ease of communication and understanding.

The program ended with appreciative remarks from the participants for CPSC's efforts in ensuring its smooth implementation. First started in 2014, CPSC has successfully implemented customized programs in management for various campuses of Medan (IAIN Sumatera Utara), Mataram and Walisongo Semarang apart from Raden Fatah. The current program was already the sixth of its kind organized under the CPSC-UIN partnership at the time when it the latter was still a State Islamic institute (IAIN). The success of the program strengthened IAIN's faculty and staff through exhibited benefits that the trainees gained, which contributed to IAIN's conversion to its current status as a university.



Program participants during roundtable discussions



MOE – TVET Director Mr. Zainuren Mohd. Nor (7L) and Assistant Director Mr. Yusaini Mohd. Yusof (6L), with Dr. Zulkifli Zakaria (5L) and the delegation from Sri Lanka during the visit to the Ministry of Education, Malaysia.

In an effort to benchmark best practices of incorporating TVET in Basic Secondary Education, the Asian Development Bank (ADB) engaged the Colombo Plan Staff College to facilitate a Study Visit for the senior officials of Sri Lanka's Ministry of Education in Malaysia from September 18 to 24, 2016.

The study visit focused on the following aspects identified in the project: improving the technology curriculum, learning-teaching process, conducting practical applications at the senior secondary level and integrating the school technology streams with the overall TVET system of other countries.

The specific objectives of the ADB project include the following:

- To gain awareness on technical education in other countries;
- To observe best practices in school level technology education and its integration with the wider TVET sector;
- To observe the curricula, teaching learning processes and the conduct of practical session and evaluation of students at school level that could assist to improve the present Sri Lankan system of education;
- To benchmark methodologies of teacher education and training for technology teachers;
- To learn about career pathways and the transition of school to career.

The delegation was composed of the following nine senior officials: Ms. B L D Balasuriya, Director, Ministry of Education (MOE); Ms. H I D D Hettiarachchi, Assistant Director, MOE; Ms. T D Ariyaratna, Assistant Director, MOE; Mr. N T K Lokuliyana, Director, National Institute of Education, MOE; Ms. G K Gamage, Assistant Director, National Institutions of Education, MOE; Mr. Nihal Alahakoon, Assistant Director, Central Provincial Council, MOE; Mr. T Lenin Arivalakan, Assistant Director, Northern Provincial Council, MOE; Mr. T A D D Premerathne, Director, Department of National Planning, Ministry of National Policies and Economic Affairs; and Mr. Herathbanda Jayasundra, Associate Project Officer, Sri Lanka Resident Mission, ADB.

# MOE Sri Lanka Benchmarks Integration of TVET with Malaysian Basic Education



Visit to UTHM



Visit to Kolej Vokasional Sepang

The Sri Lankan officials visited key institutions in Malaysia which are directly engaged in TVET and Basic Secondary Education sectors. Former CPSC Short-Term Faculty Consultant Dr. Zulkifli Zakaria facilitated the visits to the following institutions: Technical and Vocational Education Division of the Ministry of Education Malaysia; Sekolah Menengah Teknik Kuala Lumpur (SMTKL);

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## CPSC, ADB Partner for International Skills Forum

CPSC joined hands with the Asian Development Bank (ADB) in facilitating and bringing participants from its member countries to the 6th International Skills Forum on "Innovative Practices on Skills Development". The College teamed up with ADB in pursuance to its commitment to further develop TVET systems by establishing meaningful linkages with development allies in the region. The forum was held from September 19-21, 2016 at the Auditorium A-D at the ADB Headquarters in Manila, Philippines.

Twenty-one (21) participants attended the 3-day program, 19 of them participated in CPSC's Regional Program on "Skills in TVET for Sustainability held at the College one week prior to the forum.

The program realized the importance of promoting new and efficient technologies, practices and research ideas that strengthen TVET and skills development. The main objective of the program was to "stimulate transformative practices in skills development, inspire experts and developing countries' counterparts, and promote collaboration with major stakeholders to incorporate new approaches to the design and implementation of these innovative projects".

