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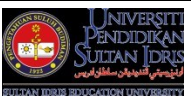


Reforming Vocational Teacher Training and Education: Global and Regional Trends

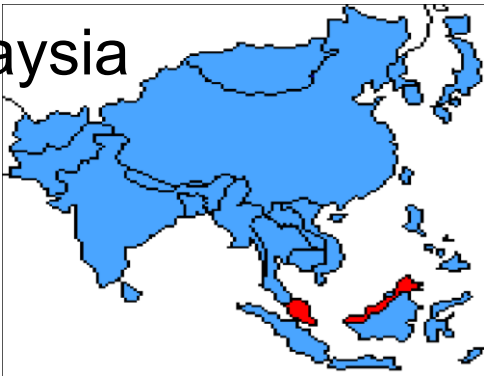
PROFESOR DATO DR ZAKARIA KASA
Universiti Pendidikan Sultan Idris, Tanjong Malim, Perak, Malaysia

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Slide 2



Malaysia

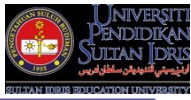


Total area: 329 758 sq km

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Slide 3

NATIONAL KEY ECONOMIC AREAS



1. Greater Kuala Lumpur/Klang Valley
2. Oil, Gas & Energy
3. Financial Services
4. Wholesale & Retail
5. Palm Oil & Rubber
6. Tourism
7. Electrical & Electronics
8. Business Services
9. Communications, Content & Infrastructure
10. Education
11. Agriculture
12. Healthcare

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Slide 4

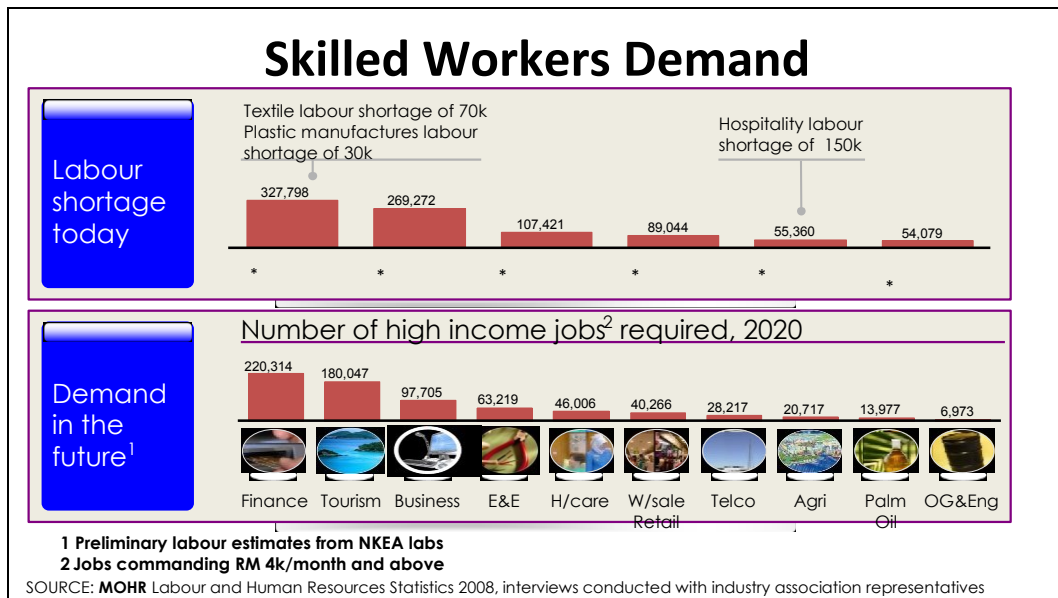
NATIONAL KEY ECONOMIC AREAS



Malaysia will leverage its competitive advantages by prioritizing investment and policy support behind a limited number of key growth engines. Hence, the Economic Transformation Programme focusses on 12 National Key Economic Areas (NKEAs) as announced in the Tenth Malaysia Plan. These NKEAs will receive prioritised government support including funding, top talent and Prime Ministerial attention.


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Slide 5



Slide 6

JUSTIFICATION FOR MALAYSIA TVET ENHANCEMENT



- Economic growth demands additional 1.3 million quality TVET workers by 2020
- By 2020, at least 46% of jobs will require technical and vocational qualifications.
- Malaysia needs to increase its ratio of skilled workers to 50% by 2020


