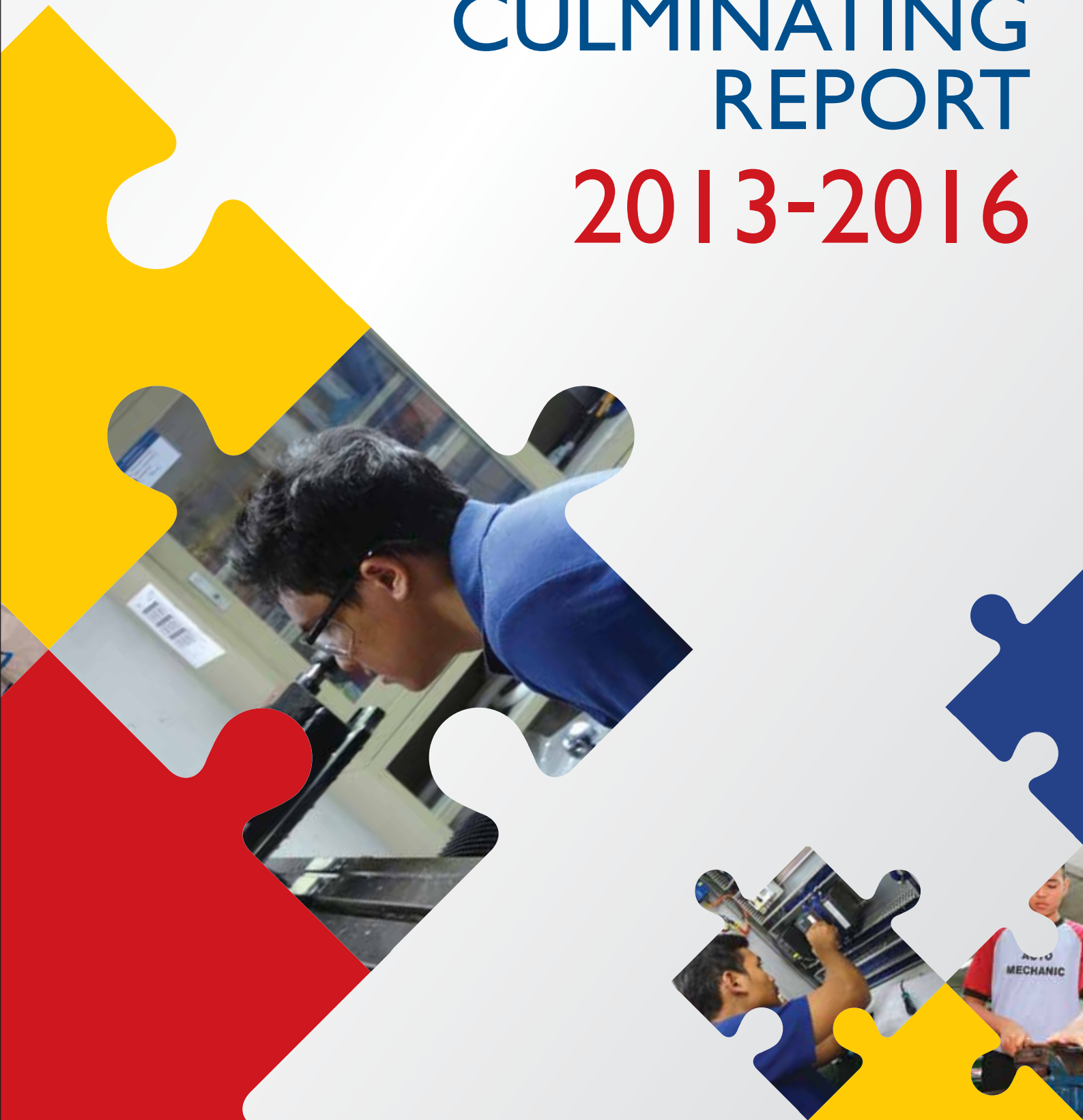


GERMAN-THAI
Dual Excellence Education

CULMINATING REPORT 2013-2016



INTRODUCTION TO GERMAN-THAI DUAL EXCELLENCE EDUCATION



Preface

Phongsakdi Chakshuvej

Greetings!

Dual Vocational Education and Training according to German standards is a successful blueprint for solving the problem of demand and supply of skilled labour. We are thus very pleased that the German-Thai Chamber of Commerce (GTCC) has been successful in introducing German-Thai Dual Excellence Education (GTDEE) to the Thai market.

Since the GTDEE programme was introduced in 2013 we have already come a long way. Initial support for GTDEE in Thailand came from the German Embassy, German International Corporation (GIZ) and German companies, including founding members BMW (Thailand), B. Grimm and Bosch Packaging. From the beginning, the Ministry of Education in Thailand has shown strong support for promoting dual vocational education in Thailand. In addition, GTDEE is part of the Vocational Education and Training Network (VETnet) project, supported by the German Federal Ministry of Education and Research (BMBF).