Themes and topics discussed in the program included industry-institution linkages, effective models on employer engagement, investments in human capital development, blended e-learning, innovations in higher education, and other related topics discussed in its plenary and parallel sessions.

CPSC officials namely, Dr. Ram Hari Lamichhane, Director General and Dr. G. Kulanthaivel, Seconded Faculty Consultant attended the event and exchanged insights with other delegates. Both engaged in networking with esteemed experts and administrators in TVET present in the event.

The college also set up an exhibit booth in the forum's premises to showcase its services and achievements to interested attendees and ADB employees.

## CPSC JOINS ACUNO FOR GENERAL ASSEMBLY



Dr. Lamichhane (3L) and Prof. Dr. GK (2R) with ACUNO Board of Directors, Dr. Renato Sorolla (3R), President, Carlos Hilado Memorial State College (CHMSC) and staff during the courtesy visit, on their way to ACUNO.

The Colombo Plan Staff College (CPSC) joined the Association of Colleges and Universities of Negros Occidental (ACUNO) in its General Assembly on September 15, 2016 at the University of St. La Salle, Bacolod City, Philippines. The gathering, with the theme "Producing Globally Competitive Graduates", convened 86 senior faculty members and administrative managers from different public and private universities and colleges in Negros Occidental.

ACUNO, an association of public and private higher education institutions in Negros Island Region of the Philippines, held the event in line with its pursuits for global competitiveness. CPSC, recognizing ACUNO's aspirations for global excellence being attuned with its thrusts in education and training, collaborated with association for the said assembly.

CPSC Director General, Dr. Ramhari Lamichhane shared his insights on "Skills for Global Competitiveness". While Dr. G. Kulanthaivel, CPSC Faculty Consultant delivered his presentation on ICT in Teaching and Learning for Global Competitiveness". Dr. Freddie T. Bernal, Director IV of Commission on Higher Education (CHED), Negros Island Region discussed about CHED updates.

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Lupon School of Fisheries Faculty and Staff together with the APACC Team

**A** PACC maintains its commitment towards quality assurance and improvement among TVET institutions as a team of APACC-Certified Accreditors went to Davao Oriental, Philippines for an on-site visit to Lupon School of Fisheries (LSF) from June 27 to 28, 2016. The 2-day re-accreditation activity was carried out by the APACC team, headed by APACC Acting President Prof. Dr. G. Kulanthaivel as Team Leader, and APACC Accreditor/CPSC Faculty Consultant Dr. Romulita Alto as Team Member, with APACC Staff Mr. Bryan Noel Lazaro.

The APACC team was received by the team of faculty and staff of LSF headed by the Vocational School Administrator, Ms. Ruth Pundang. Also present was TESDA Provincial Director of Compostela Valley and APACC Shepherd Ms. Arlyn Bandong, on behalf of TESDA Region XI Director Dr. Gaspar Gayona.

The visit was LSF's second time for APACC accreditation. The first on-site visit was held in May 2013 whereby the school garnered a total score equivalent to a Silver Level Accreditation.

Formerly known as the Lupon Municipal High School, LSF is envisioned as the leading institution molding values for sustainable development to pursue excellence in TVET. It hopes to develop globally competitive manpower equipped with skills and desirable work values for gainful employment and entrepreneurship. The school currently offers 17 qualifications in the following sectors: Agri-Fishery, Food Processing, Tourism, Automotive, Heating, Ventilation, Air-Conditioning and Refrigeration (HVAC/R), and Health and Community Development Services.

LSF was reassessed against the following APACC Accreditation Criteria: (1) Governance and Management, (2) Teaching and Learning, (3) Faculty and Staff, (4) Research and Development, (5) Extension, Consultancy and Linkages, (6) Resources, and (7) Support to Students.

LSF received a Gold award for the second cycle of accreditation as a result of the deliberation of the APACC Board. It is the first TVET institution in the Philippines to receive a Gold award from APACC.