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Slide 7



Slide 8

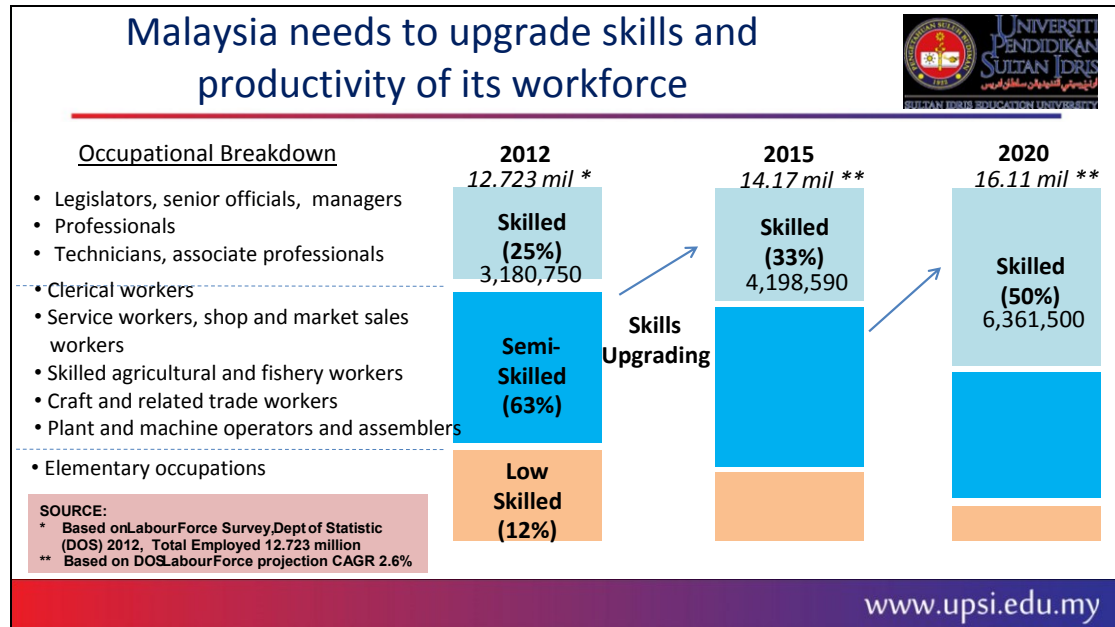
TRANSFORMATION OF TVET



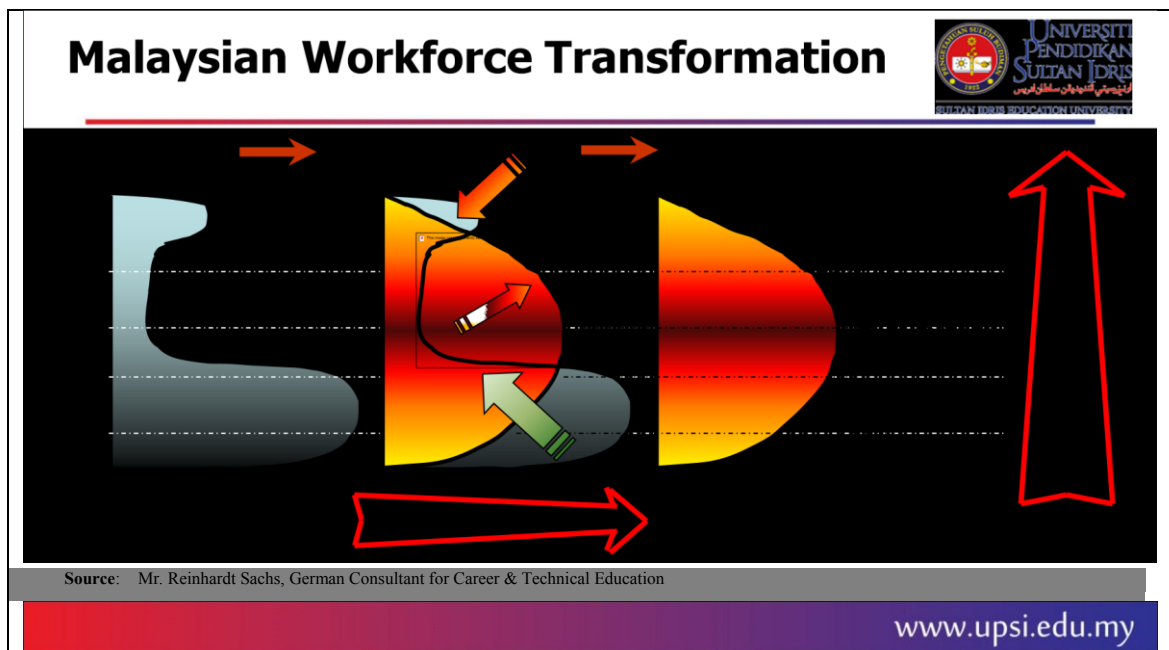
- The needs of Malaysia for skilled workers
- Current system does not prepare students for work
- Place TVET in the mainstream of national education
- Malaysia is not similar to other countries in the region and world in terms of TVET
- To narrow the gap of differences to achieve international status of human capital
- Malaysia is far behind in terms of student enrolment in TVET compared to many countries in the world
- The dropouts who are academically weak should be given place to continue their education in TVET institutions

