

# E-FORUM: MANAGING PANDEMIC CHALLENGES AND OPPORTUNITIES OF TVET IN THE ERA OF DIGITALISATION

IN CONJUNCTION WITH THE 32<sup>ND</sup> SEAMEO VECTECH GOVERNING BOARD MEETING



**28 OCT**  
THURSDAY



**9.00AM - 5.00PM**  
BRUNEI TIME (GMT +8)



**VIRTUAL**  
VIA ZOOM & YOUTUBE



SEAMEO VECTECH

"Preparing TVET for Industry 4.0"

## Managing pandemic challenges and opportunities of TVET in the era of digitalization

**By Dhruv Patel, CEO & Founder, Nisai Group**

# What can private sectors do to ensure a resilient TVET system that continues to produce a skilled workforce for the post-pandemic labour market?

## Areas to address

- Learning & skills loss due to the pandemic
- Risk to quality by accelerating learning in order to 'catch-up'
- Under-utilized staff due to lack of skills
- Gaps in knowledge & skills leading to gaps in the market
- Possible focus on practical skills rather than soft skills
- Reduction in skilled personnel due to displacement of human capital.

# What can private sectors do to ensure a resilient TVET system that continues to produce a skilled workforce for the post-pandemic labour market?

- Global markets require global language – focus on improving English levels at a functional level
- Theoretical training needs to be carried out; using online systems can start the learning earlier
- Quality assessment identifies knowledge and skills gaps
- Development of competencies and soft skills
- Training and development of staff to provide skills in upskilling their own teams
- Upskilling existing staff creates employee loyalty
- Employee retention creates stability and consistency - reducing ongoing recruitment costs.



# How can industry players contribute tools and resources to ease pandemic changes and transitions in TVET?

- Making education and training accessible
- Supporting the process not the individual learner; more large-scale change can be implemented
- Upskilling staff members increases the reach of the delivery – Training the Trainer, Assessor or Verifier courses
- Extend learning beyond the work place – English offer including Units of Sound
- Online & blended delivery for theoretical learning – accessible even during local or national lockdown
- Online delivery is transparent, recordable and quality assessed
- Robust assessment tools to identify gaps in knowledge and soft skills
- Transparent reporting on progress and attainment.



# What are some trends in digital TVET that are suitable to implement in Southeast Asia?

- People are looking to work and learn at the same time – online delivery in the workplace
- Extend the training and learning outside the workplace – flexible to a learner's availability
- Focus on inclusivity and different pathways
- As global markets grow, English will continue to be a global industry language
- Standardized Frameworks – many are not in line with IR4.0
- Increased use of social media platforms to generate business and awareness – due to increased levels of digital skills
- In many cases digital communication is not being used effectively
- Focus on skills at local level rather than regional or global.



# Considering the disparity of technology infrastructures in the region, how far can the acceleration of digitalization ensure expansive access to TVET while reducing the digital divide?

- Acceleration of digitalization on its own will not ensure access to quality TVET
- Content, delivery methods and support alongside digitalization will create greater impact
- Community has a part to play – knowledge, facilities and expertise
- Digital divide is not as prevalent if training is accessed from the workplace – more likelihood of internet connection in work
- Use of Nisai Digital Badges as recognition of implicit knowledge
- Prior learning and additional skills acknowledged as evidence towards assessment
- With more people accessing training through technology, more focus will be applied as a priority for improving infrastructure.



# Thank You !