



ASEAN TVET COUNCIL 3RD REGIONAL POLICY DIALOGUE

“RESKILLING AND UPSKILLING IN ASEAN”

TENTATIVE CONCEPT NOTE & AGENDA

28-29 February 2024

Bali, Indonesia & Video Conference

1. Background

In an increasingly digitalized and globalized world, the labour market dynamics are shifting more rapidly than ever before. Technological advancements have altered the nature of work, leading to the displacement of traditional occupations and the emergence of new ones. This displacement/creation paradigm is also playing at a functional level where specific tasks within occupations are being transformed by technology creating turbulence within occupations. These changes to traditional occupations and the specific tasks undertaken by workers in different job roles will be exacerbated by digital transformation, in particular by the development of generative Artificial Intelligence (AI)¹.

To adapt to these transformations and ensure the continuity and enhancement of ASEAN’s workforce, there is a dire need for strategic and targeted and continuous reskilling and upskilling of the workforce. The ASEAN TVET Council recognizes the importance of these measures and plans to convene its 3rd Regional Policy Dialogue in February 2024, with a thematic focus on “Reskilling and Upskilling in ASEAN”, which is in line with its Workplan Key result area “Promote reskilling and upskilling for all”.

2. ASEAN TVET Council’s Regional Policy Dialogue

The ATC RPD is a forum for mutual learning and exchange on TVET policy and practice in the ASEAN region. It is a forum for:

- Mutual learning by bringing together representatives from politics & academia, public institutions, and business community on an equal footing;
- Reflecting on state-of-the-art research and practical examples from the ASEAN region and beyond;
- Identification and documentation of progress, challenges and lessons learned and setting of a future agenda for analysis and further exploration; and
- Providing general recommendations for the further development of TVET at the ASEAN regional level.

¹ Recent research by McKinsey estimates 30 percent of hours currently worked in the US economy could be automated by 2030 as a result of generative AI, according to McKinsey Global Institute (2023) *Generative AI and the future of work in America*

This will feed into the Outcome 5 of the ATC Work Plan 2021-2030 which highlighted a Strengthened and effective ATC as an institution in the region.

This ATC Regional Policy Dialogue (RPD) is the third event in a series intended to inform the joint work on the ATC Work Plan at the regional level as much as the debates on HRD and TVET reforms in AMS with a focus on policy implementation. The 2-day conference brings together members of the ATC with leading academics and practitioners from the ASEAN region and beyond.

The RPD on the topic “**Reskilling and Upskilling in ASEAN**” is co-hosted by the ATC Chair - the Ministry of Education of Singapore (MOE), the Technical Education and Skills Development Authority (TESDA) and the Ministry of Education, Culture, Research and Technology (MoECRT) of Indonesia, with support of the ASEAN Secretariat, the Australian government’s Aus4ASEAN Digital Transformation and Future Skills Initiative and the German government’s Regional Cooperation for the Development of Technical and Vocational Education and Training (RECOTVET) programme.

3. Objectives and outcome

The primary aim of the policy dialogue is to develop a collective understanding of the current status quo, identify primary challenges, and explore promising avenues for the future of reskilling and upskilling in the ASEAN region. The event aspires to facilitate an in-depth discussion on national, regional, and international best practices and thereby shed light on effective strategies for nurturing a resilient and future-ready workforce. The dialogue also intends to address the gender-specific aspects of reskilling and upskilling, acknowledging the unique hurdles encountered by different demographic groups. Specific issues that will be discussed include:

- How to improve demand forecasting for specific occupations and job functions;
- The changing demands of industry including the balance between technical skills and broader competencies;
- Public private cooperation targeting to enhance labour market efficiency and toward a just transition;
- The interplay between accredited and non-accredited courses / modules to accelerate the reskilling agenda and ensure that TVET is more agile and responsible to demand;
- How to utilise the untapped potential of women and appropriately address re/upskilling with a gender-specific approach;
- Workforce capability building for a digitized world where AI is becoming higher on the agenda;
- Exploring the impact of generative AI on teaching and assessment, and on different occupations and industries in ASEAN and the implications for TVET institutions; and
- Policy considerations related to privacy, cyber security and pedagogy.