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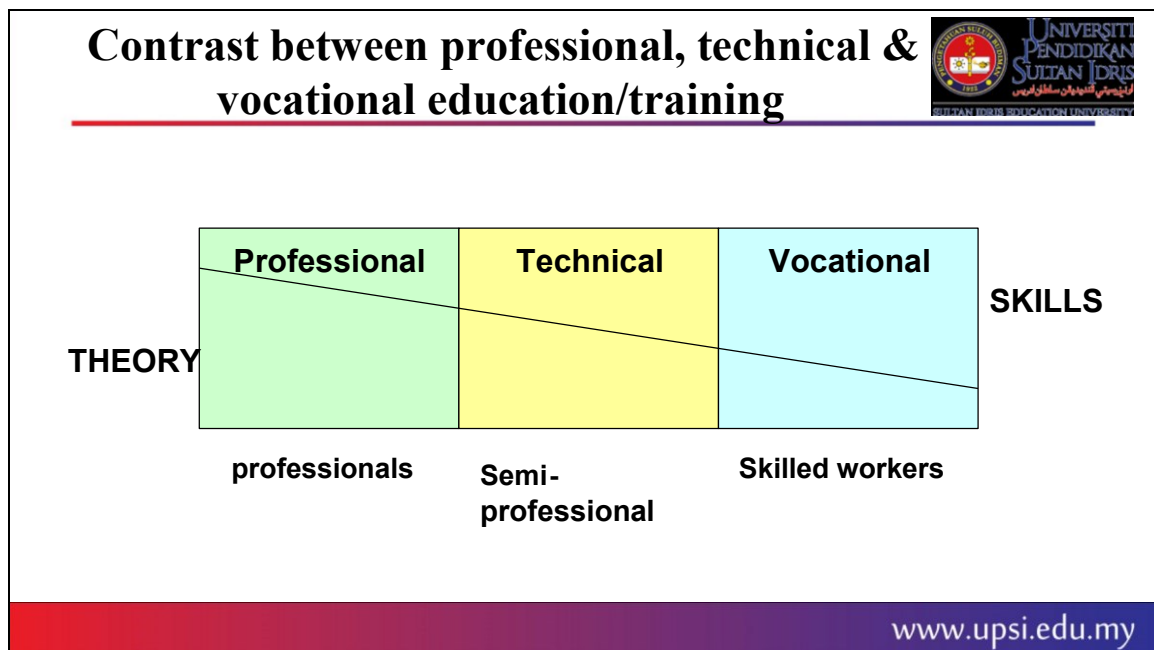
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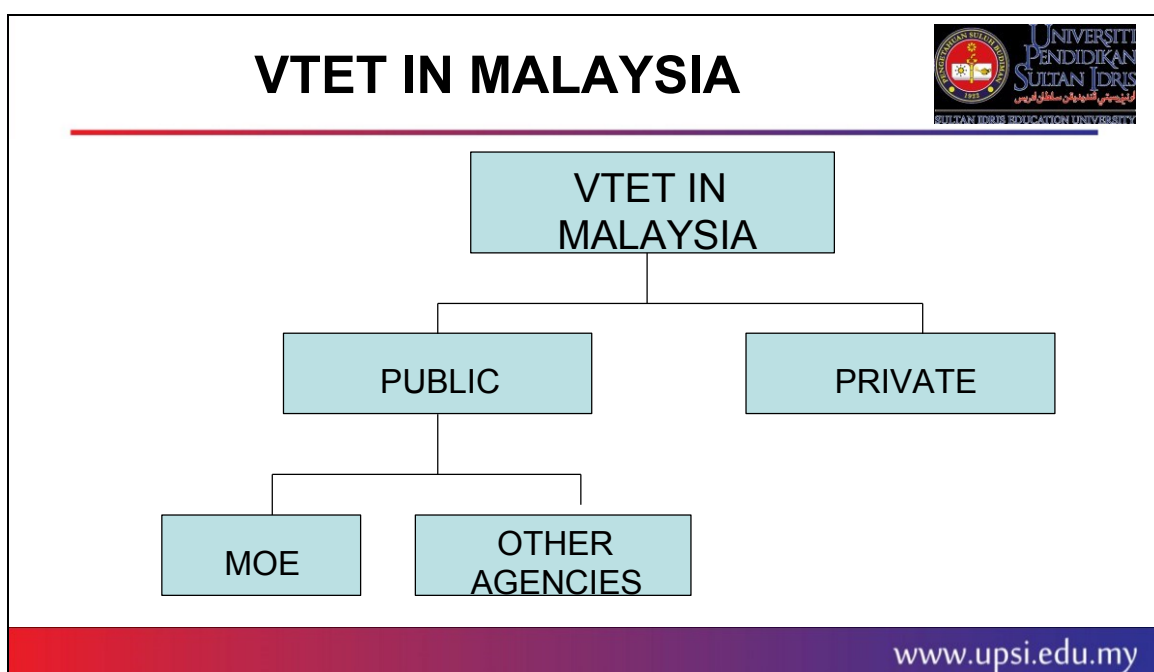
Slide 10



