



# 3<sup>RD</sup> ASEAN TVET COUNCIL REGIONAL POLICY DIALOGUE

*“Reskilling and Upskilling in ASEAN”*

28 – 29 FEBRUARY 2024

BALI, INDONESIA & VIDEO CONFERENCE

## SPEAKERS & PANELLISTS

## OPENING SESSION



**Ms. LIM Siew Lee**

Assistant Director, International Cooperation and Strategy Team  
Higher Education Planning Office  
Ministry of Education Singapore

**Ms. LIM Siew Lee** joined the Ministry of Education in 1998. She currently serves as the Assistant Director of the International Cooperation & Strategy Team in the Higher Education Planning Office. She leads the team that oversees international engagement strategies and initiatives relating to the higher education sector. She has also represented Singapore in various higher education-related regional and international platforms.

Before assuming this role, Ms. Lim Siew Lee has had several postings within the Ministry. She headed a team in the Student Placement & Services Division to set directions for the section and strategize on policy directions for the management of international students. Her other stints were with the Organisational Development Division, where she formulated and implemented policies and initiatives to promote organization excellence, and with a primary school where she supervised a team to achieve excellence in school administration and operations.

Ms. Lim Siew Lee graduated from the National University of Singapore with a Bachelor of Business Administration.

## OPENING SESSION

### **Dr. Roger Chao Jr.**

Assistant Director/Head of Education, Youth and Sports  
Division, ASEAN Socio-Cultural Community Department  
ASEAN Secretariat



**Dr. Roger Chao Jr.** is currently Assistant Director/Head of Education, Youth and Sports at the ASEAN Secretariat. Since 2013, he has been engaged in the international education development sector in various capacities in various organizations including UNESCO, UNICEF, the European Commission, DAAD and the British Council. Dr. Chao has published in commissioned international reports, academic journals and edited volumes, and international media on regionalization and internationalization of higher education, teacher education, recognition of higher education, education and the 4th industrial revolution, and refugee education.

He holds a PhD on Asian and International Studies from City University of Hong Kong, a European Masters in Lifelong Learning: Policy and Management from a consortium composed of the Danish School of Education, Aarhus University, University of Deusto, and the Institute of Education, University of London. Dr. Chao further completed a Masters in Education (Mathematics) from the University of the Philippines.

## OPENING SESSION



**Ms. Lara FRANZEN**  
Counsellor for Development  
Australian Mission to ASEAN

**Lara Franzen** is Counsellor for Development at the Australian mission to the Association of Southeast Asian Nations (ASEAN) in Jakarta. She oversees Australia's development cooperation with ASEAN across the economic, socio-cultural and political security pillars.

Previously, she was Director of the Disaster Risk Reduction section in the Department of Foreign Affairs and Trade (DFAT), where her responsibilities included multilateral and bilateral policy leadership on disaster and climate resilience.

She also served as Advisor–International in the Department of the Prime Minister and Cabinet, where her responsibilities included briefing and policy advice to the Prime Minister on foreign policy, trade and development issues.

Her experience includes four years in-country across Asia and the Middle East including in Bangladesh, the Philippines, Vietnam, Cambodia, the Palestinian territories, Jordan and Syria.

She holds a Master of International Development and a Bachelor of Arts (Psychology and Anthropology) from the University of Sydney.

## PLENARY 1: COMMON GROUND AND MEGA-TRENDS AFFECTING RESKILLING AND UPSKILLING IN ASEAN

**Achim D. SCHMILLEN**  
Practice Leader for Human Development for  
Indonesia and Timor-Leste  
World Bank



**Achim Schmillen** is the World Bank Practice Leader for Human Development for Indonesia and Timor-Leste. His experience spans high quality analytic work and internationally visible research; extensive advisory activities and high-level policy dialogue; and hands-on operational field work and technical assistance in China, Germany, Indonesia, Malaysia, the Philippines, the United States, and other countries.

Achim joined the World Bank in 2013 through the Young Professionals Program and initially worked in the South Asia Human Development Unit and then in the Social Protection and Jobs Global Practice.

Previous work experience includes appointments with America's National Bureau of Economic Research and the research institute of Germany's Federal Employment Agency. He holds a Ph.D. in economics from the University of Regensburg and was a visiting researcher at the University of California, Berkeley and a postdoctoral researcher at the University of California, Los Angeles.

## PLENARY 1: COMMON GROUND AND MEGA-TRENDS AFFECTING RESKILLING AND UPSKILLING IN ASEAN



### **Ms. Nuchjarin SAIRADTONG**

Director of Skill Training System Section  
Department of Skill Development, Ministry of Labour  
Thailand

**Ms. Nuchjarin Sairadtong** received her master degree in Public and Private Management from the National Institute of Development Administration, Thailand.

Her work experience is in developing labour skills including skill training, skill testing, skill promotion and licensing. During the past COVID-19 pandemic she gained experiences in adjusting training methods to synchronous and asynchronous e-learning.