A significant outcome of the dialogue shall be well-structured policy recommendations and a list of potential project ideas. These will be designed to align with the ATC's priorities and workplan activities, providing a strategic framework for addressing the challenges and opportunities presented by the evolving labour market. Potential projects will be considered for funding through the normal proposal process for the Australia for ASEAN (Aus4ASEAN) Futures Initiative.

The results of discussion at the ATC RPD and recommendations will be processed into documentation to inform ATC members in their implementation of the ATC Work plan. Moreover, the recommendations and results can be brought to the attention of the relevant sectoral bodies

of ASEAN, where they can serve as orientation for the further development of HRD and TVET in ASEAN.

All RPD inputs and outcomes are made available on SEA-VET.NET, the TVET platform for Southeast Asia.

4. Methodology

The conference will enable interactive discussions on Reskilling and Upskilling in a hybrid format. It will feature keynote presentations, panel discussions as well as breakout sessions, where smaller groups can learn from inspiring inputs and engage in expert discussions and peer-learning.

Links to the event page and for the registration will be distributed well in advance to the event.

5. Participants

The policy dialogue will bring together a diverse set of stakeholders involved in human resource development, labour market and TVET systems issues in the ASEAN region. Participants will include representatives from economic, educational, and labour sectors, ASEAN sectoral bodies, academia, international experts, and the private sector - recognizing the crucial role of the private sector in informing and implementing reskilling and upskilling strategies, their inclusion will foster a holistic understanding and concerted action towards meeting the region's labour market demands. As ASEAN's Dialogue Partner and Development Partner, Australia and Germany will ensure representation from their respective government, industry and institutional counterparts.

Participants in the event include the focal points of the ATC and relevant stakeholders in the region and beyond:

- Representatives from the economic, education, and labour sectors from AMS (SEOM, SOM-ED, SLOM focal points)
- Representatives from business and industry sector (ASEAN Future Workforce Council, ASEAN Business Advisory Council (ABAC)), other private sector representatives, companies from ASEAN region, national chambers of commerce and industry, associations, and HR managers
- ASEAN sectoral bodies and other relevant stakeholders (ASEAN Secretariat, SEAMEO VOCTECH, ASEAN Confederation of Employers (ACE), etc.)
- TVET professionals from ASEAN member states, independent consultants and academics
- Australian technical experts from Jobs and Skills, TAFE NSW, TAFE Cyber, Deakin University, Griffith University, RMIT University

6. Guiding Questions

The dialogue will explore several key questions related to the theme of reskilling and upskilling in ASEAN. These include:

1. What are the macro factors impacting / creating challenges for TVET providers (industry demand, digital/generative AI, sustainability, workforce demographics, economic priorities)?
2. What are the current trends and challenges in reskilling and upskilling in the ASEAN region?
3. What are the tensions that need to be managed in TVET in relation to reskilling in ASEAN (e.g. technical vs broad-based skills, online vs face to face delivery, accredited vs non-accredited

programs, automation vs workforce development, personalized vs homogenous learning, industry driven vs institution driven programming)?

4. What are the best practices and successful models from national, regional, and international contexts?
5. How can we effectively engage the private sector in reskilling and upskilling initiatives?
6. How does gender-specific aspects affect reskilling and upskilling efforts, and how can they be adequately addressed?
7. How can policy recommendations and /or project proposals for reskilling and upskilling be structured to align with the ATC's priorities and workplan activities?