GTDEE has grown rapidly since starting out with its three founding members in 2013. I am particularly pleased that the interest in the programmes is not only from German companies, but that an increasing number of Thai companies are also showing interest in joining our programme, recognising the benefits of vocational training in colleges combined with on-the-job training.

I would like to thank all our partner companies and colleges, as achieving the "Excellence" we strive for would not be possible without your strong commitment to dual vocational education in Thailand!

Phongsakdi Chakshuvej
President
German-Thai Chamber of Commerce

INTRODUCTION TO GERMAN-THAI DUAL EXCELLENCE EDUCATION



Dr. Roland Wein

Welcome to German-Thai Dual Excellence Education

I am very happy to see the German-Thai Dual Excellence Education (GTDEE) project where it is today. The project has been actively supported by our company partners who are strongly committed to fostering human capital, our dedicated college partners who are eager to improve their teaching methods and curricular, and our supporting network institutions who help facilitate all our activities.

This booklet shows you how much we have achieved since we have started almost 3 years ago. To highlight one milestone, GTDEE team has successfully organized the first centralised final examinations in Automotive Mechatronics, Electrics Power, Mechatronics, and Mechanics for our company partners. These examinations mark the first step for us in standardizing the education and training process, and demonstrate the results that all the involved parties have reached. This is what we mean by GTDEE to deliver 'Premium German Standard Vocational Education and Training' to our partners.

The Vocational Education and Training Network (VETnet) project was launched in 2013 and is funded by the German Federal Ministry of Education and Research (BMBF) and coordinated by the Association of German Chambers of Industry and Commerce (DIHK). Its objective is to implement elements of the dual vocational education and training system abroad. Since 2015, VETnet is working in a second phase in 9 countries worldwide-China, Greece, India, Italy, Latvia, Portugal, the Russian Federation, Slovakia and Thailand. GTDEE will be operating under the framework of VETnet until September 2018.

Many German companies in Thailand have been relying significantly on the quality of Thai skilled workers in ensuring the quality of both the products and services to meet global and German standards. VETnet enables GTDEE to serve this need from our German and Thai companies. GTDEE provides consultation to our partners on how to educate the apprentices with the active interplay from both company and college so that they have the skills required by the market.

Now dual vocational education is on the national agenda as one of the strategies for Thailand economic growth. What we found out during our work and would like to put forward is that the understandings about what dual vocational system actually is, still need to be expanded. More importantly, Thailand needs to focus on the quality development of the trainers and teachers in order to head to success.

GTDEE will continue our good work and strive to be sustainable with the aspiration to contribute to the overall improvements in Thai dual vocational education sector.

Dr. Roland Wein
Executive Director
German-Thai Chamber of Commerce

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'WE PROVIDE PREMIUM VOCATIONAL TRAINING!'



An increasing number of investors are viewing Thailand as one of the most attractive investment destinations in ASEAN. In order for Thailand to remain competitive in the region, productivity as well as innovative potential of the Thai industry must be improved. This undoubtedly indicates that one of the most important investments will be in eradicating the growing lack of qualified skilled labour at the national level.

Everyone is in need of highly-skilled workers. Based on a members' survey carried out by German-Thai Chamber of Commerce (GTCC) in 2013, more than 80 per cent of the survey participants indicated that the lack of qualified workers was threatening the future growth and development of their businesses. Therefore, this shortage could be one of the most critical issues facing Thailand. Based on the views and opinions of the private sector, an initiative to tackle this issue must be taken urgently; it is widely accepted that the outcome of vocational training in Thailand will be improved once the 'dualized' system based on German high-quality standards is implemented.

As the German dual vocational education enjoys an excellent reputation, many countries

intend to adopt the dual structure of the vocational education and training from Germany. It is, without a doubt, one of the driving factors behind the successful competitiveness and innovation capabilities of German industry.

In 2013, German-Thai Dual Excellence Education (GTDEE) Programme has been founded in response to the rising educational aspiration of the technical workers and the decreasing opportunities for young universities graduates to find employment. GTDEE is part of the VETnet project, which is funded by the German Federal Ministry of Education and Research (BMBF) and coordinated by the Association of German Chambers of Industry and Commerce (DIHK). In cooperation with the Embassy of the Federal Republic of Germany in Thailand, Ministry of Education in Thailand and founding partners; B.Grimm, BMW, and Bosch Packaging, GTDEE is an endeavour to reinforce the vocational education in Thailand.