Slide 11



Slide 12



Slide 13

MINISTRY / AGENCY	Ministry/Agency	Number of Centers	Number of Programs Accredited
	Ministry of Human Resources	20	385
	Ministry of Entrepreneurial Development	142	512
	Ministry of Youth & Sports	14	191
	Ministry of Education	67	492
	Ministry of Agriculture	6	11
	Ministry of Home Affairs	15	42
	Ministry of Defense	12	131
	Ministry of Rural Development	2	18
	Ministry of Unity and Social Development	4	8
	Ministry of Primary Industries	1	2
	Office of the CM of Sarawak	1	16
	Johore State Educational Foundation	11	119
	State Authorities	20	202
	Employers Training Institutions	24	107
	Associations of Training Institutions	2	2
	Private Training Institutions	1,488	4,726
	Non-Destructive Test Training Institutions	3	2
	Total	1,809	6,813

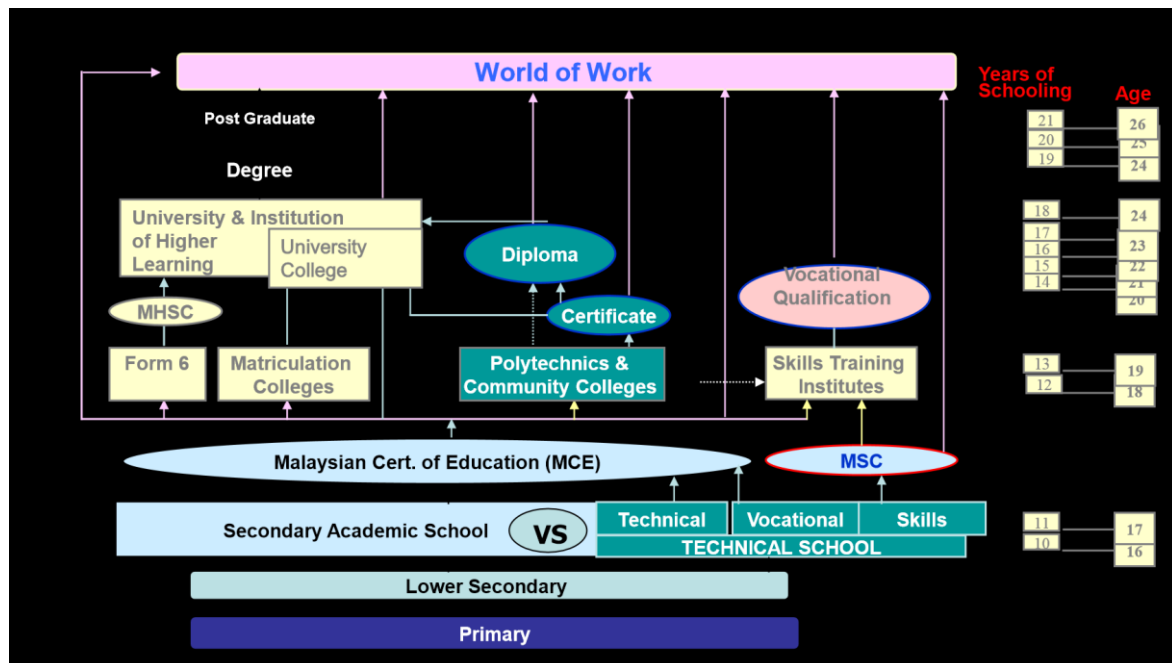
Slide 14

Ministry of Higher Education

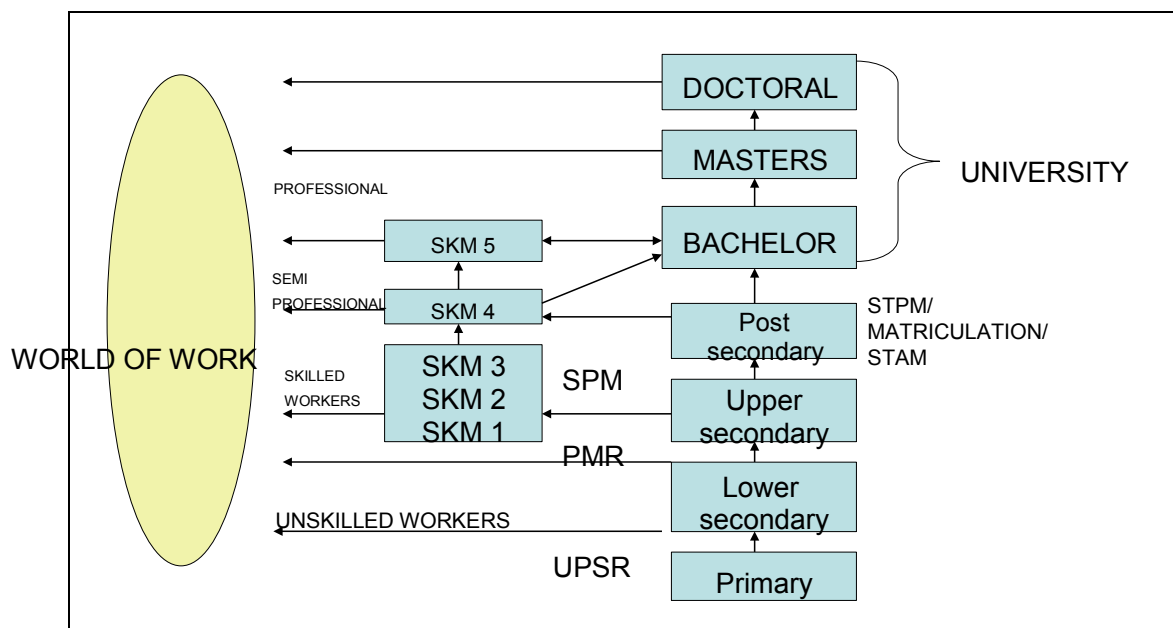


- Polytechnics,
- Community Colleges, and
- Public Universities (MTUN)
 - Unimap
 - UTeM
 - UMP
 - UTHM

