

# Effective In-Company Vocational Training Mekong Region



## Objectives

To have coordinated measures between German Ministries and other institutions implemented, in order to promote the Dual system of vocational education in the Mekong Region

## Background

With the ultimate goal of private sector sustainable development, the project focuses on the development of most fundamental, constituent of all industries, namely the working force. The increasing transition of dominant labour-intensive industry to technology-intensive industry in the Mekong Region has been changing the axis of working force demanded by industries in the region. Skilled labour is foreseen to be indispensable in the near future. Thus, it is necessary to ensure that the region's working force is tailored to align with this demand.

A successful German model of skilled labour development contributes to the industrial demand as well as the dominant role of the private sector. The project, thus, believes that stimulating the intervention of companies in a skill development system would not only solve the current skilled labour deprivation in the labour market, but also has the potential to ensure the sustainability of the system.

## Approach

Considering the fact that in the Mekong region, the vocational training is mainly managed by governmental agencies. The promotion of in-company trainings (i.e. encouraging companies to conduct in-house trainings for staffs with no or mismatched skills by themselves) could be a good start to align the demand of skilled labour with the supply of a government-managed education system, before aiming for a sustainable structural coordination between the two parties.

▶ Development of minimum standards for "In-Company-Trainers" in the Mekong region: The main focus of the project is to promote in-company training in companies. Thereby, the quality of in-company trainers has significant impact on the effectiveness of the scheme as well as the quality of workers being trained. Having standardised in-company trainers would not only assure that the workforce is equipped with appropriate specific skills according to the demand of companies, but also practically trained according to the general curriculum of vocational schools.

▶ Promotion of experiences sharing and dialogues between German institutions: Some German Ministries and institutions might hold specific mandates related to the field of international vocational education in the Mekong Region. Therefore, the project aims to establish dialogues and common understanding on activities, which should be done by German institutions in the region so that they could perform complementarily in the pursuit of the aforementioned goal.

▶ Development of complimentary measures to promote in-company vocational education and training: Through the dialogue between German Ministries and institutions and local partners, specific measures with common goal are to be set and put complementarily into action.

## Donor/Duration

BMZ/2013–2015

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