Accreditors (Dr. GK and Dr. Alto) visiting workshop and laboratory areas of the following qualifications: (clockwise from top-left photo) Beauty Care, Food Processing, Agricultural Crop Production, Aquaculture

## Lupon School of Fisheries Reaccredited with Gold APACC Award, First Philippine TVET School to Earn Gold





Faculty and Staff members of KhonKaen Vocational College

**F**ollowing the workshop held from June 20 to 22, 2016 at King Park Avenue Hotel, an in depth workshop on APACC SSR was held at KhonKaen Vocational College (KVC) from July 14 to 15, 2016. The workshop was organized under the leadership of the KVC Director, Mrs. Nongyao Ganlayalak. It was attended by 125 faculty and staff members of KVC.

Khonkaen Vocational College (KVC) situated in the Northeastern part of Bangkok, Thailand is considered to be one of the best and most popular vocational colleges in the region. KVC has been reading about APACC since July 2015 during the APACC promotions and information dissemination among several colleges in Thailand. Last November, KVC hosted the In-Country Program on “Accreditation (APACC) and Certification of TVET Institutions: Planning and Implementation”. The institution was identified by OVEC as candidate for APACC accreditation.

The workshop was facilitated by Dr. Paiboon Saiyawongs, APACC Special Officer in Thailand, along with Dr. Julin Milintrasutra, Retired Director of OVEC’s Nakhonpathom Technical College. The workshop focused on the APACC Self-Study Report (SSR) and an in depth discussion on the different APACC Criteria and Indicators. Dr. Paiboon Saiyawongs and Dr. Julin Milintrasutra presented an overview of the APACC accreditation system and talked about the procedure in answering the APACC SSR. After the presentation, members of the faculty were divided into 7 groups and were asked to work on each APACC criterion and tried to answer and analyze all the questions in their assigned criterion. Each team was facilitated by an English teacher. After the two-day workshop, each group presented the problems and outcome of the score obtained.

# Khonkaen Vocational College (KVC) Holds Workshop on APACC SSR



Mrs. Nongyao Ganlayalak, Director of Khonkaen Vocational College; Dr. Paiboon Saiyawongs, APACC Special Officer in Thailand (top photo), Dr. Julin Milintrasutra, Retired Director of OVEC’s Nakhonprathom Technical College (lower photo) deliver their presentations



# New CPSC Director General explores further collaboration with ADB

The new CPSC Director General Dr. Ramhari Lamichhane, together with CPSC Faculty Consultant and Former Acting Director General Dr. G. Kulanthaivel paid a courtesy visit to the Asian Development Bank Headquarters in Manila on September 5, 2016. Ms. Karina Veal, ADB Senior Education Specialist and Mr. Brajesh Panth, ADB Technical Advisor (Education) received them and congratulated Dr. Lamichhane for his new role as the Director General of the Staff College.

During the meeting, both parties discussed updates on the 6th ADB International Skills Forum held from September 19 to 21, 2016 and the ADB-funded Study Tour of the Ministry of Education Sri Lanka Officials on TVET in Malaysia conducted from September 19 to 23, 2016. CPSC was one of the partner organizations in the said forum organized by ADB and facilitated the study tour for Sri Lankan Officials in Malaysia.

The meeting also provided a venue for CPSC and ADB to explore further collaborations in planning and developing interventions in TVET in the Asia-Pacific region.



From left to right: CPSC Faculty Consultant and Former Acting Director General Prof. Dr. G. Kulanthaivel, CPSC Director General Dr. Ramhari Lamichhane, ADB Senior Education Specialist Ms. Karina Veal

## CPSC, NCVER Refresh Ties, Discuss Areas for Cooperation



CPSC and NCVER Officials during the exchange of tokens (Left to Right): Dr. Romulita Alto, CPSC Faculty Consultant; Dr. Ramhari Lamichhane, CPSC Director General; Mr. Phil Loveder, Research Operations Manager, NCVER Australia and Dr. G. Kulanthaivel, CPSC Seconded Faculty Consultant

The Colombo Plan Staff College (CPSC) faculty and staff members led by the Director General Dr. Ramhari Lamichhane met with the Research Operations Manager of the National Center for Vocational Education Research (NCVER) Australia, Mr. Phil Loveder. CPSC and NCVER discussed possible areas for collaboration in research and development or in projects and consultancy. The meeting was held at CPSC on September 20, 2016.