Ms. Sairadtong engaged in creating short-term and long-term skills development policies to support the industry 4.0, digital technology and future skills. For example, developing upskilling measures for industry workers to adopt Industry 4.0 technology or measures to upskill workers with digital skills. In addition, she also involved in the Mutual Recognition of Skills (MRS) project.

## PLENARY 1: COMMON GROUND AND MEGA-TRENDS AFFECTING RESKILLING AND UPSKILLING IN ASEAN

**Ir. Ts. Bibi Hazrina bt. Alli RAHMAN**  
Head of Training (Asset and Safety)  
TNB Integrated Learning Solutions (TNB ILSAS)  
Malaysia



**Ir. (Ingenieur) Ts. (Technologist) Bibi Hazrina bt. Alli Rahman** is a Professional Engineer and a Professional Technologist who holds an MSc in Electrical Power Engineering System from the University of Manchester and a bachelor degree in Electrical and Electronic Engineering from the University Tenaga Nasional.

Ms. Alli Rahman spent the first 10 years of her career in TNB working as an electrical engineer, before joining TNB ILSAS to pursue her passion in workforce competency and capability development.

At TNB ILSAS, she has designed various capability development programs for TNB staff as well as people from external organisations. She was the Project Leader for the development of the curricular for Solar PV modules based on Malaysia's Ministry of Human Resource TVET NOSS (National Occupational Skills Standard) and is currently involved in a program to discover how government bodies and private sector organisations can work together to elevate the status of TVET in the nation.

## PLENARY 1: COMMON GROUND AND MEGA-TRENDS AFFECTING RESKILLING AND UPSKILLING IN ASEAN



**Mr. Marlon P. MIÑA**

Executive Director

Human Resources Development Foundation

Philippines Chamber of Commerce and Industry (PCCI)

Philippines

**Marlon P. Miña** is currently the Executive Director of the PCCI Human Resources Development Foundation (PCCIHRDF), the human resources development arm of the Philippine Chamber of Commerce and Industry (PCCI). The PCCIHRDF aims to catalyze, encourage, and urge business chambers, associations, business enterprises and schools to engage and be involved in human capital formation and human resources development through a dualized approach of in-company and school-based education and training.

Mr. Miña has eighteen years of experience in chamber development, advocacy work, project management, and education and training programming and implementation.

He is one of the sixty experts that developed the ASEAN Standards for In-Company Training and is one of the experts that developed the TESDA Training Regulations (TR) and Competency Assessment Tools (CATS) of the In-Company Trainer Training Methodology I (In-Company Trainer).

He is a member of the Steering Committee of the Standards for In-Company Training in ASEAN Countries and a Senior Master Trainer and Assessor of the aforementioned standards. Mr. Miña is also a member of the ASEAN Future Workforce Council (AFWC) representing the Philippine Chamber of Commerce and Industry.



## PLENARY 1: COMMON GROUND AND MEGA-TRENDS AFFECTING RESKILLING AND UPSKILLING IN ASEAN

### Prof. David PEETZ

Department of Employment Relations and Human Resources  
Griffith University  
Australia



**David Peetz** is the Carmichael Distinguished Research Fellow at the Centre for Future Work in the Australia Institute and professor emeritus of employment relations at Griffith University. He is a co-researcher at the Inter-university Centre for Research on Globalisation and Work in Canada and is on the board of The Union Education Foundation.

He was once a manager in the Senior Executive Service of the Australian Government's Department of Industrial Relations, prepared two reports to the Queensland Parliament on workers compensation, has given evidence to several federal parliamentary committees and has undertaken work for unions, employers, the International Labor Organisation, the OECD and governments of both political persuasions in and outside of Australia. He is a Fellow of the Academy of Social Sciences in Australia.

His books include *Brave New Workplace*; *Unions in a Contrary World*; *Women, Labor Segmentation and Regulation: Varieties of Gender Gaps*; and *The Realities and Futures of Work*. His most recent report is on self-employment and the gig economy.

## PLENARY 2: RESKILLING AND UPSKILLING AS AN INSTRUMENT OF ACTIVE LABOUR MARKET POLICY



### **Dr. Lukas KLEINE-RUESCHKAMP**

Coordinator – Local Labour Market Analysis  
Centre for Entrepreneurship, SMEs, Regions and Cities  
OECD

Dr. Lukas Kleine-Rueschkamp is a Senior Economist / Head of Unit at the Centre for Entrepreneurship, SMEs, Regions and Cities (CFE) at the OECD, where he manages the work on labour market analysis and local skills and employment policies. At the OECD, Lukas has been managing projects that support national and local governments with their skills and local employment strategies, as well as projects on continuous education systems, the labour market integration of migrants and the drivers and effects of urbanisation.

Before joining the OECD, Lukas worked in the private sector, for international organisations, and in academia. His research focuses on a wide range of topics in labour economics, development economics and regional development, including the changing world of jobs and skills in the green transition, the impact of technology on jobs, the labour market integration of migrants, urbanisation, and the socio-economic relevance of political institutions in developing countries.