GTDEE is based on the existing Thai system at the higher vocational education level (Por Wor Sor), but is designed to 'dualize' meaning enabling the active involvement of companies into the school-based learning. This is done by introducing an in-house training plan (private sector) which is linked with the curricula (public sector). To provide students with a wide skill-set which are required at the labour market, a frequent interplay between companies and colleges is necessary to deepen the theoretical knowledge from college by hands-on experience at the job floor. In addition, there will be an



apprenticeship mentor to guide the student through their occupational routines in the company.

One of the main GTDEE tasks is to ensure company and college seek a systematic and ongoing exchange of experiences, and engage in common training development activities. A rotation between company and college on the ratio of 60%-40% is required to equip the apprentice with the essential knowledge and skills. The dual system is exclusively 'designed in Germany'.

Under this GTDEE initiative, we are determined that our contribution generates sufficient numbers of highly-skilled workers for the industries, improve the qualities of teachers and trainers in the system, and most of all, give the opportunities for Thai youngsters access to better education.

GTDEE MILESTONES



 2013	INTRODUCTION	
	September 2013	Established GTDEE Steering Committee
	November 2013	Started VETnet Project, begin with 3 professions; Mechatronics, Automotive Mechatronics, and Electrical Power
 2014	EXPANSION	
	April 2014	Implemented GTDEE Vocational Educational Committee (VEC) and Ordinance of Vocational Education
	June 2014	Developed a concept for company and college suitability check and students pre-selection
	August 2014	Developed an examiner handbook
	September 2014	Implemented Teambuilding workshop to develop co-working relationship between company and college
	October 2014	Organized pilot PAL examination with apprentices in Bosch Mechatronics Apprenticeship Programme (BMAPI)
	November 2014	Major MOUs signed with Office of Vocational Education Commission (OVEC) Ministry of Education, Department of Skill Development (DSD) Ministry of Labour, Federation of Thai Industries (FTI), Thai Chamber of Commerce and Board of Trade of Thailand (BOT), and numbers of new companies partners
 2015	TRAINING AND DEVELOPMENT	
	January 2015	Launched Cyber University web based e-learning platform for college partners
	May 2015	Curricular adjustments for new professions; added Mechanics, Industrial Electronics, Agricultural mechanics, and Plant sciences
	June 2015	Organized 'Train the Trainers in Business' course for company partners
	July 2015	Implemented School Development-Quality Assessment (DVQD). Developed concept for college observation and online survey; 3 main characters to be observed are management, infrastructure, and methods of teaching
	October 2015	Organized Teach the Teachers 'Project-based teaching method' for college partners, in cooperation with King Mongkut University of Technology North Bangkok (KMUTNB)
	October 2015	Started VETnet phrase 2
 2016	EXAMINATIONS	
	March 2016	Organized final examination in Electrics Power for B.Grimm apprentices
	April 2016	Signed MOU with KMUTNB for the implementation of a Thai-German Meister programme
	April 2016	Organized centralised examination in Automotive Mechatronics for Mercedes Benz and BMW apprentices
	April 2016	Developed mini projects as part of project-based learning; based on the holistic-learning approach
	July 2016	Organized centralised final examinations in Mechatronics and Mechanics for Bosch (BMAP2) and Grohe Siam apprentices
	August 2016	Introduced game-based learning to stimulate interplay between trainers and teachers on mobile application
 2017	IMPROVEMENTS	
	April 2017	Planned examinations in Automotive Mechatronics, Mechanics, Electrics Power, Agricultural Mechanics, and Plant sciences
 2018	SUSTAINABILITY	
	September 2018	Finish of VETnet phrase 2



Photo shows (back row, from left): **Jörg Buck**, GTCC; **Reiner Steffan**, Robert Bosch Ltd.; **Karl-Heinz Heckhausen**, GTCC; **Phongsakdi Chakshuvej**, B. Grimm Joint Venture Holding Ltd.; **Peter Vandlik**, Robert Bosch Ltd.; **Annette Severy**, German Embassy; **Dr. Prasert Klinchoo**, Director, E-Tech; **Jirasak Yaovatsakul**, Thai-German Institute; **Maneerat Machula**, BMW (Thailand) Co., Ltd. and **Krisda Utamote**, BMW (Thailand) Co., Ltd.

BOSCH LAUNCHES MECHATRONICS APPRENTICESHIP PROGRAMME



Bosch, a global supplier of technology and services, recently launched its Mechatronics Apprenticeship Programme (BMAP) in Thailand with the objective of building up a local highly-skilled technical workforce. The programme is part of the German-Thai Dual Excellence Education programme (GTDEE), which was launched recently. The first three qualifying diploma students from Eastern Technological College (E-Tech) are now undergoing a two-year dual vocational training course at the Bosch Packaging



Technology Plant, Thai-German Institute (TGI) and Eastern Technological College (E-Tech).

