TVET State-industry Myanmar

State
• 15 line ministries
• Outdated infrastructure
• Teachers’ lack practice
• TVET neglected
• TVET Underfunded
• Old fashioned gvt led vocational training
• Mistrust of the private sector

Industry
• Labour force untrained
• Little investment in in-company training
• High staff turn-over
• In-company training starting now
• State-run industry
• UMFCCI very hierarchical
• Other professional associations
• Mistrust of state institutions
**SDC Employment & Vocational Skills Development Programme Myanmar (EVSD)**

Support to CVT (Centre for Vocational Training)

- Hotel Training Initiative (HTI Component)
- Local Vocational Training (LVT Component)
- Support to NSSA (NSSA Component)

Policy Support (CESR, TVET policy and legislation)

TVET teachers’ training and system development
Vocational Skills Development Program (VSDP)

- Contracted to consortium: Swisscontact and INBAS
- Total Budget: CHF 19 Million
- Inception Phase: 1 February – 31 August 2014
- First Main Phase: September 2014 - January 2018
- Geographical Focus: Yangon, Nay Pyi Taw and Mon and Kayin States
VSDP’s Overall Goal:

Gainful and market driven employment or self-employment and better income for disadvantaged persons in targeted areas of Myanmar.
Hotel Training Initiative (HTI Component)

Selected Occupations:
- Bell Service
- Waiting Staff
- Room Attendant

No. of Learners to be trained by 2017: 3000 persons from disadvantaged backgrounds

Geographical Focus: Yangon and Nay Pyi Taw

Component highlight: Implemented Cascading model (Training of Trainers)

Work with 3 and 4-star hotels to deliver hospitality courses

Selected Occupations:
- Bell Service
- Waiting Staff
- Room Attendant
Local Vocational Training (LVT Component)

- **Geographical Focus:** Mon and Kayin States
- **Partnership with IOM**
- **No. of Instructors:** 200 local instructors
  **No. of Learners:** 3000 Learners from disadvantaged backgrounds
- **Selected Occupations (2015):** Tailor, Beautician, House Wirer, Rural Mechanic
- **Planned for 2016:** Plumber, Mobile Phone Repair Mechanic, Mason, Welder, Sales Person
Support to the National Skills Standards Authority (NSSA Component), jointly SC-GIZ

Support development of regulations, Skills Standards, Skills Tests, Certifications, Decentralisation in the South-East

Collaboration with GIZ and other development partners

Assessor Training, Skills Testing

Equipment fund for Assessment Centres

Component highlight: Synergy between components (Learners trained by the VSDP will have opportunity for NSSA skills testing)
State-industry partnership challenges

- Absence of coherent regulatory framework for TVET system
- Lack of skilled labour = one of the most pressing challenges of the industry
- Too much theory, too little practical knowledge
- No systematic involvement of the private sector in decision making over TVET
- Mistrust between gvt and private sector
I. Review Skills Standards of priority occupations

II. Accreditation of Assessment Centres

III. Conducting Skills Testing

IV. Recruitment of Candidates for Testing

Focal Areas

NSSA
<table>
<thead>
<tr>
<th>Current status NSSA</th>
<th>Improved status</th>
<th>What is done..</th>
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<tbody>
<tr>
<td><strong>Governance</strong></td>
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<tr>
<td>• Governing structure defined by Law (ESDL, 2013)</td>
<td>• Amendment of ESDL required (incl. clarifying status – autonomy)</td>
<td>• Advice on organisation development by GIZ</td>
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<td>• Membership in committees dominated by government</td>
<td>• More prominent representation of private sector in management structure (ownership!)</td>
<td>• Advise on procedures &amp; guidelines by GIZ &amp; Swisscontact</td>
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<td>• Law not yet implemented</td>
<td>• Lean and efficient rules and regulations (to encourage buy-in by private sector)</td>
<td>• Piloting assessment &amp; certification (core function) to draw lessons for amendment/improvement (GIZ &amp; Swisscontact)</td>
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<td>• NSSA run by ministerial orders and ad hoc structures</td>
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<td><strong>Skills/competency standards</strong></td>
<td><strong>Strengthened involvement of industry experts in standards development (private sector in the lead)</strong></td>
<td><strong>Support to standards development provided by GIZ</strong></td>
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<td>• Involvement of experts from industry in review of standards began only recently</td>
<td>• Majority of sector committee members to come from private sector</td>
<td>• Occupational profiling for new occupations piloted (Swisscontact)</td>
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<td>• Weak representation of private sector in sector committees (e.g. for endorsement of standards)</td>
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<td><strong>Assessment and certification (= core function)</strong></td>
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<td>• A &amp; C piloted for 11 occupations and 600+ candidates</td>
<td>• Stronger role of private sector in the A &amp; C process, e.g. better represented</td>
<td>• Swisscontact to pilot assessment at/with private hotels; to involve mostly</td>
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<td>• 160+ companies sent workers for A &amp; C</td>
<td>in committees</td>
<td>supervisors from hotels as assessors</td>
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<td>• Some private companies provided assessment venues</td>
<td>• More assessments to take place at real workplaces</td>
<td>• Continued support by GIZ &amp; Swisscontact to streamline procedures and</td>
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<td>• Private sector started to fund further assessments</td>
<td>• More assessors to come from work life</td>
<td>guidelines for A&amp;C</td>
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<td>• Few assessors from private sector involved (most assessors come from training</td>
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<td>• <strong>Support to the development of training curricula and standards for the</strong></td>
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<td>institutions)</td>
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<td><strong>mining sector (GIZ with industry)</strong></td>
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<td>• To date almost only done in Yangon</td>
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Future outlook

• Apprenticeship training: the private sector knows its training needs

• New government: NLD will prioritise TVET

• Donors: establishing bridges between State and private sector