He holds a B.Sc. in Economics at the University of Bonn, a Master of Philosophy and a Ph.D. in Economics from the University of Oxford. Lukas speaks English, French, German and Spanish

## PLENARY 2: RESKILLING AND UPSKILLING AS AN INSTRUMENT OF ACTIVE LABOUR MARKET POLICY

**Mr. YEO Wee Siong**  
Director of Jobs-Skills Insights Division, SkillsFuture  
Singapore



**Mr. Yeo Wee Siong** is the Director of Jobs-Skills Insights Division at SkillsFuture Singapore (SSG), which is a statutory board under the Ministry of Education (MOE).

He leads a team of Jobs-Skills Analysts at SSG that examines anticipatory jobs-skills changes in Singapore's economic and industry landscape arising from technology disruptions, business model innovations, new care models and other emerging trends. Forming close partnerships with sector agencies, tripartite partners, training providers and innovation-led firms, his team develops fit-for-purpose and timely jobs-skills insights that can signpost changing jobs and skills trends to individuals and enterprises.

Prior to joining SSG, Wee Siong has held various appointments at the MOE. He oversaw the policy, planning and execution of student placement policies and admissions, and the various talent development schemes in schools and junior colleges.

## BREAKOUT 1A: ASSESSMENT OF RESKILLING AND UPSKILLING NEEDS



### Mr. Jordi Prat TUCA

Technical Specialist on Skills and the Future of Work  
Regional Office for Asia and the Pacific  
International Labour Organization (ILO)

**Jordi Prat Tuca** serves as Technical Specialist on Skills and the Future of Work at the ILO Regional Office for Asia and Pacific. In this role, his work centres on providing technical advice in the design and implementation of the ILO skills development-related activities in the Asia-Pacific region. Before transitioning to his current position, he was the Regional Technical and Programme Coordinator for the Skills for Prosperity in South-East Asia Programme at the ILO Regional Office in Bangkok. He worked on developing national and regional capacities to achieve sustained and inclusive growth through the enhancement of skills and TVET systems in Malaysia, Indonesia, and the Philippines.

Previously, he led from the ILO Decent Work Team in Bangkok the Women in STEM Workforce Readiness Programme in Indonesia, Thailand and the Philippines. His work focused on creating innovative approaches to ensure higher entry, retention, and advancement of women workers in high growth industries and, through this support, enterprises' ability to respond to technological advancements. Mr. Prat Tuca previously managed entrepreneurship and skills development projects in Cambodia, Colombia, Equatorial Guinea, and the Philippines.

Before joining the ILO, he worked as Brand Manager at LG Electronics and in the financial sector at BBVA. Mr. Prat Tuca studied at the University of Michigan, as well as the Polytechnic University of Madrid and Rovira i Virgili University, where he graduated in law and earned master's degrees in public policy and business administration.

## BREAKOUT 1A: ASSESSMENT OF RESKILLING AND UPSKILLING NEEDS

**Dr. Jahen F. REZKI**  
Vice Director of Research  
Institute for Economic and Social Research  
Indonesia



**Dr. Jahen F. REZKI** currently serves as Vice Director of Research at the Institute for Economic and Social Research (LPEM-FEB UI) and as Lecturer at the Department of Economics, Universitas Indonesia. Jahen is a non-resident fellow at the Centre for Development Economics and Sustainability, Monash University, Australia. He also serves as the Editor in Chief of The Economics and Finance in Indonesia. He previously worked as an Associate Lecturer at the University of York, UK.

His research interests lie in the areas of Development Economics, Political Economy, Economics of Media, and Applied Macroeconomics. In particular, he is interested in investigating the role of institutions and information on Economic Performance, firm dynamics, and the role of ICT, media, or technology on economic outcomes.

His work has been published and forthcoming in peer-review academic journals in the Economics of Governance, Bulletin of Indonesian Economic Studies, Telecommunications Policy, Applied Health Economics and Health Policy, Journal of the Asia Pacific Economy, and Journal of Southeast Asian Economies.

## BREAKOUT 1B: RESKILLING AND UPSKILLING TOWARD A GREEN TRANSITION



**Ms. Souphayvanh THIENGCHANHXAY**

Board of Directors of LNCCI/Deputy Chief Executive Officer  
Burapha Agro-Forestry Co., Ltd  
Lao PDR

**Ms. Souphayvanh Thiengchanhxay** owns a wealth of experience in sustainable forestry and wood products. As Deputy CEO of Burapha Agro-Forestry, she oversees operations of a Lao-Swedish company using 100% planted wood to manufacture high-quality products exported worldwide.

Her commitment to sustainability extends to serving on the Executive Board of the Lao National Chamber of Commerce and Industry (LNCCI) and as an Advisor to the Lao Furniture Association.