Points raised during the meeting included rekindling and strengthening of the vibrant partnership between the two institutions on research and development years way back. Discussions also looked into potential areas for cooperation such as research projects or various undertakings on the development and improvement of industry-institution linkage and partnership. Other

possible focus areas are marginalized sectors' and women's participation in TVET activities, technopreneurship, global skills for TVET, among many others.

Opportunities to bolster the human resource capabilities of the two institutions were discussed including the possibility of engaging experts or volunteers from NCVER in CPSC programs and research activities which may also include initiating a faculty and staff exchange. Both institutions have established a memorandum of understanding in 1997 on common areas in TVET and the agreement is still in force as of writing.

CPSC and NCVER expressed hopes for a more active cooperation on the areas discussed as both look forward to more detailed agreement in further meetings.

# CPSC Team Embarks on its 28<sup>th</sup> IQA



Continuously seeking ways to enhance its offerings and services for its stakeholders, the CPSC team conducted its 28th Internal Quality Audit (IQA) from August 24-25, 2016. The IQA successfully highlighted improvements, changes and innovations in many areas that augmented delivery of programs and services for the period of January-June 2016.

The audit exercise served as a venue for bringing out new ideas and suggestions forwarded for improved services in each area during the audit proper and the reporting/presentations. The Audit covered the following areas Policy Formulation; Management Systems Operation and Control (HR, Fiscal Mgmt., Procurement); Program/Project Planning and Implementation (APACC, Training, Projects and Consultancy, and ICT); Resource Management (Report Writing and Publications, ICT, General Services

and Supplier Assessment and Evaluation); and Evaluation, Review and Improvement IQA, Program Evaluation and Monitoring, Continuous Process Improvement).

No non-conformity was issued to any area, while various observations were tackled during the closing meeting. Changes in some procedure flowcharts were agreed to be undertaken by concerned areas.

At the closing meeting the then Acting Director General, Dr. G. Kulanthaivel congratulated the CPSC team for its consistent pursuit for enhancing its services for the benefit of the member countries. He advised each area to check and expedite changes on flowcharts and any recommendations as agreed upon by both auditors and auditees.

## CPSC establishes new partnership, signs MOU with St. Joseph's College of Engineering, India

CPSC Acting Director General Prof. Dr. G. Kulanthaivel visited St. Joseph's College of Engineering in Chennai, India on August 12, 2016 and met the College's Managing Director Dr. Babu Manoharan and Principal Dr. Vaddi Seshagiri Rao.

The visit paved the way for CPSC and St. Joseph's College of Engineering - Chennai to enter into a partnership through the signing of a Memorandum of Understanding (MOU). The CPSC Acting Director General regarded this partnership as a catalyst to strengthen CPSC's role in uplifting and harmonizing TVET systems in the region through joint organization of conferences and capacity-building programs. It is also hoped that through this partnership, several private institutions would subscribe to CPSC's programs as well.



# CPSC Builds Leadership Capacity of Local Staff, Imparts Leadership Skills Lecture

In CPSC's continuous effort to hone its staff members' leadership capacity, a 2- hour lecture on Leadership Skills was provided by Dr. Zulkifli Zakaria, Faculty Consultant on July 15, 2016. The presentation focused on the behavior of a leader.

Dr. Zul, in his lecture, emphasized that in order to be an effective leader, you need to constantly reflect on your own leadership behavior to be able to understand how it affects your team members. He also stressed that to be a leader, one must practice respect for others regardless of his rank/position in the organization.

The Resource Person shared some of the basic characteristics/traits of a leader, namely, 1) adaptability, flexibility, effective communication and team work. The event also availed the chance to evaluate local support staff members' individual Strength, Weaknesses, Opportunities and Threats (SWOT) in the performance of their duties and responsibilities.

The activity was prepared in line with the result of the annual performance evaluation conducted for the fiscal year 2015-16. The program was held at the CPSC conference room from 2:00 pm to 4:00 pm.



