



The 2nd Timor-Leste International Skills Conference

TVET in Transition

Increasing the quality and inclusiveness of Timor-Leste's Technical and Vocational Education and Training (TVET) for national development

Oka Convention Center, 15 -16 August 2022

CONCEPT NOTE

Introduction

TVET in a rapidly changing work environment

TVET exists at the interface of education and the workplace. As a result, TVET systems around the world are having to adapt to multiple transitions reshaping education systems and labour markets nationally and internationally: an uncertain post-COVID-19 social and economic recovery; technological change leading to a fourth industrial revolution based on digitalization, automation, and artificial intelligence; the resurgence of informal employment, even in advanced economies; and contrasted demographic transitions in which some countries experience massive youth bulges whereas others experience youth deficits; social and political issues exacerbated by poverty and inequality; and, last but not least, the need for a radical transformation of the world economy to achieve sustainable development and net zero carbon emissions over the next few decades.

Timor-Leste's TVET system should be proactive in its adaptation to these transitions as they emerge in this nation, assisting individuals to be lifelong learners who continually skill themselves to respond to current demands of work and social life, supporting the Timorese economy where national and international labour market demand for skills will shift rapidly, and assisting communities that will be increasingly challenged by social, political, and environmental changes.

Towards a Timor-Leste-ASEAN Mobilization Plan (TLAMP) and INDMO initiatives on mutual recognition

The National Institute for Workforce Development (*Instituto Nacional de Desenvolvimento de Mão-de-Obra - INDMO*) is the Government of Timor-Leste regulatory body for vocational training, established by statutory authority in 2008.

"Vocational training emphasizes professional integration and development into a more dynamic process through the acquisition of better knowledge and necessary competencies to perform specific professions, in response to the needs of national development and technological evolution," according to Article 34 of Timor-Leste's Basic of Education Law, Law No. 14/2008, dated October 29th. With this goal in mind, INDMO is working to ensure a quality TVET system which produces a skilled, inclusive, resilient, and future-ready workforce to contribute to national socio-economic development. This entails improving institutional capacity to promote an industry-driven curriculum and competency-based training standards in all industrial sectors. INDMO also aims to have Timor-Leste's vocational training centres and qualifications recognized nationally, regionally and globally by aligning compliance and regulatory documentation with regional or global standards for assessment, and for operational licensing, registration and accreditation of TVET centres and qualifications.

As part of Timor-Leste's preparation to become an ASEAN member and in light of the protocols signed by the *Comunidade dos Países de Língua Portuguesa* (CPLP – Community of Portuguese Language Countries) states members in July 2021, INDMO is required to address the labour mobility requirements set by these two organizations. As one of the leading institutes in Asia in recognizing and benchmarking competencies, INDMO plans to develop new Standard Operating Procedures which certify workers and enable them to take up the jobs and business opportunities emerging from new projects and industries in Timor-Leste and any member states of the CPLP and ASEAN communities.

Transforming TVET for successful transitions: Strategic priorities and cross-cutting interventions

The *Timor-Leste TVET Plan 2011-2030* was created in collaboration with the Secretariat of State for Vocational Training and Employment (SEFOPE) and the Ministry of Education (Mde), with the purpose of expanding the opportunities for Timorese people to engage in a society that delivers more and better services, is more affluent and is more equal. The Plan advocates the importance of TVET in contributing to the post-COVID-19 social and economic recovery and accelerating progress toward SDG 4 and the vision of Timor-Leste's National Strategic Development Plan (2011-2030), which aims to ensure that all young Timorese have access to employment and a middle-income level by 2030.

It seeks to instil renewed appreciation for TVET as a viable career path, as well as to develop a shared vision for transforming labour markets, the economy, and our communities.

There are three strategic priorities in the final phase of the TVET Plan 2011-2030 implementation, which covers the period from 2021 to 2030. These are:

- a) Increased services, industrial development, economic diversification, and innovation are being driven by a skilled labour force.
- b) Training is evaluated based on its quality and how well it meets the needs of industry and communities; and
- c) Industry and civil society are working in partnership with the government to increase the skills of all people and increase training and employment opportunities.

In this stage, the rationale for these strategic priorities and cross-cutting interventions, as well as the INDMO activities to be undertaken under each of them, will be discussed. The conference will also consider how INDMO can position itself in relation to other national, international, or regional organizations that have recently taken TVET initiatives, as well as how it can improve its efficiency by strengthening Timor-Leste's TVET system.

Conference objectives

To mobilize TVET stakeholders to address the major challenges facing Timor-Leste's TVET while raising awareness of inclusive TVET as a driver of economic growth and a viable career path for young Timorese.