Ms. Souphayvanh Thiengchanhxay's passion for skills development is evident in her role on the LNCCI's Dual Cooperative Training Service Center Board. Her expertise in responsible forestry practices is further underscored by her consultancy with the Lao-EU Voluntary Partnership Agreement on Forest Law Enforcement, Government and Trade (FLEGT VPA)

## BREAKOUT 1B: RESKILLING AND UPSKILLING TOWARD A GREEN TRANSITION

### **Ts. Kalaivani RAMACHANDRAN**

Deputy Head of Diploma in Electronic Engineering Department of Electrical Engineering, Sultan Idris Shah Polytechnic  
Ministry of Higher Education  
Malaysia



**Ts. Kalaivani**, a seasoned professional, holds a Masters in Microelectronics Engineering Hons. from the National University of Malaysia and a Bachelor's in Electronic Engineering Hons. from Teknikal Universiti of Malaysia. Currently, she serves as the Deputy Head of Diploma in Electronics (Computer) Engineering, the Industrial Training Coordinator, and the International Relations Coordinator at Sultan Idris Shah Polytechnics.

With a decade of experience as a lecturer, researcher, and innovator at Sultan Idris Shah Polytechnic, Ts. Kalaivani has actively participated in the Green Skills in TVET program in Australia. Her significant roles include developing the syllabus for Industry 4.0 and advising the Malaysian Qualification Academy (MQA) on integrating the SDG's into the curriculum.

Presently, Ts. Kalaivani is engaged in designing a Green Circular Economy Transition Microlearning Course for Green TVET Talent Development at Malaysian Polytechnics, showcasing her dedication to education advancement.

## BREAKOUT 1B: RESKILLING AND UPSKILLING TOWARD A GREEN TRANSITION



**Ms. Dimple QUYN**

Director Learning and Teaching, Western Australian School of Mines, Minerals, Energy and Chemical Engineering, Faculty of Science and Engineering Curtin University, Australia

**Dimple Quyn** is an Associate Professor in Chemical Engineering in the Faculty of Science & Engineering at Curtin University, Perth, Australia. Dimple is based in the WA School of Mines, Minerals, Energy & Chemical Engineering and has recently worked on revised curricula for Engineering disciplines in the School and an innovative degree Energy Engineering to address the need for workers in the energy transition space. She represented Curtin University on a national Roundtable on Clean Energy in June 2023 and was invited to speak on education towards the energy transition at the 10th ADB conference in Manila in October 2023.

Dimple's work includes creating an innovative and industry-focussed introductory unit on Resources, Processes & Materials Engineering, which has been delivered across Curtin's campuses in Malaysia, Sri Lanka and Dubai and to partner Universities and Centres nationally and internationally. Dimple holds a Bachelor of Engineering with 1st class Honours from Monash University, Australia, and a PhD in Chemical Engineering and gained a Higher Education Teaching Certificate from the Harvard Derek Bok Centre for Teaching in April 2023.



## BREAKOUT 2A: REAPING THE BENEFITS OF RESKILLING AND UPSKILLING WITH A GENDER-SPECIFIC APPROACH

### Mr. Laki KONDYLAS

Deputy Director  
Centre for Cyber Security Research and Innovation (CCSRI)  
Royal Melbourne Institute of Technology (RMIT)  
Australia



**Mr. Laki Kondylas** is the Deputy Director of RMIT University's Centre for Cyber Security Research & Innovation (CCSRI) in Australia. CCSRI also has a hub of its Centre in RMIT's campuses in Vietnam. In this role Laki has overseen deployment of upskilling and reskilling programs into Critical Infrastructure providers in Vietnam, has led a team who has run three Aus4ASEAN short course programs on Digital Readiness and Resilience which has focussed on upskilling to date 75 leaders from TVET from ASEAN.

He was also responsible for a team that has won multiple awards for their research on the "Gender Dimensions of the Australian Cyber Security Workforce" which was a report launched by the Australian Minister for Cyber Security in 2023.

Prior to joining RMIT, Laki has held senior leadership positions in Education Institutions and in Government including the Trade & Investment Commissioner for North America for the State of North-South Wales and the World Bank Liaison for the Australian Trade Commission.

## BREAKOUT 2A: REAPING THE BENEFITS OF RESKILLING AND UPSKILLING WITH A GENDER-SPECIFIC APPROACH



**Ms. Katherine Amor A. ZARSADIAS**

Assistant Executive Director, Planning Office  
Technical Education and Skills Development Authority (TESDA)  
Philippines

**Ms. Katherine Amor A. Zarsadias** is the Assistant Executive Director of the Planning Office, and currently serves as the Officer-In-Charge of Policy Research and Evaluation Division.

She is also the Gender and Development (GAD) Chairperson of TESDA's Gender Focal Point System (GFPS), Technical Working Group.

## BREAKOUT 2A: REAPING THE BENEFITS OF RESKILLING AND UPSKILLING WITH A GENDER-SPECIFIC APPROACH

**Dr. Mo SALOMON**

Founder and Chief Navigator,  
Korumo Coaching for Transformation



**Mo Salomon** is a strategic facilitator, trained coach, and yoga teacher. Mo is Indonesian-Dutch, born and raised in The Netherlands, and lives in South Africa. Mo identifies as non-binary, pronouns are They/Them.

Mo is an Anthropologist with a PhD in participatory rural development. They have strong roots in civil society and social movements for sustainable agriculture, social justice, gender and LGBTIQ+ inclusion. Mo is Chief Navigator of KORUMO Coaching for Transformation, an international company that offers coaching, Next-Gen leadership, and system interventions to drive societal change.