TENTATIVE AGENDA

<p><i>(Day 1) 28 Feb 2024 – GMT +8</i></p> <p><i>Venue: Sheraton Bali Kuta Resort</i></p>	
8:00 - 9:00	<p>Technical setting and Registration</p> <ul style="list-style-type: none"> • Virtual participation: Participants are connected to the virtual meeting room, testing audio, video, checking registered names/organizations. • Physical participation: Participants register at the registration desk. <p><i>Venue: Sahid B (on the first floor)</i></p>
9:00 - 9:30	<p>Opening session</p> <p><i>Venue: Sahid B (on the first floor)</i></p> <ul style="list-style-type: none"> • ASEAN TVET Council (ATC) <i>Ms. Lim Siew Lee, Assistant Director, International Cooperation and Strategy Team, Higher Education Planning Office, Ministry of Education, Singapore/On behalf of the ATC Chair</i> • ASEAN Secretariat <i>Dr. Roger Chao Jr., Assistant Director/Head of Education, Youth and Sports Division, ASEAN Socio-Cultural Community Department</i> • Australian Mission to ASEAN <i>Ms. Lara Franzen, Counsellor for Development, Australian Mission to ASEAN</i>
9:30 - 9:40	Group photos
9:40 - 10:00	Coffee break and networking
10:00 - 11:45	<p>Plenary session 1: Common ground and mega-trends affecting reskilling and upskilling in ASEAN</p> <p><i>Venue: Sahid B, 1st floor</i></p> <p><i>This session aims to create mutual understandings and a ground for discussion of reskilling and upskilling in the ASEAN region. Mega-trends that affect the future world</i></p>

	<p><i>of work in the ASEAN region as well as the movement toward the so-called twin transition – digital and green transition – will be addressed to set the base for policy implication.</i></p> <p><i>Moderator: Ms. Claire Field, Managing Director, Claire Field and Associates, Australia</i></p> <p><i>Keynote presentation:</i></p> <ul style="list-style-type: none"> - Dr. Achim D. Schmillen, Practice Leader for Human Development for Indonesia and Timor-Leste, World Bank <p><i>Panel discussion</i></p> <ol style="list-style-type: none"> 1. Ms. Nuchjarin Sairadtong, Director of Skill Training System Section, Department of Skill Development, Ministry of Labour, Thailand 2. Ir. Ts. Bibi Hazrina bt. Alli Rahman, Head of Training (Asset and Safety), TNB Integrated Learning Solutions (TNB ILSAS), Malaysia 3. Mr. Marlon Mina, Executive Director, Human Resources Development Foundation, Philippines Chamber of Commerce and Industry (PCCI), Philippines 4. Dr. Achim D. Schmillen, Practice Leader for Human Development for Indonesia and Timor-Leste, World Bank 5. Prof. David Peetz, Department of Employment Relations and Human Resources, Griffith University, Australia (virtually)
11:45 - 13:00	<p>Lunch break</p> <p><i>Venue: Daily Social Restaurant, 2nd Floor</i></p>
13:00 - 14:00	<p>Plenary session 2: Reskilling and upskilling as an instrument of Active Labour Market Policy</p> <p><i>Venue: Sahid B, 1st floor</i></p> <p><i>This session will view reskilling and upskilling measures as an instrument to resolve skill mismatch and facilitate a more efficient labour market. Monitoring and evaluation of reskilling and upskilling and its effect on skill matching will be discussed in regard with labour market policies implication.</i></p> <p><i>Moderator: Ms. Claire Field, Managing Director, Claire Field and Associates, Australia</i></p> <p><i>Speaker:</i></p> <ol style="list-style-type: none"> 1. Dr. Lukas Kleine-Rueschkamp, Coordinator – Local Labour Market Analysis, Centre for Entrepreneurship, SMEs, Regions and Cities, OECD 2. Mr. Yeo Wee Siong, Director, Jobs-Skills Insights Division, SkillsFuture Singapore
14:00 - 15:30	<p>Breakout session 1A: Assessment of reskilling and upskilling needs</p> <p><i>Venue: Sahid A, 1st floor</i></p> <p><i>This session will explore methodologies of assessing reskilling and upskilling needs on a national level. Institutional representatives from ASEAN countries will have chance to share the experience, lessons learnt and challenges regarding assessing skill needs to inform skill policies. This session will feature piloting cases from the countries as examples of institutions applying a holistic approach into skill demands assessment.</i></p> <p><i>Moderator: Mr. Marlon Mina, Executive Director, Human Resources Development</i></p>