To present the key elements of the final phase Strategy for the Timor-Leste TVET Plan 2021-2030, including the mutual recognition of qualifications.

Expected outcomes of the conference

- a) Increased government, private sector, labour union, and training provider awareness of inclusive TVET as a driver of economic growth and decent work.
- b) increased stakeholder commitment to funding TVET programs in order to produce a skilled, inclusive, resilient, and future-ready workforce in response to national and global market demands; and
- c) agreed upon principles for the development a guideline or standard operating procedures for mutual recognition of qualifications in accordance with regional and international reference standards; and
- d) confirmation that Timor-Leste's national qualification framework and quality control standards align with regional and international standards.

Audience

The participants will be representatives from the following organisations:

- a) Government bodies
- b) Private sector – employers, industry associations and peak bodies
- c) Youth organisations and alumni networks
- d) Organisations with a focus on Gender Equality, Disability and Social Inclusion (GEDSI)
- e) Education and training professionals
- f) Development partners and NGOs
- g) TVET experts from the broader Asia-Pacific region

Technical specifications

The conference will be held in Dili and will be also live-streamed on YouTube.

Language

The Conference will be available in Tetum, Portuguese and English.

International speakers

Representatives from

- a) United Nations Educational, Scientific, and Cultural Organizations (UNESCO)
- b) International Labour Organisation (ILO)
- c) Southeast Asian Ministers of Education and Organisation (SEAMEO)
- d) Association of Southeast Asian Nations (ASEAN)
- e) European Union (EU)
- f) Japan International Cooperation Agency (JICA)
- g) Korean International Cooperation Agency (KOICA)
- h) Asian Development Bank (ADB)
- i) Asia Pacific Accreditation and Certification Commission (APACC)
- j) Educational Quality and Assessment Program (EQAP)
- k) TAFE Queensland
- l) The Australia Pacific Climate Change Partnership (APCCP)
- m) Conservation International (CI)
- n) TVET experts and international economists
- o) international public and private sector

Provisional Agenda

DAY 1: AUGUST 15, 2022

High level Segment

8:00 – 9:00	Registration and arrival of the participants, speakers, panellists and dignitaries
9:00 – 9:30	<i>Opening Session</i> <ul style="list-style-type: none">• <i>Introduction by Master of Ceremony, Mr. Jánio Tilman, National University of Timor-Leste (UNTL)</i>• <i>Prayer</i>• <i>National Anthem: Pátria, Pátria</i>• <i>Welcome speech</i><ul style="list-style-type: none">○ <i>Ms. Isabel Fernandes de Lima, Director of INDMO</i>○ <i>H.E. Mr. William Terrence Costello, Ambassador of Australia in Dili</i>• <i>Cultural performances</i>• <i>Opening Remarks: Advancing quality, competitiveness, inclusiveness, and employability of the workforce through the contribution of Education and Training – H.E. General Taur Matan Ruak, Prime Minister of Timor-Leste</i>
9:30 – 10:00	<i>Keynote Speaker 1</i> <i>The critical role of TVET in economic recovery and growth</i> <i>Dato Joseph Palaniappan, Chairman of ASEAN Future Workforce Council and Focal Point of ASEAN TVET Council</i>
10:00 – 10:25	<i>Overview of the accomplishments and expectations of the TVET Plan 2011–2030 and the National Employment Strategy (NES) 2017–2030 implementation</i> <i>Mr. Agostinho Cabral, Institutional Strengthening Adviser, Secretariat of State of Vocational Training and Employment (SEFOPE)</i>
10:25 – 10:40	<i>Overview of the Employment and Vocational Training Priorities of the Government's Productive Sector Value Chain Interventions</i> <i>Mr. Azevedo Lourenço da Costa Marçal, Ph.D, Chief of Staff to the Prime Minister of Timor-Leste, and Coordinator for Support Committee to the Inter-ministerial Commission for Value Chain Coordination</i>
10:40 – 10:45	<i>Signing of Declaration/MoU/TA</i>