Mo is passionate about inspiring leaders to be emotionally intelligent and be intentional in creating a culture in which people can thrive. To do this, they offer practical tools such as the KORUMO 360 Leadership Orientations and the KORUMO Trauma-Transformative Competencies for Professional Practice.

Since 2017, KORUMO has accompanied GIZ in integrating Gender-Transformative Approaches in projects and programmes in Africa, at HQ, and now in Asia. To expand reach and impact, KORUMO is developing eLearning modules for their training and coaching programmes in Gender-Transformative Leadership and Doing Gender-Transformative Business.

## BREAKOUT 2B: MODALITIES OF RESKILLING AND UPSKILLING IMPLEMENTATION



### **Mr. Pisoth KHEM**

Director, Department of Policy and Strategy for TVET  
Ministry of Labour and Vocational Training  
Cambodia

**Mr. Pisoth Khem** holds a master degree in Business Administration from The National University of Management, Cambodia. He started working in TVET in 2004 and since then involved in competency standard development, skills competitions, TVET institution management, TVET policy and strategy development, implementation, and monitoring and evaluation. Currently he is Director of the Department of Policy and Strategy for TVET in the Ministry of Labour and Vocational Training of Cambodia.

## BREAKOUT 2B: MODALITIES OF RESKILLING AND UPSKILLING IMPLEMENTATION

### **Dr. Emma CANNEN**

Director in the Workforce Futures Branch  
Jobs and Skills Australia



**Dr. Emma Cannen** is a national level research and policy leader with a career of over 15 years working in roles across government, industry, unions, and academia. This has given her unique, strategic insights into the public policy process from all stakeholder perspectives.

Emma is currently a director at Jobs and Skills Australia where she manages large scale research studies and public facing reports that make policy recommendations to the government to meet Australia's critical workforce needs and skills gaps.

In past roles, she has campaigned for pay equity legislative reform; worked across all levels of education policy; and lectured in global politics, economics, sociology and communications. She has a PhD in international relations and has observed government functions at the highest levels as an intelligence analyst and translator in Indonesian.

## BREAKOUT 2B: MODALITIES OF RESKILLING AND UPSKILLING IMPLEMENTATION



**Mr. Laksasak YANGSAMAN**

Director of International Strategy and External Relations Division  
Office of the Vocational Education Commission (OVEC)  
Thailand

**Mr. Laksasak Yangsaman** is Director of the International Strategy and External Relations Division, Bureau of Policy and Planning, the Office of the Vocational Education Commission (OVEC), Ministry of Education and joined OVEC in 2013. He is responsible for international policy and cooperation between OVEC and international organizations. He is also the National Coordinator for Accreditation (NCA) of the Asia Pacific Accreditation and Certification Commission (APACC).

Currently, he is studying for a Master's Degree in Education at Hua-Shih College of Education, National Donghwa University, Taiwan. He is interested in Dual Vocational Education and Training to promote and enhance the skills of students to meet the need of the labor market. He has experience in working with international organizations to organize training for vocational teachers and students and international conferences.

## PLENARY 3: IMPACT AND IMPLICATION OF GENERATIVE AI ON RESKILLING AND UPSKILLING

### **Ms. Margaret BEARMAN**

Research Professor, Centre for Research in Assessment and  
Digital Learning (CRADLE), Deakin University  
Australia



**Margaret Bearman** is a Research Professor within the Centre for Research in Assessment and Digital Learning (CRADLE) at Deakin University, with qualifications in both computer science and education.

Margaret has taught and researched higher and professional education for over two decades. She is known for her work into the digital, artificial intelligence and university education. She was a core contributor to national principles guiding Australian university assessment reform for a time of AI.

## PLENARY 3: IMPACT AND IMPLICATION OF GENERATIVE AI ON RESKILLING AND UPSKILLING



### **Mr. Timotius THEOPELUS**

Vice President, Corporate Social Impact PT. Tera Data Indonusa  
Tbk. Education program Director for Axioo Class  
Indonesia

**Mr. Timotius Theopelus** is a social technology enthusiasts for the last 25 years, focusing on coaching start-ups and people who want to achieve business sustainability through the right system implementation and technology.

His core skills include business development, commercial finance, marketing strategies, operational efficiencies, and communication. He is recognized as public speaking coach and motivator for many start-up companies and vocational schools.

Since 2009, Mr. Theopelus has been supporting the Axioo Class Program, a vocational program of Axioo. The program is a social impact program that aims to prepare a work-ready workforce by eg. increasing teachers' competencies, synchronization of curricula, inviting guest lectures, student certification, peer tutoring, apprenticeships. More than 600 vocational education institutions (SMK and polytechnic) and about 2,000 students each year have participated in the Axioo Class Program.



## BREAKOUT 3A: INVESTMENT DECISIONS OF VARIOUS STAKEHOLDERS IN RESKILLING AND UPSKILLING

**Mr. Kevin HEMPEL**  
Founder, Prospera Consulting  
Germany



**Mr. Kevin Hempel** is the Founder and Managing Director of Prospera Consulting, a boutique consulting firm that specializes in strengthening the effectiveness of employment policies and programs across the globe.