	<p><i>Foundation, Philippines Chamber of Commerce and Industry (PCCI), Philippines</i></p> <p><i>Speakers:</i></p> <ol style="list-style-type: none"> 1. Mr. Jordi Prat Tuca, Technical Specialist on Skills and the Future of Work, Regional Office for Asia and the Pacific, International Labour Organization (ILO) 2. Dr. Jahen F. Rezki, Vice Director for Research, Institute for Economic and Social Research, Indonesia <p><i>Commenter:</i></p> <ul style="list-style-type: none"> - Mrs. Lady Hanifah Mindalano-Alonto, Chief of Human Resource Management Division, Office of the Chief Minister - Bangsamoro Autonomous Region In Muslim Mindanao, the Philippines - Ms. Socheata Sou, National Project Coordinator, Youth employment, International Labour Organization (ILO) <p>Breakout session 1B: Reskilling and upskilling toward a green transition</p> <p><i>Venue: Sahid B, 1st floor</i></p> <p><i>This session puts emphasis on reskilling and upskilling as measures to address employment issues generated and affected by the transition to a greener future, including new job creation, green skill demands and unemployment due to reduction of brown industry jobs. The participants should be informed and discuss about how to establish and monitor structures to support green reskilling and upskilling with particular focus on workers in fossil-based industries.</i></p> <p><i>Moderator: Dr. Lukas Kleine-Rueschkamp, Coordinator – Local Labour Market Analysis, Centre for Entrepreneurship, SMEs, Regions and Cities, OECD</i></p> <p><i>Speakers:</i></p> <ol style="list-style-type: none"> 1. Ms. Souphayvanh Thiengchanhxay, Board of Directors of LNCCI/ Deputy Chief Operating Officer of Burapha Ago-Forestry Co., Ltd, Lao PDR 2. TS. Kalaivani Ramachandran, Deputy Head of Diploma in Electronic (Computer) Engineering, Department of Electrical Engineering, Sultan Idris Shah Polytechnic, Ministry of Higher Education, Malaysia 3. Dr. Dimple Quyn, Director Learning and Teaching, Western Australian School of Mines, Minerals, Energy and Chemical Engineering, Learning and Teaching Faculty of Science and Engineering, Curtin University, Australia
15:30 - 15:45	Coffee break and networking
15:45 - 17:15	<p>Breakout session 2A: Reaping the benefits of reskilling and upskilling with a gender-specific approach</p> <p><i>Venue: Sahid A, 1st floor</i></p> <p><i>This session will discuss how gender-specific perspectives can enhance the results of skill programmes and bring positive economic development. It will also showcase examples of how reskilling and upskilling can be implemented with a gender-response/gender-transformative approach that results in enrichment of talent pools for companies and society, as well as provide more people with decent employment opportunities.</i></p> <p><i>Co-Moderators: Mrs. Miriam Heidtmann, Programme Director and Ms. Thu</i></p>