	<ul style="list-style-type: none"> • <i>Statement of Commitment: “Training and Skills Development Partnership in Timor-Leste” by relevant ministries, national regulatory agencies, and the representative private sector organization</i> • <i>Memorandum of Agreement on Research, Consultancies and Capacity Building Programs between INDMO and the SEAMEO Regional Center for Vocational and Technical Education and Training (SEAMEO VOCTECH)</i> • <i>Technical Agreement on Dual Certification for Secondary Schools Graduates between INDMO and the Ministry of Education, Youth and Sports (MEJD)</i>
10:45 – 11:00	<i>Morning Coffee break</i>
11:00 – 11:20	<p><i>Keynote Speaker 2</i></p> <p><i>Increasing co-investment in TVET: Successful funding models and funding partnerships to increase investment by governments, industry and other TVET stakeholders</i></p> <p><i>Mr Russell McKay, Executive Director of TAFE Queensland International, Economist and M&E Specialist</i></p>
11:20 – 12:45	<p><i>Ministerial Panel</i></p> <p><i>Challenges and opportunities for TVET in Timor-Leste, priorities, cross-cutting interventions</i></p> <p><i>Moderator: Prof. Dr. Pedro Ximenes Barreto, Rector of Institute of Business (IOB)</i></p> <p><i>Panel members:</i></p> <ol style="list-style-type: none"> <i>1) H.E. Engr. Joaquim Amaral, Coordinating Minister of Economic Affairs – Vocational Training</i> <i>2) H.E. Dr. Armindo Maia, Minister-MEJD – Secondary Technical and Vocational Education</i> <i>3) H.E. Mr. Longuinhos dos Santos, Minister-MESCC – Tertiary Technical Education</i> <i>4) Mr. Epifanio Martins, Director for Macroeconomic Policy from the Ministry of Finance – How the budget is allocated for TVET sector?</i>
12:45 – 13:45	<i>Lunch break</i>
13:45 – 15:00	<p><i>High level panel Discussions 1</i></p> <p><i>Challenges and new directions for TVET, relevance of the region’s Strategy for TVET problem statement, priorities, cross-cutting interventions and synergies with other organizations</i></p>

	<p><i>Moderator: Mr. Agostinho Cabral, Institutional Strengthening Adviser, Secretariat of State of Vocational Training and Employment (SEFOPE)</i></p> <p><i>Panel members:</i></p> <ol style="list-style-type: none"> 1) <i>Dato Joseph Palaniappan, Chairman of ASEAN Future Workforce Council and Focal Point of ASEAN TVET Council</i> 2) <i>Mr. Ansgar Maria Schaefer, Integrated TVET Expert, SEAMEO Secretariat</i> 3) <i>Dr. Mee Young Choi, Head of Education Unit, UNESCO Regional Science Bureau for Asia and the Pacific and UNESCO Representative for Brunei Darussalam, Indonesia, Malaysia, the Philippines and Timor-Leste</i> 4) <i>Ms. Michiko Miyamoto, Country Director of ILO for Timor-Leste and Indonesia</i>
15:00 – 15:15	<i>Afternoon Coffee break</i>
15:15 – 17:00	<p><i>High level panel Discussions 2</i></p> <p><i>Partnerships to build skills for employment – focus on bridging the skills gap between curricula and industry needs (current and future)</i></p> <p><i>Moderator: Ms. Nicki Baird, Director APTC Timor-Leste</i></p> <p><i>Panel members:</i></p> <ol style="list-style-type: none"> 1) <i>Dr. Alias Bin Haji Abu Bakar, Director of SEAMEO VOCTECH Regional Centre</i> 2) <i>Mr. Oscar Lima, President of Chamber of Commerce and Industry (CCI-TL)</i> 3) <i>Mr. Russell McKay, Executive Director of TAFE Queensland International, Economist and M&E Specialist</i> 4) <i>Mr. Jeremiah Cham, Executive Director for Pelican Paradise and Air Timor, Representing the Hotel Association in Timor-Leste (HoTL)</i> 5) <i>Mr. Pamela Jape, Managing Director of Jape Group Australia</i> 6) <i>Ms. Sarah Green, Operations Manager of Caltech Timor</i>
18:30 – 20:30	<p><i>Welcome Dinner to Dignitaries, Keynote Speakers, Panellists and the participants</i></p> <p><i>Venue: National Center for Employment and Vocational Training (CNEFP), Tibar, Liquiça</i></p>