He conducts research and provides practical policy advice on a broad range of labor market issues, including on how to improve employment outcomes for vulnerable groups, such as women and youth.

Prior to founding Prospera Consulting, Kevin worked for the World Bank in Washington DC. Kevin holds a M.A. in International Relations and Economics from Johns Hopkins University, School of Advanced International Studies (SAIS).

## BREAKOUT 3A: INVESTMENT DECISIONS OF VARIOUS STAKEHOLDERS IN RESKILLING AND UPSKILLING



**Mr. Ginastra WAYAN**  
Director, Sales and Marketing  
Adiwana Hotels and Resorts  
Indonesia

**Mr. Ginastra Wayan** is a seasoned hotelier, practitioner with more than 30 years of experience in the hospitality industry (hotel operation, sales and marketing, and revenue management).

In 2018 – 2021, he held courses on "Empowering Hotel Front-liners through Digital Training" focusing "Harnessing Digital Data for better Marketing Strategy" in Lombok, Indonesia organized by GIZ's ISED (Innovation and Investment for Inclusive Sustainable Economic Development) project.

In 2022, GIZ Indonesia in collaboration with the Vocational Directorate of the Ministry of Education and Culture of Republic of Indonesia and the SEAMEO Regional Open Learning Centre (SEAMOLEC) assigned Mr. Ginastra to hold online courses for TVET teachers of Vocational Schools and lecturers of Tourism Polytechnic and provided in-person trainings in the hotels. The course was further expanded to ASEAN lecturers from the Philippines, Myanmar, and Indonesia by GIZ and SEAMOLEC.

Mr. Ginastra holds a Master's degree in Applied Tourism from the State Polytechnic of Bali and his Bachelor of Science in International Relations from University of Jember.

## BREAKOUT 3A: INVESTMENT DECISIONS OF VARIOUS STAKEHOLDERS IN RESKILLING AND UPSKILLING

**Ms. Raihan Tahir**  
Founder and CEO,  
Training and Consultancy Exzellent Profis Sdn Bhd,  
Malaysia



**Ms Raihan Tahir** is the Founder and CEO of Exzellent Profis, a Malaysian training and consultancy company focusing on Technical and Vocational Education and Training (TVET), skilling and upskilling Malaysia's current and future workforce. With a recently completed PhD focusing on TVET in Teacher Training and Educational Science from the University of Malaya, she brings a wealth of expertise to the field. Her experience and expertise are orientated towards Industry 4.0-aligned training needs analysis, trainer development, competency-based training, and certification.

Ms Raihan Tahir holds a Masters in Education from Open University Malaysia and a B.Sc (Ed) with Honors in Mathematics (Major) and Biology (Minor) from the University of Malaya. As a certified learning facilitator, she also possesses a CERT IV in Training and Assessment from the Australia Institute of Technology Transfer, a panellist and lead trainer for Train the Trainer certification. She holds certifications from the Ministry of Human Resources, including the National Competency Standard for Facilitation and Train The Trainer, Advanced Skills Diploma in TVET Management and Skills Diploma in TVET Instruction.

Beyond her role at Exzellent Profis, Ms Raihan is a member of the Industry and Community Advisory Panel at the University Malaya Centre for Continuing Education and actively contributes to HRDCorp's Trainer Development Framework 2.0 steering committee. She serves on the Executive Committee for Training and Development in the Federation of Malaysia Accredited Centers. She has been appointed as a City & Guilds and ILM International Quality Assured Consultant from the United Kingdom, showcasing her commitment to professional development and quality assurance on an international scale.

## BREAKOUT 3A: INVESTMENT DECISIONS OF VARIOUS STAKEHOLDERS IN RESKILLING AND UPSKILLING



**Ms. Maya JUWITA**  
Workplace Gender Equality Director  
Investing in Women (IW)  
Philippines

**Ms. Maya Juwita** is the Workplace Gender Equality Director at Investing in Women, a multi-country Australian Government initiative in Southeast Asia that seeks to accelerate women's economic empowerment through increased and equitable opportunities in the private sector, contributing to inclusive, sustainable economic recovery and growth in targeted countries.

Prior to IW, Maya was the Executive Director of Indonesia Business Coalition for Women Empowerment (IBCWE). Along with the board members, she initiated the establishment of IBCWE in October 2016.

Maya holds master's degree in business law from University of Gadjah Mada in Indonesia and she is an HR professional with more than 20 years of experience, both in private sector and development sector. She has experience in facilitating various training programs such as leadership, people management program, gender bias, anti-sexual harassment, and discrimination.

She was appointed as one of advocates for G20 EMPOWER 2022, representing Indonesia in the G20 forum, along with other business leaders from Indonesia. She also served as policy manager in the Women in Business Council of B20 Indonesia presidency 2022 to develop policy recommendation from business perspective.