	<p>Nguyen, Programme Officer, RECOTVET</p> <p><i>Speakers:</i></p> <ol style="list-style-type: none"> Mr. Laki Kondylas, Deputy Director of the Centre for Cyber Security Research and Innovation, Royal Melbourne Institute of Technology (RMIT), Australia Mrs. Katherine Amor A. Zarsadias, Assistant Executive Director of Planning Office, and concurrent Chief of Policy Research and Evaluation Division and Labour Market Information Division of Planning Office, TESDA, Philippines Dr. Mo Salomon, Founder and Chief Navigator of Korumo Coaching for Transformation, Netherlands <p>Breakout session 2B: Modalities of reskilling and upskilling implementation</p> <p><i>Venue: Sahid B, 1st floor</i></p> <p><i>The session will discuss challenges and experiences of countries in selecting and adjusting different modalities of reskilling and upskilling to fit with characteristics of different learner groups, programmes and types of skills, such as online vs face to face delivery, accredited vs non-accredited programs, etc.</i></p> <p><i>Moderator: Ms. Raihan Tahir, Founder and CEO, Training and Consultancy Exzellent Profis Sdn Bhd, Malaysia</i></p> <p><i>Speakers:</i></p> <ol style="list-style-type: none"> Mr. Khem Pisoth, Director, Department of Policy and Strategy for TVET, Ministry of Labour and Vocational Training (MLVT), Cambodia Dr. Emma Cannen, Director in the Workforce Futures Branch, Jobs and Skills Australia (virtually) Mr. Laksasak Yangsaman, Director of International Strategy and External Relations Division, Bureau of Policy and Planning, Office of Vocational Education Commission (OVEC), Ministry of Education, Thailand
18:30 - 20:30	<p>Welcome Dinner</p> <p><i>Venue: North Courtyard (outdoor area), 2nd floor</i></p>

<p>(Day 2) 29 Feb 2024 – GMT +8</p> <p>Venue: Sheraton Bali Kuta Resort</p>	
8:00 - 9:00	<p>Technical setting and Registration</p> <ul style="list-style-type: none"> Virtual participation: Participants are connected to the virtual meeting room, testing audio, video, checking registered names/organizations. Physical participation: Participants register at registration desk. <p><i>Venue: Sahid B, 1st floor</i></p>
9:00 - 10:15	<p>Plenary session 3: Impact and application of generative AI on reskilling and upskilling</p> <p><i>Venue: Sahid B, 1st floor</i></p> <p><i>This session explains different forms of generative AI and their impact on industries including business administration, IT, marketing, health, creative industries, and</i></p>

	<p>construction. Education and the skills training sector are also undergoing change as a result of generative AI. Participants will learn how generative AI is impacting how educators teach and assess to ensure academic integrity, as well as what is taught – to ensure learners are prepared for changing occupations in the era of generative AI.</p> <p>Moderator: Ms. Claire Field, Managing Director, Claire Field and Associates, Australia</p> <p>Speakers:</p> <ol style="list-style-type: none"> 1. Prof. Margaret Bearman, Research Professor, Center for Research in Assessment and Digital Learning, Portfolio of the Deputy Vice-Chancellor, Deakin University, Australia (virtually) 2. Mr. Timmy Theophilus, Vice President, Corporate Social Impact PT. Tera Data Indonusa and Education Programme Director for Axioo Class Program, Indonesia <p>Commenter:</p> <ul style="list-style-type: none"> - Dr. Suneeti Rekhari, Director Educational Quality, TAFE NSW, Australia
10:15 - 10:30	Coffee break and networking
10:30 - 12:00	<p>Breakout session 3A: Investment decisions of various stakeholders in reskilling and upskilling</p> <p>Venue: Sahid A, 1st floor</p> <p>Leveraging insights from behavioural science, this session explores the motivations, behaviours, and decision-making process of individuals, firms and training institutions that can explain this exclusion and how to overcome it. Specifically, the session will highlight how psychological factors, social influences and belief systems can affect stakeholders’ perceived costs and benefits of engaging in up-/reskilling and discuss new approaches to make up-/reskilling more inclusive.</p> <p>Moderator: Dr. Paryono, Deputy Director of Professional Affairs and Research Manager, The SEAMEO Regional Centre for Vocational and Technical Education and Training (SEAMEO VOCTECH)</p> <p>Kick-off presentation/Speaker:</p> <ul style="list-style-type: none"> - Mr. Kevin Hempel, Founder and Managing Director, Propera Consulting, Germany <p>Panel discussion/Panellists:</p> <ol style="list-style-type: none"> 1. Mr. Ginastra Wayan, Director of Sales and Marketing, Adiwana Hotels & Resorts, Indonesia 2. Ms. Maya Juwita, Workplace Gender Equality Director, Investing in Women, Philippines (virtually) 3. Ms. Raihan Tahir, Founder and CEO, Training and Consultancy Exzellent Profis Sdn Bhd, Malaysia <p>Breakout session 3B: Digital transformation in TVET: Building readiness and resilience in the ASEAN region</p> <p>Venue: Sahid B, 1st floor</p> <p>This session will discuss the impact of digital technologies on TVET systems in the ASEAN region with regard to reskilling and upskilling. Participants will also explore</p>