Slide 15



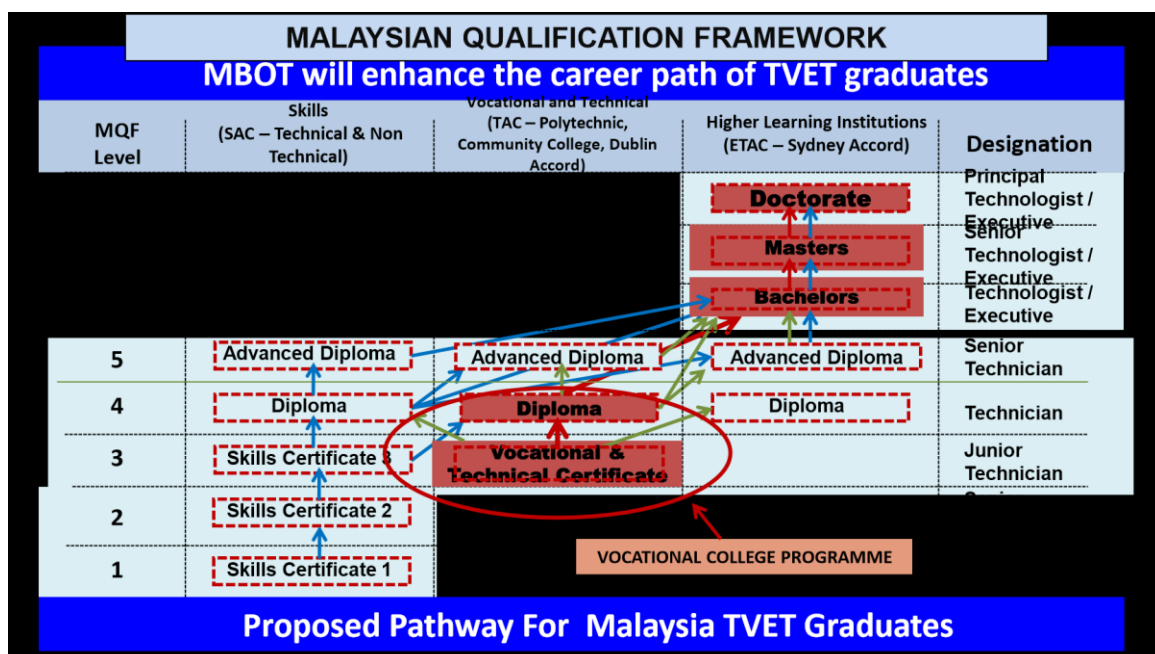
Slide 16




Slide 19



Slide 20



Slide 21

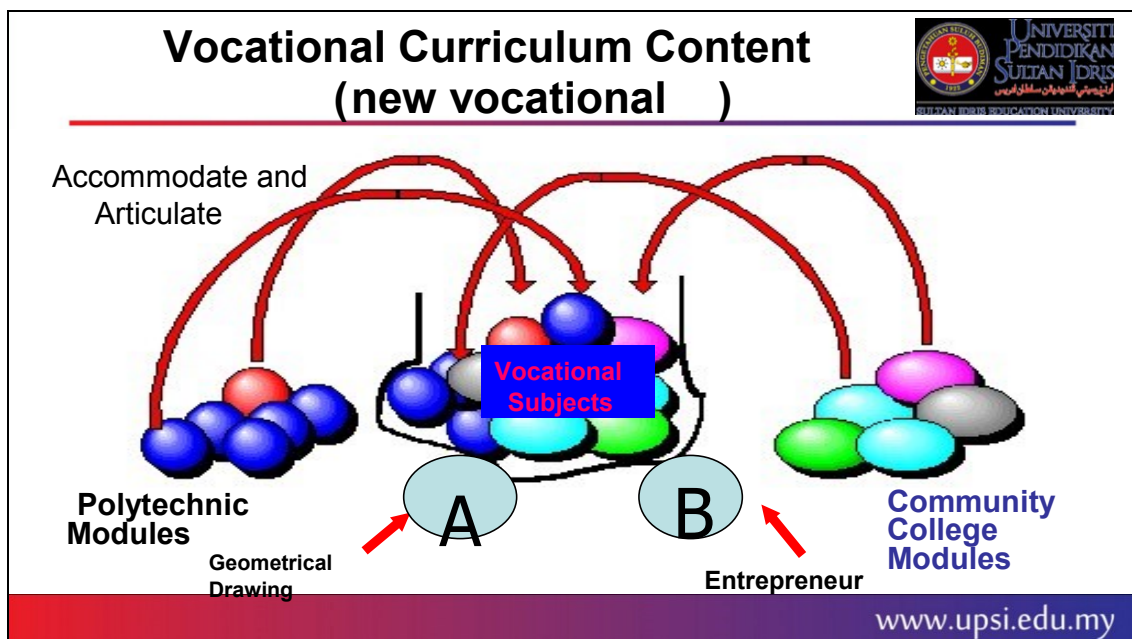


NEW VOCATIONAL CURRICULUM CONCEPT

Content	<ul style="list-style-type: none"> • Integration of technology, practical and drawing (75% skill) • Accommodate Polytechnics & Community Colleges subjects/modules • Articulation to Polytechnics & Community Colleges • Entrepreneurship modules (across curriculum) • Introduction of Applied Science
Approach (Pedagogy)	<ul style="list-style-type: none"> • Modular • Competency Based Learning
Assessment	<ul style="list-style-type: none"> • School Based Assessment • Competency Assessment • Modular Certification

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Slide 22



Slide 23

**PENDIDIKAN VOKASIONAL
DI PERINGKAT MENENGAH ATAS**

ON-THE-JOB TRAINING
(6 BULAN)

DI KV – 4 TAHUN
30 %

DIPLOMA
VOKASIONAL MALAYSIA (DVM)

INDUSTRI
(70 %)

Slide 24

<div style="display: flex; align-items: center;"> <div> CADANGAN PERUBAHAN MPV KEPADA PVMA </div> </div>		
	Modul Kemahiran	Tiada Pengiktirafan JPK
	Modul Akademik	KBSM
	Jenis	22 mata pelajaran elektif
	Akademik:Vokasional	73% : 27%
	Prasarana	45 % : 55%
	Pusat Bertauliah	Sedia ada
	Norma Guru	Ditambah baik
	Persijilan	Pusat Bertauliah Cawangan
		0.5n tanpa SKM
		SPM dan Sijil Modular
		SPVM, PC atau SKM 1 /2