## BREAKOUT 3B: DIGITAL TRANSFORMATION IN TVET: BUILDING READINESS AND RESILIENCE IN ASEAN

**Mr. Brad DAVIES**  
Managing Director, Vector Consulting  
Australia



**Mr. Brad Davies** has spent 25 years focused on the intersection of technology, education and industry engagement. Brad advises government, universities and corporates on the digital impact with a focus on the skills, innovation and operational transformation.

Brad has worked across a number of markets including Australia, Asia, the US and Europe and specializes in the long-term impact of technology advances in different industry verticals (education, health, transport, critical infrastructure and public sector).

## BREAKOUT 3B: DIGITAL TRANSFORMATION IN TVET: BUILDING READINESS AND RESILIENCE IN ASEAN



**Ms. Sarinah ZIZIUMIZA**

Head of Centre of Technology Enhanced Learning/  
Senior Technical Instructor  
Institute of Brunei Technical Education (IBTE)  
Brunei Darussalam

**Ms. Sarinah Zizumiza**, Head of the Centre of Technology Enhancement Learning (CTEL) at the Institute of Brunei Technical Education (IBTE), holds a Master's in teaching (in vocational and technical education) from the University of Brunei Darussalam and a Mechanical Engineering Degree from the University of South Wales, UK.

With over 8 years in instructional roles, she seamlessly blends education, engineering, and technology. At CTEL, Sarinah directs technology use, conducts research, and advocates for inclusivity.

As co-founder of Rumine Corporation, specializing in AR/VR, she leads in immersive technologies. Ms. Sarinah serves as a community manager for Digital Makers Asia Pacific, Google Developer Group, and Women Techmakers, where she actively promotes digitalization.

Selected for the THINC fellowship by Tencent, Ms. Sarinah connects global talents for tech-driven impact. Recognized in Bett Asia EdTech Top 10, Asia Pacific ICT Award, APEC Digital Prosperity Award, she stands as a driving force for change. As an alumna of leadership driven programs like the Australian awards and YSEALI, Sarinah shapes education, technology, and innovation.

## BREAKOUT 3B: DIGITAL TRANSFORMATION IN TVET: BUILDING READINESS AND RESILIENCE IN ASEAN

**Ms. Dwi Novita CAHYANINGTYAS**

Lecturer

Politeknik Internasional Bali (PIB)

Indonesia



**Ms. Dwi Novita Cahyaningtyas**, works as a lecturer in Digital Business at Politeknik Internasional Bali College. She graduated with honors from Universitas Gadjah Mada (UGM), earned Bachelor's degree in Public Administration through BOP and Bank Indonesia scholarship. She completed her double-degree Master in Management at UGM & Hochschule Osnabrück, Germany, with DAAD-scholarship. She holds CEE, CEM, and CEP certifications from APIEM Academy scholarship, UK.

She was granted funds by the Ministry of Research, Technology, and Higher Education to develop English interactive multimedia for TVET. Ms. Dwi published her work in an international journal, participated in the international conference “APAC Sustainable Development of TVET as part of the APEC Project No. TWG 02 2021S in Hangzhou, China, in June 2022” and produced a case set book.

Ms. Dwi was further on the research team for the Integrative Digital Platform Based on Collaborative Governance Model for Green Tourism Village in Bali (DeWiKu), funded by the Directorate General of Vocational Higher Education. She was awarded the Aus4ASEAN Short Course on Digital Transformation and Future Skills Initiative 2023.

## BREAKOUT 3B: DIGITAL TRANSFORMATION IN TVET: BUILDING READINESS AND RESILIENCE IN ASEAN



**Dr. Umawathy TECHANAMURTHY**

Senior Lecturer

Department of Engineering Education

Faculty of Engineering and Built Environment

National University of Malaysia

Malaysia

**Dr. Umawathy Techanamurthy** is currently a senior lecturer at the Engineering Education Department, Faculty of Engineering and Built Environment, National University of Malaysia (UKM), Bangi, Malaysia.

Prior to her assignment, she was a Senior Assistant Director at the Instructional and Digital Learning Division, Department of Polytechnic and Community College Education, Ministry of Higher Education (MOHE), Putrajaya from 2018 - 2022. She was also a lecturer at Kolej Komuniti Selayang and Kolej Komuniti Hulu Selangor where she taught Multimedia related subjects.

Dr. Umawathy received her PhD in Instructional Technology from University Malaya in 2018. Her PhD thesis is entitled "The Development of a Flipped Classroom Module based on Problem-Solving for Community Colleges". She was awarded the prestigious Australia Awards Indonesia Scholarship to attend a short course on "Improving Digital Readiness and Resilience of TVET Systems in ASEAN" held in Melbourne and Adelaide in June 2023. Her research interests are in TVET, instructional design, and engineering education.



## PLENARY 4: BUILDING A LIFELONG LEARNING CULTURE IN ASEAN

**Dr. Suneeti REKHARI**  
Director Educational Quality  
Technical And Further Education New South Wales (TAFE NSW)  
Australia



**Dr. Suneeti Rekhari** has extensive experience in the Australian tertiary education sector, leading quality, contemporary approaches to learning and teaching, and building teacher capability. In recognition of her global leadership in these fields, she is a Principal Fellow of the Higher Education Academy (PFHEA), UK.