Technical segment

8:30 – 9:00	Registration and arrival of the participants, speakers and Panellists
9:00 – 9:10	<i>Introduction by Master of Ceremony</i>
9:10 – 9:30	<p>Key note speaker 3:</p> <p><i>How TVET can address the youth bulge – and what are the consequences if youth unemployment is not addressed?</i></p> <p><i>Mr. Geraldo Ximenes, Labour Mobility and Employment Adviser, Partnership for Inclusive Prosperity (PROSIVU)</i></p>
09:30 – 9:45	<i>Morning coffee break</i>
9:45 – 11:00	<p>Panel discussions I</p> <p><i>TVET for Everyone - Skills for all individuals to learn, work and live (focus on youth employment, GEDSI)</i></p> <p><i>Moderator: Mr. Geraldo Ximenes, Labour Mobility and Employment Adviser, Partnership for Inclusive Prosperity (PROSIVU)</i></p> <p><i>Panel members:</i></p> <ol style="list-style-type: none"> <i>1) Mr. Armando da Costa, Director-general for Equality and Inclusion, Secretariat of State for Equality and Inclusion (SEII)</i> <i>2) Mr. Wolfgang Kubitzk, ADB TVET Expert</i> <i>3) Mr. Cesario da Silva, Executive Director of Asosiasaun Defisiensia Timor-Leste (ADTL)</i>
11:00 – 12:30	<p>Panel discussions II</p> <p><i>Identifying and providing skills for economies to transition towards digitalization (including preparation for the submarine cable-fibre optic)</i></p> <p><i>Moderator: Manuel Guimarães, Program Manager for TVET and Labour Mobility, Australian Embassy in Dili</i></p> <p><i>Panel members:</i></p> <ol style="list-style-type: none"> <i>1) Mr. Justo Fernandes, Acting Executive Director of TIC Timor, IP</i> <i>2) Mr. Dedy Edward Ambarita, Vice President for Finance and Human Capital of Telkomcel</i> <i>3) Mr. Steffen Lichke, Director for Asia Pacific, LD Didactic</i> <i>4) Mr. Columbus Hu, Managing Director of Victron</i>
12:30 – 13:30	Lunch break
13:30 – 14:15	<p>Panel Discussion III</p> <p><i>Skills for resilient societies</i></p>

	<p><i>Moderator: Ms. Bridget Gray, Senior Skills Advisor, APTC Timor-Leste</i></p> <p><i>Panel members:</i></p> <ol style="list-style-type: none"> 1) <i>H.E. Egr. Joaquim Gusmão dos Reis Martins, Secretary State for Civil Protection (SEPC)</i> 2) <i>Mr. Goto Ko, Chief Representative (CR) of JICA Timor-Leste</i> 3) <i>Dr Hannah Barrowman, Researcher-Australia Pacific Climate Partnership (APCP) and Research Affiliate-Centre for Deliberative Democracy and Global Governance, University of Canberra, Australia</i> 4) <i>Mr. Sajendra Bali, Skills Adviser and Acting Vocational Training Manager, APTC Salomon Island</i>
14:15 – 15:30	<p>Panel Discussion IV</p> <p><i>TVET and green jobs</i></p> <p><i>Moderator: Décio Ribeiro Sarmiento, Director of Export Promotion, Tradeinvest Timor</i></p> <p><i>Panel members:</i></p> <ol style="list-style-type: none"> 1) <i>H.E. Mr. Demétrio do Amaral de Carvalho, Secretary State for Environment (SEA)</i> 2) <i>Dr. Eng. Ruben Jerónimo Freitas, President/CEO of ANE-TL</i> 3) <i>Ms. Susana Martins, TVET Focal Point from the European Union (EU)</i> 4) <i>Mr. Jonathan Conaboy, Country Director of Conservation International (CI)</i>
15:30 – 17:00	<p>Panel Session V</p> <p><i>Panel discussion: Mutual recognition of skills (MRS) in the context of labor mobility initiatives</i></p> <p><i>Moderator: Mr. Flavito Simões Martins, Deputy Team Leader and Socio-Economic Expert for Multilateral and Regional Economic Integration (ABD Consultant)</i></p> <p><i>Panel members:</i></p> <ol style="list-style-type: none"> 1) <i>Mrs. Irene Isaac, ILO Team Lead for ILO’S MRS Project, ILO for Southeast Asia and the Pacific</i> 2) <i>Dato Joseph Palaniappan, Chairman of ASEAN Future Workforce Council and Council Member for ASEAN TVET Council</i> 3) <i>Prof. G. L. D. Wickramasinghe, PhD, President of Asia Pacific Accreditation and Certification Commission (APACC)</i> 4) <i>Dr. Michelle Belisle, Director for Educational Quality and Assessment Program (EQAP), Pacific Community</i>
17:00- 17:15	<p>Closing session</p> <ul style="list-style-type: none"> • <i>Speech from Ms. Isabel Fernandes de Lima, the Director of INDMO</i>

	<ul style="list-style-type: none"> • <i>Official closing remarks by Eng. Joaquim Amaral, the Coordinating Minister of Economic Affairs (MCAE)</i>
18:30 – 20:30	<p><i>Farewell Dinner to Dignitaries, Keynote Speakers and Panellists, representatives from enterprises and TVET institutions</i></p> <p><i>Venue: Suai Ball Room, Timor Plaza Hotel and Apartments, Bebonuk, Dili</i></p>

Additional information

Please send an email to asguterres@indmo.gov.tl or an SMS to WA at +670 77354333 to reach Mr. Aquiles Salvador Guterres, INDMO's Institutional Strengthening Advisor, for further information

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