The BMAP project is a collaborative effort between three parties – the Bosch Packaging Technology Division (Bosch), the Eastern Technological College (ETech) and the Thai-German Institute (TGI). Bosch, as the BMAP project initiator, provides the funding, practical training, and specialised skills and knowledge regarding mechatronics, which is in especially high demand as production increasingly calls for skills in both electronics and mechanics. TGI will provide tailored-made training sessions while E-Tech will impart theoretical knowledge to BMAP apprentices.

During their first year, the students will learn about the basic skills of mechatronics and the

business operations of packaging technology. In their second year, the apprentices will undergo a higher level of skill sets with job rotation opportunities to various divisions of Bosch in order to enhance their practical experience.

BMAP commenced in June 2013 with the first three pioneer qualified apprentices. Apprentices receive a monthly salary, an allowance and other benefits from Bosch in accordance with the company's policy, in addition to the scholarship for the entire two-year vocational diploma programme. The apprentices will also have an opportunity to visit the headquarters of the Bosch Packaging Technology Division in Germany and will gain better job prospects after their graduation.



Photo shows (from left): **Phongsakdi Chakshuvej**, B. Grimm Joint Venture Holding Ltd.; **Peter Vandlik**, Robert Bosch Ltd.; **Matthias Pfalz**, BMW Group Thailand; **Rolf Schulze**, Ambassador of the Federal Republic of Germany to Thailand; **Karl-Heinz Heckhausen**, GTCC; **Maneerat Machula**, BMW Group Thailand and **Phd. Rachaneekorn Makkasaman**, Kanchanaphisek Technical College Mahanakorn

BMW SERVICE APPRENTICESHIP PROGRAMME HOSTS OPEN HOUSE

The BMW Service Apprenticeship Programme was initiated in 2012 with selected technical schools in order to provide apprenticeship programmes for technical students. In 2013, BMW Group Thailand began the second year of the Service Apprenticeship Programme by hosting an Open House at the BMW Group Thailand Training Centre.

Students and their parents were invited to the Open House to learn about the benefits and educational advancements available through the programme. During the event, German Ambassador to Thailand Rolf Schulze and the President of the German-Thai Chamber of Commerce (GTCC) were invited to share their views about the success of the dual vocational programme.

In an initiative to begin later this year, a dual vocational programme is being planned by BMW Group Thailand in co-operation with GTCC, to establish a certificate programme for those who successfully pass the training programme. German-Thai Dual Excellent Education (GTDEE)

Certificates will be awarded as proof of each student's educational grounding in those areas relevant to their individual expertise.

German companies such as BMW Group Thailand, Bosch and B. Grimm are committed to joining this new initiative to address growing concerns over the shortage of skilled labour. GTDEE will form the foundation for providing practical on-the-job training to students, and will act as a benchmark for a premium dual educational programme in the future.

For further information, please contact BMW Group Thailand at 1-800-269-269 or www.bmw.co.th

GTCC-THAI SENATE MEETING ON VOCATIONAL EDUCATION

On 3 September 2013, President of the Senate of the Kingdom of Thailand Nikom Wairatpanij (eighth from left) warmly received Dr. Ingo Winkelmann, Chargé d'Affaires of the German Embassy in Bangkok (sixth from right), Karl-Heinz Heckhausen, GTCC President (fifth from right) and accompanying delegates at a Senate hearing held to exchange views on German-Thai co-operation in vocational education. During the hearing, German experts from the Cultural Ministry of Baden-Württemberg and from the National Academy for Training and Human Resources Development in schools, GTCC executives and representatives from German companies addressed members of the Committee of Vocational Education of the Senate with detailed keynotes on vocational education in Germany and the recently-introduced German-Thai Dual Excellence Education (GTDEE) programme in Thailand.



BREAKFAST TALK ON GERMAN-THAI DUAL EXCELLENCE EDUCATION PROGRAMME



On 21 November 2013, the German-Thai Chamber of Commerce (GTCC) organised an exclusive Breakfast Talk on the German-Thai Dual Excellence Education programme (GTDEE) to inform its members and interested companies about this recent initiative, which was launched earlier this year.

During the Breakfast Talk, which was attended by more than 70 guests, GTCC Executive Director Mr. Jörg Buck explained in detail the GTDEE quality standard, the programme and how companies could benefit from it. During his informative presentation, Mr. Buck highlighted the importance of a premium approach and "bringing high standards to the existing (education) system" in Thailand.

There was general agreement among the participants on this issue. Mr. Matthias Pfalz, President of BMW (Thailand) and one of the founding partner companies of GTDEE, encouraged the participants to be "committed to premium quality and to maintain the high standard". Furthermore, Mr. Phongsakdi Chakshuvej, Executive Vice-President of B.Grimm and GTCC Board member, emphasised the need for high-quality, job-related dual education "to train students to meet special demands".