She has a PhD in Sociology, along with a Graduate Certificate of Higher Education, Master of Arts and Bachelor of Social Science. She is currently Director Educational Quality at TAFE NSW, responsible for a large and diverse team, with a complex strategic and regulatory portfolio.

## PLENARY 4: BUILDING A LIFELONG LEARNING CULTURE IN ASEAN



**Ms. Sanja TASLAMAN**

Senior Manager Education Quality and Assurance  
Technical And Further Education New South Wales (TAFE NSW)  
Australia

**Ms. Sanja Taslaman** has worked in the tertiary education sector in the UK and Australia and has a broad range of experience in educational quality assurance, regulatory compliance, governance, risk, course curriculum design and accreditation.

She has a Masters of Education, a Graduate Diploma in Adult Language, Literacy and Numeracy Teaching and a Bachelor of Arts in Law and Spanish. She is currently Senior Manager Education Quality and Assurance at TAFE NSW, responsible for the implementation of the TAFE NSW self-assurance model.

## PLENARY 4: BUILDING A LIFELONG LEARNING CULTURE IN ASEAN

**Ms. Lynn NG**  
Senior Manager  
Temasek Polytechnic's Centre for Life Skills  
Singapore



**Ms. Lynn NG** is the Senior Manager at Temasek Polytechnic's Centre for Life Skills, Singapore, where she spearheaded the team in fusing education with essential life skills. Steering the curriculum in alignment with Singapore's Ministry of Education Singapore's Lifeskills Framework, she champions the integration of AI and innovative technologies in learning.

During the Covid-19 pandemic, Lynn led webinars for Workforce Singapore (WSG) which later transitioned to in-person sessions held at the Singapore Institute of Technology. Her efforts contributed significantly to the Temasek Skills Academy initiative aimed at improving employability for mid-career adults.

Currently, as the Secretariat for the Sustainability team at Temasek Polytechnic, Lynn continues to impact education and lifelong learning, showcasing her commitment to innovation and skill development.

## PLENARY 4: BUILDING A LIFELONG LEARNING CULTURE IN ASEAN



**Ms. Philany PISSAMAY**

Deputy Director General  
Department of Non-formal Education  
Ministry of Education and Sports  
Lao PDR

**Mrs. Philany Pissamay** started working as a teacher of English at the National Polytechnic Institute before moving to the National Commission of Lao UNESCO. She was then promoted to support the Non-Formal Education Department as Head of the International cooperation division and later became Deputy Director General of the Department. Mrs. Philany holds a master's degree in Education from Australia.

Her assignment in Non-Formal Education gives her good opportunities to assist and support adult learners in the disadvantaged and remote areas throughout the country. She is experienced in building cooperation and relationship with donors and development partners who provide financial and technical support to the Non-Formal Education, particularly DVV International organization, as well as UNESCO Bangkok and the in-country level - provincial, district and village level, the Non-Formal Education Centers and the Community Learning Centers.



## CLOSING SESSION

**Ms. Rosanna A. URDANETA**  
Deputy Director General for Policies and Planning  
Technical Education and Skills Development Authority (TESDA)  
Philippines



Time cannot bind **Ms. Rosanna A. Urdaneta's** exemplary career in the government, which continues to embody TESDA's pillar of excellence and service to the Filipino community. Her vast achievements and quintessential leadership are testaments that hard work and professionalism can propel one's dream into reality. She currently holds the position of Deputy Director General for Policies and Planning with a rank of CESO II.

Started at a very young age working as a rank-and-file employee, she earnestly honed her skills and talents in the field of Community Enterprise System and Development, Training Technologies, Organizational Development, and Systems Thinking. Henceforth, she ensures that TESDA's policies are well executed and remain parallel to its vision. She is well known for her exceptional competence in Project Development, Systems and Methodologies Designing, Project Management and Implementation, Staff and Institutional Capability – Building, and Project Evaluation.

As Deputy Director General for Policies and Planning, her leadership and foresight has driven TESDA into international prominence, especially with the establishment of the ASEAN TVET Council (ATC), while securing the relevance of technical vocational education and training (TVET) at the national level. She is instrumental in spearheading key policy reforms directed at guaranteeing the readiness of the TVET sector for the Fourth Industrial Revolution. She further facilitated the strengthening of industry participation and partnership in TVET thru the formulation of a blueprint for the TVET sector in the country known as the National Technical Education and Skills Development Plan (NTESDP) 2023 - 2028. She is currently the Asia-Pacific Economic Cooperation (APEC) Human Resources Development Working Group (HRDWG) Capacity Building Network (CBN) Coordinator for 2023 - 2024.

Her remarkable contributions for the National Manpower and Youth Council (NMYC) and towards the growing global recognition of the TVET system in the Philippines have been greatly valued and continue to manifest in TESDA's successes.



## CLOSING SESSION

**Mr. Oliver HOPPE**

Counsellor for Development Cooperation  
Embassy of the Federal Republic of Germany to Indonesia,  
ASEAN and Timor Leste

**Text to be added**