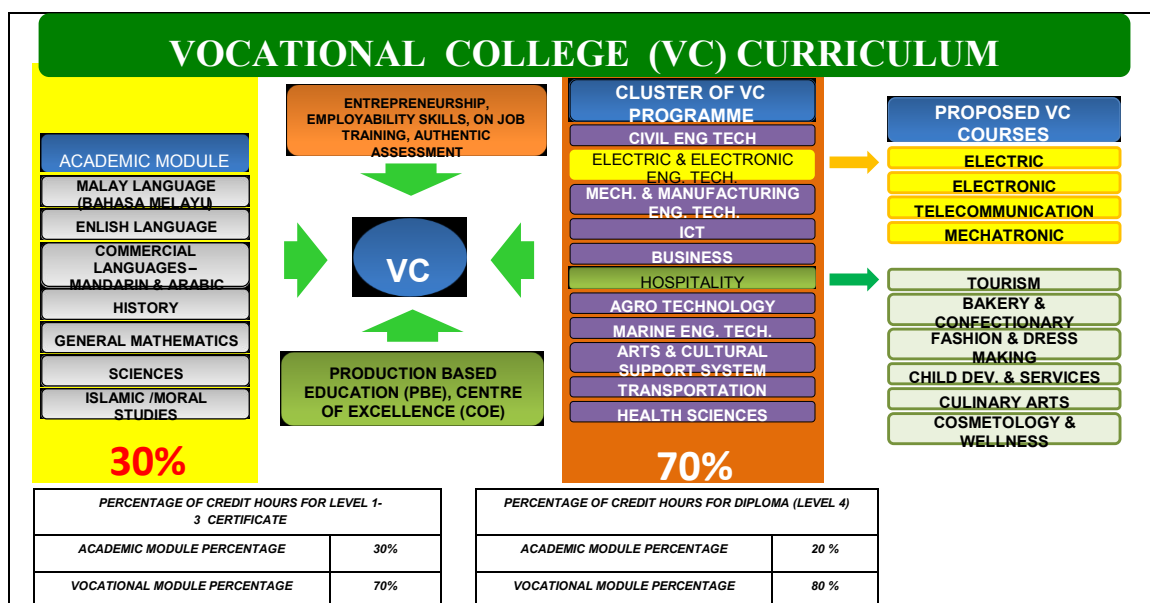
24

Slide 25

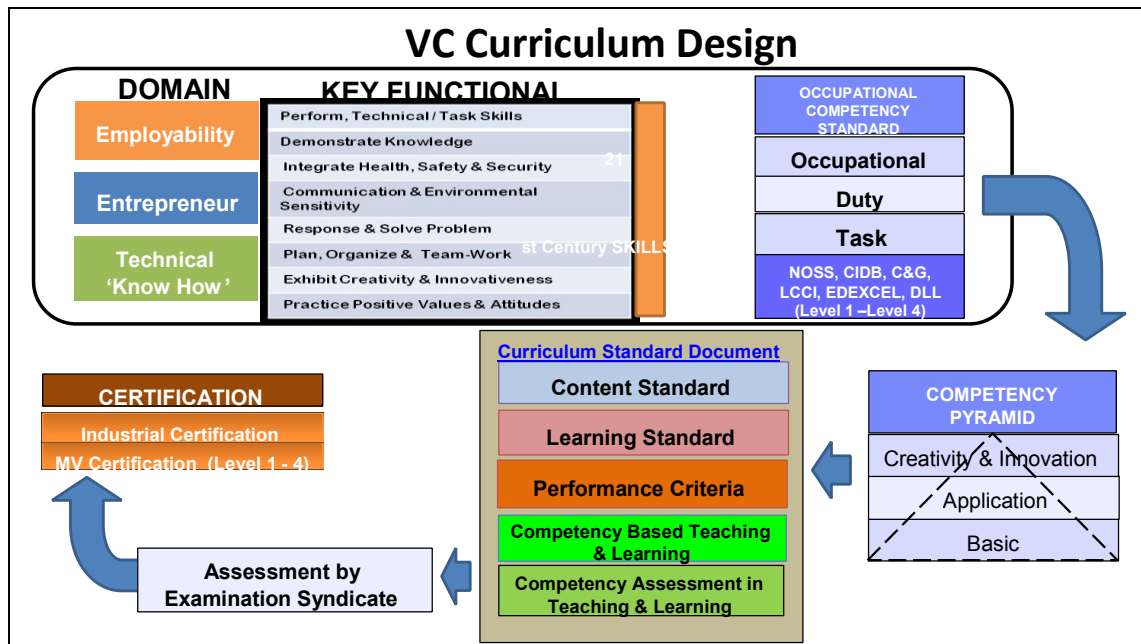
Senarai 12 Kursus PVMA Yang Akan Dilaksanakan Dalam 2015
(NOSS format baru CoCU dan WIM telah dibangunkan sepenuhnya)

1	Membuat Perabot	Pembuatan Perabot
2	Pendawaian Domestik	Pendawaian Elektrik
3	Menservis Automobil	Automotif
4	Menservis Motosikal	Motosikal
5	Menservis Peralatan Penyejukan dan Penyamanan Udara	Penyejukan dan Penyamanan Udara
6	Membuat Pakaian	Pakaian dan Jahitan
7	Katering dan Penyajian	Penyediaan Makanan
8	Penjagaan Muka dan Dandanan Rambut	Seni Kecantikan
9	Akuakultur dan Haiwan Rekreasi	Akuakultur
10	Tanaman Makanan	Tanaman
11	Produksi Multimedia	Animasi
12	Hiasan Dalam Dinding	Dekorasi Dalam Dinding