With the involvement of the German Embassy in Bangkok, the Thai Ministry of Education, GIZ and GTCC, together with the founding partner companies of B.Grimm, BMW (Thailand) Co., Ltd. and Robert Bosch, Ltd., GTDEE is a strongly supported initiative.

GTDEE, MERCEDES-BENZ JOIN HANDS IN DUAL EDUCATION PROGRAMME



A new dual education programme was recently initiated for vocational students majoring in mechanical engineering through the "New Milestone of Mercedes-Benz Technical Apprenticeship under German-Thai Dual Excellence Education". The new programme was initiated on 24 February at the Mercedes-Benz Competence Centre by Mercedes-Benz (Thailand) Ltd. and the German-Thai Chamber of Commerce (GTCC) with the signing of a Memorandum of Understanding (MoU) on the development of Thai vocational students based on German's highest standards for the automotive industry.



After the MoU signing, Mr. Michael Grewe, President and CEO of Mercedes-Benz (Thailand) Ltd., explained that "this 'New Milestone of Mercedes-Benz Technical Apprenticeship under German-Thai Dual Excellence Education' initiative is a great advancement for the company in backing the dual education system for vocational students under the German-Thai Dual Excellence Education (GTDEE) project. It will yield tremendous benefits for Thai vocational education and Thai industry at large, especially in an expanding automotive segment in which skilled labour is needed, as well as play a vital role in helping to ensure readiness for the implementation of the ASEAN Economic Community (AEC) in 2015."

Mr. Jörg Buck, GTCC Executive Director, added that "students in this programme will be trained to be ready for industrial competition following the establishment of the AEC. Available curricula are co-developed by participating companies and customised to match their demands."





Photograph shows Matthias Pfalz, President BMW Group Thailand (5th left), Jörg Buck, Executive Director German-Thai Chamber of Commerce (3rd left), Maneerat Machula, General Manager Dealer Development (Far right) and Atthaphon Sangkhawasee, Director Kanchanapisek Technical College Mahanakorn (4th left) during the graduation ceremony for 12 graduates, the first group of the programme.



BMW GROUP THAILAND AND GTCC PRESENT CERTIFICATES TO FIRST GROUP OF BMW SERVICE APPRENTICE PROGRAMME GRADUATES

BMW Group Thailand led by Matthias Pfalz, President, and Maneerat Machula, General Manager Dealer Development together with German-Thai Chamber of Commerce Executive Director Jörg Buck, recently presented the Mechanical Power Technology certificate to the first group of graduates of Kanchanapisek Technical College, Mahanakorn, under the "BMW Service Apprentice programme". The programme, initiated in 2012, as part of the German-Thai Dual Excellence Education (GTDEE) programme, provides Thai students with technical skills training and helps enhance their motoring technical education.

BMW Group Thailand instituted the BMW Service Apprentice Program curriculum in partnership with the German-Thai Chamber of Commerce and BMW Group Thailand

dealers' network. All participating students receive fundamental training at the college, BMW theory and practical training at the BMW Training Centre, and on-the-job training and support from BMW certified technicians at authorised BMW dealerships. Since its inception, the partnership has helped develop young students and enabled them to become skilled workers in automotive industry, while also reinforcing Thailand's potential to serve as a global automotive production hub.

BMW Service Apprentice programme is a part of GTDEE. This "dual" vocation concept was developed in Germany and, because of its remarkable success, has been adopted in many countries all over the world. In 2013, the GTCC and the German International Co-operation (GIZ) brought it to Thailand in co-operation with founding partner companies, B. Grimm, BMW Group Thailand and Robert Bosch. GTDEE is supported by the Ministry of Education of Thailand and the Embassy of the Federal Republic of Germany in Thailand.



BMW AND KANCHANAPISEK TECHNICAL COLLEGE LINK UP WITH GTDEE

The German-Thai Dual Excellence Education (GTDEE), the dual vocational education programme that emphasises learning at the higher vocational level hand-in-hand with practical experience in a technical setting, has definitely got off to a flying start.

In 2013, the German-Thai Chamber of Commerce (GTCC) and German International Co-operation (GIZ) introduced GTDEE to Thailand in co-operation with founding partner companies, B. Grimm, BMW Group, Thailand and Robert Bosch. GTDEE is also supported by the Thai Ministry of Education and the Embassy of the Federal Republic of Germany to Thailand.

In July 2014, GTDEE linked up with the BMW Service Apprentice Programme as two milestones were achieved. In the same month, two GTDEE milestones were reached. On July 18, a new batch of

applications was interviewed by BMW Group Thailand. Then, on 29 July, a Memorandum of Understanding was signed by GTCC Executive Director Mr. Joerg Buck with Kanchanapisek Technical College Mahanakorn to train the college's higher vocational students under the GTDEE programme with BMW. Mr. Wanich Uamsri, Deputy Secretary-General of the Office of Vocational Education Commission witnessed the ceremony.