	<p><i>the opportunities to embrace digitisation to improve learning and teaching, the student experience and industry engagement. It examines what 'readiness' and 'resilience' look like from the perspective of infrastructure, systems and mindset within TVET.</i></p> <p><i>Moderator: Mr. Laki Kondylas, Deputy Director, Centre for Cyber Security Research and Innovation, Royal Melbourne Institute of Technology (RMIT), Australia</i></p> <p><i>Kick-off presentation/Speaker:</i></p> <ul style="list-style-type: none"> - Mr. Brad Davies, Managing Director, Vector Consulting, Australia <p><i>Panel discussion/Panellists:</i></p> <ol style="list-style-type: none"> 1. Ms. Sarinah Binti Ziziumiza, Head of Centre of Technology Enhanced Learning/ Senior Technical Instructor, Institute of Brunei Technical Education, Ministry of Education, Brunei 2. Ms. Dwi Cahyaningtyas, Lecturer, Politeknik Internasional Bali, Indonesia 3. Dr. Umawathy Techanamurthy, Senior Lecturer, Department of Engineering Education, Faculty of Engineering and Built Environment, National University of Malaysia, Malaysia (virtually)
12:00 - 13:30	<p>Lunch</p> <p><i>Venue: Daily Social Restaurant, 2nd Floor</i></p>
13:30 - 14:45	<p>Plenary session 4: Building a lifelong learning culture in ASEAN</p> <p><i>Venue: Sahid B, 1st floor</i></p> <p><i>This session will discuss the needs and measures for aligning reskilling and upskilling at the national and regional level to build a lifelong learning culture at the ASEAN level. It will showcase examples of leading countries and regional initiatives together with sharing lessons learnt, on-going challenges and recommendation for further cooperation.</i></p> <p><i>Moderator: Ms. Claire Field, Managing Director, Claire Field and Associates, Australia</i></p> <p><i>Speakers:</i></p> <ol style="list-style-type: none"> 1. Dr. Suneeti Rekhari, Director Educational Quality and Ms. Sanja Taslaman, Senior Manager Education Quality and Assurance, Technical And Further Education New South Wales (TAFE NSW), Australia 2. Ms. Lynn Ng, Senior Manager, Temasek Polytechnic, Singapore 3. Ms. Philany Pissamay, Deputy Director General, Department of Non-formal Education, Ministry of Education and Sports, Lao PDR
14:45 - 15:00	<p>Coffee break and networking</p>
15:00 - 16:45	<p>Plenary session 5: Reflection and policy recommendations</p> <p><i>Venue: Sahid B, 1st floor</i></p> <p><i>Moderator: Ms. Claire Field, Managing Director, Claire Field and Associates, Australia</i></p>
16:45 - 17:00	<p>Closing session</p> <p><i>Venue: Sahid B, 1st floor</i></p>

	<ul style="list-style-type: none">• Ms. Rosanna A. Urdaneta, Deputy Director General for Policies and Planning, TESDA, Philippines (virtually)• Mr. Oliver Hoppe, Counsellor for Development Cooperation, Embassy of the Federal Republic of Germany to Indonesia, ASEAN and Timor Leste (virtually)
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