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The seminar highlighted lectures from Prof. Dr. G. Kulanthaivel; Dr. Eunsang Cho, TVET Program Specialist from UNESCO Bangkok and Dr. Jomphong Mongkhonvanit, Chairman of the Association of Private Colleges in Thailand and Director of Siam Technology College. Resource Persons also included Dr. Huan Kuan Ying from the Department of Curriculum Design and Human Potential Development, National Dong Hwa University, Taiwan and Dr. Anton Subarno, Lecturer from Sebelas Maret University, Indonesia. The Resource Persons shared their expertise and insights on APACC, total quality management, organizational excellence and quality assurance in global perspectives.

The program also included a visit to Siam Technological College (SiamTech) in Bangkok Yai District which is known as one of the premiere TVET institutions in the country. SiamTech Director Dr. Jomphong Mongkhonvanich, showcased some of its best practices and state-of-the-art facilities.

The program was jointly supervised by Prof. Dr. G. K. and Dr. Chaipreuk Sereerak in cooperation with Dr. Pongsatorn Pimpanit, Head of the Education Assurance Section of the Bureau of Education Standards and Qualification, OVEC; Ms. Siritrupa Phurirak and Mr. Laksasak Yangsaman from the Bureau of Policy and Planning, OVEC and Dr. Paiboon Saiyawongs, APACC Special Officer for the Kingdom of Thailand. Mr. Rae Emmanuel Echaveria, CPSC Research Assistant, also provided assistance to the program organization. Overall, the program was well-received and appreciated by the participants garnering an excellent rating of 90.52%.

## CPSC Staff Attends Training on Risk-Based Thinking in ISO 9001:2015

In gearing up towards achieving ISO 9001:2015, CPSC staff, Ms. Arlene Cruz, Document Controller and Ms. Adrienne Abril, Executive Secretary attended the Training on Risk-Based Thinking in ISO 9001:2015-Understanding and Implementing Requirements from July 6-7, 2016. The training was conducted by the Certification International, Philippines (CIP) at the Linden Suites, Ortigas.



*Mr. Leonardo del Carmen, Head of Certification, Certification International shares insights on ISO 9001:2015.*

Mr. Leonardo del Carmen, Head of Certification, CIP, provided an introduction on the ISO 9001:2015, its background, history, purpose and requirements. He also presented comparisons between the ISO 9001:2008 and the new version 2015. He enumerated changes in the ISO clauses pertinent to the revised focus of the new version which are on risk-based thinking and the stronger involvement of the management in the quality process.

The ISO requires for a transition of all certified companies and institutions to the latest 9001 version by 2018.



**A**greed and implemented in 2012 at the United Nations' Conference on Sustainable Development in Rio de Janeiro, Brazil; the Sustainable Development Goals (SDGs) aims to build on the progress made by the world's developing economies after the conclusion of the Millennium Development Goals (MDGs). These MDGs were enacted during 1990 until 2015, and during that time it was seen as a policy mechanism to push developing countries in achieving key goals that will spur the sustainable and equitable development of its citizens.

Since the MDGs were introduced, the rate of extreme poverty has halved globally. Also, the number of children dying before their 5th birthday were reduced by half, and 2.3 billion people have gained access to clean drinking water. However, more has to be done in order to achieve a more sustainable future for every citizen in the planet by 2030, the plan's target year.

Some of the benefits foreseen in the implementation of this plan include (Plan International, 2016):

- Increased access to economic opportunities and stable livelihoods that will aid citizens of developed nations to end poverty.

- Inclusive and quality education for lifelong learning for every sex, race or religion.
- Security of access to sufficient health care facilities and materials for all families and communities.
- Equal treatment in all sectors for women and girls, and guarantee that they will not be discriminated against based on their gender.
- Effective environmental conservation by protecting wildlife and forests, and sustainable management of agricultural land.
- Establishment of strong, safe and resilient communities that are both inclusive and innovative for decades to come.

Sources:

1. Plan International (2016). What are the Sustainable Development Goals and why should you Care? Retrieved on October 11, 2016 at <https://plancanada.ca/stories/what-are-the-sdgs>
2. United Nations (2015). Sustainable Development Goals: 17 Goals to Transform our World. Retrieved on October 11, 2016 at <http://www.un.org/sustainabledevelopment/sustainable-development-goals/>.

## The Global Goals: 17 Items to Achieve a Sustainable Future



Infographic of the 17 SDGs (United Nations, 2015).