Students in the project develop their theoretical knowledge from their lecturers at the college while also developing their technical skills under the guidance of their mentor at BMW. Students with GPAX 2.75 or above good health can apply to the project. Selected students receive a 12,000 baht scholarship, a monthly salary plus an allowance of 5,000-9,000 baht in the first year, rising to 8,000-12,000 baht in the second year. In addition, students receive 2,000 baht insurance, 1,500 baht accommodation allowance as well as uniforms and extra training as required by the company.

Vocational education is a major development plan for Thailand to become more competitive. This programme offers a very good opportunity for Thai students to work with world-class companies while studying under German's high standard and quality curriculum. Graduates will receive three certificates – from their College, BMW and the GTCC – which will greatly expand their international career opportunities.





VOCATIONAL EDUCATION IS THE WAY: GERMANY, MERCEDES-BENZ INVEST IN TECHNICAL TRAINING

If you want to know the current employment situation in Thailand, ask any recent Bachelor degree graduate how difficult it is to get a job. If they have actually managed to get one, ask them what type of company hired them, and how much salary they are receiving.

However, the technical Por Wor Sor (higher vocational) students, who are considered by many members of the public to be unruly and only cause trouble, are a very different story. Many are already gaining work experience with Mercedes-Benz while studying, and are being paid more than the minimum daily wage.

Mercedes-Benz Thailand, in corporation with Eastern Technological College (E.Tech) and Samut Prakarn Technological College (SAP) are working together in providing technical apprenticeships under the German-Thai Dual Excellence Education (GTDEE) programme that is co-ordinated by the German-Thai Chamber of Commerce (GTCC).

GTDEE aims to promote the student learning process, both theoretically at college and practically by technical experts from Mercedes-Benz. They work under the theme, "Living the best", which portrays continuity in high-quality performance, especially in after-sales service, as well as the high standard of the educational curriculum from Germany.

GTCC Executive Director Mr. Joerg Buck mentioned at the recent Automotive Mechatronics Technician Orientation and Parents Day that success comes from three factors: teamwork, talent and dedication. Every party involved in the GTDEE programme is contributing to this success. He added that GTDEE was also a clear milestone in the effort to bring back the popularity of vocational education in Thailand, which would provide a considerable

contribution towards ensuring Thailand's success in the upcoming ASEAN Economic Community to be launched in December 2015.

Mr. Anuphong Likitprukpaisarn, President of the Dealers' Council, emphasised that technical students were lucky because they had valuable skills, and could also progress to the managerial level later in their career, while business or management students had little or no opportunities to develop their technical skills. Therefore, he said, choosing a vocational education was a better option for the future.



TRI-LATERAL AGREEMENTS WITH THAI SUGAR GIANT

On 17 November 2014, German-Thai Chamber of Commerce (GTCC) entered into two tri-lateral agreements with the Office of Vocational Education Commission (OVEC) Ministry of Education, the Thai Chamber of Commerce (TCC), and Mitrphol Sugar.

The agreements will facilitate the developments of the GTDEE programme by bringing school into the company, thus allowing students to “dually” work and study at the same time.

Minister of Education Admiral Narong Pipattanasai, who presided over the event, stressed that the vocational curriculum, teachers and relevant trainers were crucial to the long-term plan in Thailand's development. The dual programme aims to achieve academic and practical training at a ratio of 40:60. The pilot programme with the Mitrphol Group will commence in the first semester of 2015 for 160 students.

Four fields of training will be provided for the GTCC pilot project with Mitrphol Sugar – electric power, electronics, mechanics, and agriculture mechanics. Later, GTCC will award internationally-accepted certification to successful vocational students, which will also enhance their career opportunities.



MoU WITH FEDERATION OF THAI INDUSTRIES



A Memorandum of Understanding (MoU) on dual vocational education collaboration in Thailand was signed on 27 November 2014 by the GTCC with OVEC of the Ministry of Education; the Federation of Thai Industries, Ministry of Industry, and the Department of Skill Development, Ministry of Labour.

The MoU signing ceremony was part of the “Dual Vocational Education Thailand” event that was organised by OVEC to showcase the collaboration between entrepreneurs and successful pioneering offices in managing dual vocational education from Germany, under the GTDEE project, and other countries.

The event was the first-ever of its type in Thailand as it followed the Government of Thailand's policy of increasing the numbers and standards of vocational education students, in order to meet the economic needs of the country and the forthcoming ASEAN Economic Community (AEC). Minister of Education Admiral Narong Pipattanasai, presided over the ceremony and Deputy Prime Minister Mr. Yongyuth Yuthawong gave a welcoming speech.