Slide 26



Slide 27



Slide 28

Confronting Confusion



- Three basic frameworks that form different belief systems about how curriculum should be constructed and learning experiences organized
 - Content framework
 - Competency framework
 - Outcomes framework

Slide 29

Comparing The Curriculum Design Process Across Three Teaching Frameworks

Content Framework	Competency Framework	Learning-Centered Outcomes Framework
1. Topics What should be covered in this course?	1. Competencies What competencies should be demonstrated in this course?	1. Outcome Statements What do the students need to be able to DO in the "test of life" situation(s) that we are responsible for in this course?
2. Textbooks What textbook should be used?	2. Records How should these competencies be recorded?	2. Content What themes, concepts and issues must students <i>understand</i> to do these things?
3. Tests What should be included on the tests? How many tests should there be?	3. Minimal Performance What is the minimal performance on each competency?	3. Content What <i>skills</i> must students master to do these things?
4. Papers What kinds of assignments should also be completed and contribute to the grade?	4. Minimal Number of Performances What is the minimal number of competencies that must be completed?	4. Projects What can students do in this course to demonstrate a level of proficiency in the outcome(s)?
	5. Grade How can the competencies be converted to a grade?	5. Assessment Criteria What are the qualitative criteria that will be applied to the demonstration?

Content Framework

Competency Framework

Learning Centered Outcomes Framework

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Slide 30

LEARNING OUTCOMES

Psychomotor/
Practical/
Technical Skills

Knowledge

Professionalism,
values, attitudes,
ethics

Social Skills & Responsibility

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Slide 31

Effective communication, interpersonal skills, personality skills, strong leadership qualities, computer literacy, planning, manage, able to organize a group (team work), self-motivated, logical and strong analytical skills, able to work independently, resourceful, knowledgeable, fast learner, quick learner, adaptability, honesty, integrity, commitment, output or result oriented, dynamic, enthusiasm, professionalism, problem solving skills, able to work under pressure (tight schedule) with minimum supervision, discipline, good negotiation skills, able to supervise a group, good presentation (report writing) skills, pro-active, having initiative, being creative, having accountability, showing maturity, showing responsibility, strategic thinking abilities, initiative, aggressive, and energetic,

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Slide 32

Recent Developments of VTET




- New programme known as National Dual Training System is offered concurrently with the NOSS-training system
- MOE reviewed the technical and vocational education curriculum
- Now Technical Schools have been upgraded or rename as Vocational Colleges, offering Diploma in various skills

32

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Slide 33

Recent Developments of VTET



- National Vocational Training Council (NVTC) has made two major changes namely the adoption of a new 5-level National Skills Qualification Framework (NSQF)
- The change of the organisational structure of NVTC which is currently known as Department of Skills Development (DSD)
- DSD much more focus in monitoring the NSQF

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33

Slide 34

TEACHER EDUCATION AND TRAINING INSTITUTIONS FOR TVET




- Center for Instructors and Advanced Skills Training (CIAST)
- Universiti Teknologi Malaysia (UTM)
- Universiti Tun Hussein Onn Malaysia (UTHM)
- Universiti Putra Malaysia (UPM)
- Universiti Pendidikan Sultan Idris (UPSI) • Institut Pendidikan Guru (IPG) - Teknikal

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| 29

Slide 35

Major Issues and Challenges



- VTET programmes should better understand employers' response to workforce diversity
- VTET institutions should understand the types of teaching and learning environments that are conducive to the employment, retention, and promotion of diverse groups to ensure productivity and remain competitive

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Slide 36

Major Issues and Challenges



- VTET institutions must address the global marketplace
- VTET should be proactive to produce a more productive, creative and innovative workforce who are capable of competing globally.
- Improve industry involvement in the school activities
- VTET should develop new image to attract parents and students towards TVET

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Slide 37

Major Issues and Challenges



- Mismatch between training and employment – graduates not working in the fields they were trained
- VTET should aim to develop a holistic young people who will become future workers with ‘towering personality’ – possessing all the social and employability skills besides knowledge and skills in the specific area of occupation

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Slide 38


Future Plan



- The government works collaboratively with the private sector to maintain and expand vocational education and training in Malaysia
- VTET provides more generalisable skills in order to prepare the labour force for the rapidly changing world of work

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Slide 39




Future Plan

- Introducing a flexible VTET programmes which take into consideration the development in ICT and equipment in the workplace
- Ensuring VTET to be productive and demand-driven in order to meet the changing needs of the industry and the society

39

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Slide 40



Future Plan

- Providing entrepreneurial skills and other social skills to all vocational students
- Emphasising the development of proper attitudes and values (affective domain) in order to produce virtuous individuals who are responsible and able to contribute towards the prosperity and development of the country

40

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