“I am satisfied with your service and I hope that I can come back here again”



**Nurmalina**  
Head of University Library  
Universitas Islam Negeri – Raden Fatah Palembang, Indonesia

... I am thanking CPSC for staying behind to take care of us in every activity within the program, keeping all of us in close company, explaining valuable concepts until we understand and setting targets together for TVET sustainability.



“Indeed it was a great opportunity to interact with the learned faculty members and the participants of other countries. The International exposure on Sustainable Development will help to fine tune the existing system and practices of Apprenticeship Training Scheme for better implementation of TVET System. I take this opportunity to convey my heartfelt thanks to the entire team of CPSC. Looking forward to meet in some other occasion.”



**A. Ayyakkannu**  
Director & Regular Central Apprenticeship Adviser

It was a pleasure meeting with all higher TVET officials in member countries and I truly enjoyed sharing knowledge and be united in one vision for the attainment of sustainable TVET

I am confident that my skills and experiences gained after the program is highly applicable for the development of TVET in my country.”

**P.H.Ratnayake**  
Principal  
Department of Technical Education and Training  
Sri Lanka

“We had a wonderful time in Bangkok and we are eternally grateful for that. In fact, to us the most rewarding time was to be able to bond with the participants from other countries. Each and everyone has his/her own strength and I believe that we could use this to further enhance what has been started. For example, in pursuing APACC, we could invite member countries to participate in our mock audit as auditors. We could then learn better from each other.



I also found that Dr. Alto’s lesson on strategic planning very useful as I keep asking myself to see the ‘gaps’ and try to close those gaps. I also like to thank Rae for sharing the documents/power point slides. I kept going back to view the slides from time to time.

I am hoping that more programs of similar nature could be organized especially in the field of TVET leadership.”

**Yusma Binti Yusof**  
Timbalan Pengarah Akademik /Deputy Director (Academics)  
Politeknik Port Dickson

Dear Sir,

I would like to thank you and your team for our wonderful stay at CPSC, and for giving us the insight knowledge of CPSC, We have also learned many things from the visits made to other institutes and therefore we will definitely make use of such knowledge in strengthening our system. We have established good personal relationship with all institutes and therefore it will go in a long way for further strengthening the relationship.



“It will be nice if I can come back again to this place that gave us excellent quality of service. Thanks a lot”



**Md. Salaluddin Hassani**  
Treasurer at DIPA  
Universitas Islam Negeri – Raden Fatah Palembang, Indonesia

Lastly we hope to visit once again in the near future

Yours faithfully,

**Palden Tshering**  
Chief HR Officer  
Ministry of Labour & Human Resources

CPSC Joins ACUNO...continued from p. 20

CPSC and ACUNO officially inked a Memorandum of Agreement for the conduct of the event, which highlighted mutual objectives, thrusts, programs and activities. ACUNO is headed by its President, Dr. Ma. Mercedes A. Josen, Vice President External Affairs, Centenary Projects of La Consolacion College Bacolod. The association was organized as a dynamic collegial body instrumental for the institutional development of its members.

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Universiti Tun Hussein Onn Malaysia (UTHM); Politeknik Nilai (PNS); and Kolej Vokasional Sepang (KVS). The Department of Polytechnic Education (DPE), through Mr. Hj. Azizi Bin Lin and Pn. Noor Aidi Nadzri, was also very generous to share information about the Malaysian education system to the delegation.

The study visit ended on a high note with the delegation and Dr. Zulkifli, discussing the learnings and inputs as they prepare the action plan when they return to Sri Lanka.

This activity was part of ADB’s technical assistance to the Government of Sri Lanka, titled Human Capital Development Capacity and Implementation Support.



## COLOMBO PLAN STAFF COLLEGE



Building Block C, Department of Education Complex, Meralco Avenue  
Pasig City 1600, Metro Manila, Philippines  
Tel. Nos.: (+63-2) 631-0991, 93 to 95  
Fax Nos.: (+63-2) 631-0996 or 633-8425  
E-mail: [cpsc@cpsctech.org](mailto:cpsc@cpsctech.org)  
<http://www.cpsctech.org>