Together with the MoU, an exhibition displaying the development of German-Thai Dual Vocational Education was held. Three German companies were present at the GTDEE pavilion – Mercedes-Benz, BMW Group Thailand and the B.Grimm Group.



GTDEE ANNUAL CONFERENCE

Parallel to the "Dual Vocational Education Thailand" event, the GTDEE project organised the first GTDEE Annual Conference, where interested parties come together to share information and opinions on various topics related to implementing German-style dual vocational education to suit the Thai situation.

Participants, both Thai and foreigners, from various types of organisations including colleges, companies, and government agencies, organised were divided into small groups to work together on different aspects. The GTDEE project team helped in guiding the discussion topics. The participants enjoyed the afternoon sharing experiences and learning more from each other. This was another practical step towards smoother GTDEE implementation in Thailand.

FIRST GTCC PAL EXAM A MILESTONE FOR DUAL VOCATIONAL EDUCATION IN THAILAND

One of GTDEE's main claims to excellence in dual vocational education is that it ensures quality in accordance with German standards. One method of quality insurance is the German PAL exam, a standardised and centralised examination for testing the apprentices' theoretical knowledge and practical skills in their respective professions.

GTDEE and founding member BOSCH Packaging conducted the first pilot PAL examination from 30 October to 5 November 2014. Three Mechatronic apprentices were examined in the fields of mechanics, electronics, pneumatics and programmable logic controller (PLC). GTCC was responsible for conducting the exam, supported by a German expert from BOSCH China. Industry and college experts were invited to observe and become acquainted with German PAL exam standards.

Parallel with the exam procedures, GTDEE conducted the first training session for examiners. Company trainers and college teachers were introduced to the complex structure of a PAL exam. Participants also discussed appropriate teaching and learning methods for improving dual vocational education in Thailand.



Apprentices and experts after the first PAL exam at BOSCH Packaging.

Following this first pilot exam, it has become apparent that establishing new standards and adapting to local conditions can only be achieved by a private-public partnership. Excellence in dual vocational education can only be sustainable if all parties concerned work together and are prepared to share experiences and knowledge with partners. The PAL exam and the training for examiners was another step in that direction, and GTDEE looks forward to moving ahead together with its company and college partners.

KNIPEX DONATES TOOL CASES FOR GTDEE APPRENTICES

Knipex presented six of its tool cases on 20 November 2014 to German-Thai Dual Excellence Education (GTDEE) project, the two-year vocational education programme that combines classroom learning and hands-on learning under a German curriculum and standards.

The tool cases comprise two types – the Knipex Tool Case for plumbing, heating engineering and air-conditioning and the KNIPEX VDE Tool Case Electric. The cases contain a full range of indispensable basic tools.

The tool cases will be distributed to partner colleges and companies of GTDEE in order to strengthen their apprentices' learning experiences. Apprentices in mechanics, mechatronics and electronics will benefit from being able to use quality tools manufactured with German standards.



MITRPHOL ADMISSION SELECTION TEST FOR GTDEE



From mid-February until mid-March 2015, the German-Thai Dual Excellence Education (GTDEE) project was active in assisting the Mitrphol Group in its apprentice selection process. Mitrphol, Thailand's largest and the world's fourth-largest sugar producer, aims to accept 160 apprentices in 2015 for training in four professions – mechanics, electric power, agricultural mechanics and agricultural support. The classes for each profession will be conducted both in the Suphan Buri and the Khon Kaen areas in central and north-eastern Thailand, respectively.

Students who participate in the selection process have to take a written examination, a group aptitude test, comparable to the German standards under the dual education track. The procedure is then followed by an interview with Mitrphol staff. Students are challenged during the group work with a task of building a three-wheel vehicle within 30 minutes as well as having a chance to enjoy themselves during the race at the end.

The GTDEE team wishes all students good luck and fruitful learning sessions with Mitrphol and their network colleges.



'VOCATIONAL TRAINING SYSTEM SHOULD ALSO BE ACCEPTED AS A STEP TOWARDS HIGHER EDUCATION'

The German-Thai Chamber of Commerce (GTCC) recently had an opportunity to interview Mr. Volker Rieke, Deputy Head and Acting Director-General of Directorate-General 2, European and International Co-operation in Education and Research, when he led a German delegation from the Federal Ministry of Education and Research (BMBF) to Thailand during 27-28 January 2015 as part of the development of the German-Thai Dual Excellence Education (GTDEE) project.

GTCC: As the GTDEE project in Thailand has been operating for a while, how do you see the short-term future of the project? What will be the next step between BMBF and the Thai Ministry of Education?

Mr. Rieke: As of now, it is important to get the input of the Government of Thailand and the relevant organisations of the country because how the project progress should really fit to your needs. We have had talks at the institution level with organisations such as BIBB and OVEC. We will define and identify what are the interests of both sides. At the governmental level, we meet once a year to discuss what we have achieved and what should be done, and what are the expectations and special interests. These things change from time to time. It is a mutual learning process for us, to learn about the interest of the Government of Thailand and the country's industry. We will offer special instruments of operation but

we are not bringing the whole German system to Thailand. We give what you need and adapt to the needs within companies.

GTCC: Are we looking at nation-wide standards on the educational profile, in order to define what qualities are needed in each profession?

Mr. Rieke: A nationwide standard is the vision; it is good to have such a vision because then you know that you have achieved something. We have not started yet to implement the nationwide standard. First, we have started with the pilot project. For example, discussions with the Government on a project like GTDEE is an excellent platform. Many professional profiles, such as mechatronics, electronics and electrical power, are being covered by this initiative. We brought this as a platform in which companies from Germany here in Thailand or Thai companies can join.

With this pilot project, we would like to prove the excellence of the impact of dual vocational education training with the German model adapted to Thailand. We have implemented this pilot project in many countries, including China, India, the Russian Federation, Brazil and other European countries where there is now a high employment rate. So we have strong experience in implementing our system in our partner countries' educational systems.

GTCC: For example, in India, China or Spain, what is the most challenging factor in implementing your system?

Mr. Rieke: There is one similarity that is a challenge for us in all of the partners abroad. In most of the countries we deal with, there is no culture of vocational training unlike in Germany and Switzerland. In our country, it is quite remarkable that around 40 per cent of young people enter the vocational training system. It is considered to be a good decision by young people because the system has high quality. Moreover, people who start in vocational education training can go on to the higher educational system later. I think in Switzerland, for example, it is more dramatic. Only 30 per cent of young people get the baccalaureate from university, which means 70 per cent start in the vocational educational system and at the end they can be whatever they like.

In addition, one important standpoint in Germany and Switzerland is that companies pay for students undertaking further education through this system. This means Thai industries should be looking at ways of engaging in the educational system, which is not a tradition in Thailand; as such, very often, incentives to do it are needed. Although there are many cultural traits (which might need to be changed), but we have to be aware of the advantages of the pilot project. I hope the project can show everybody – parents, students and other young people – the benefits that can be gained by all participants in this educational phase.

GTCC: Talking about incentives, is there any incentive scheme from the Ministry of Economic Affairs or an international co-operation programme to support the industries' side so that they are made more aware of the fact that they should pay more for the younger generation to participate in this programme?

Mr. Rieke: There are no incentives for German industries to become involved in training young people through this particular educational system. In Germany this is a traditional system. The participants in Germany know that they will get a qualified workforce. In fact, it is already a big advantage for them. For example, in Germany we know exactly what craftsmen are able to do, but if you go to many other countries you will never know what they have learnt because there is no standard or no evaluation. For example, if somebody wants to repair a roof, in other countries they will never know if a locally-trained craftsman is able to do it properly; however, if it is a craftsman from Germany, they will be sure.

GTCC: Simply put, if a young trainee technician does not get paid enough, then he will not want to become a technician. It does not matter if there is a standard or interest or awareness in society. What is your opinion about this?

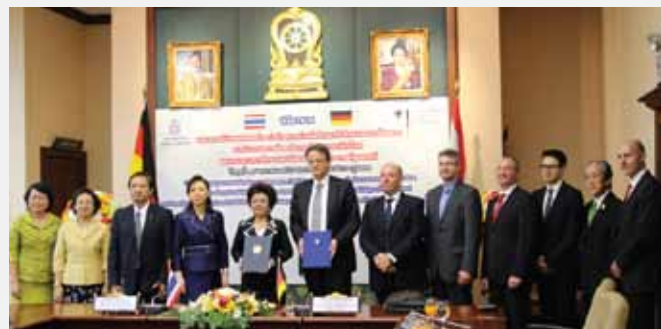
Mr. Rieke: Well, I would like to give you a case study. In Germany, at some universities during the first semester almost half of the students quit their studies because they cannot pass their examinations, so

what do we do with them? Perhaps they just do not fit in, so this means that vocational training offers a better opportunity for them. I am convinced that, at this point, those young people who are not doing very well at school will be more successful if they enter the vocational education system. This is important. I know that many young people enter the vocational educational system and develop because they learn well, and are excited and more confident in being educated in this practical way. Later, they go on to study mechanical engineering. The important thing is, there are different systems and it must be possible for students to be able to switch from one system to another. With this mechanism, it will be just a vocational education will be just a starting point. Later, they will achieve a specific qualification – such as a mechanic, for example – which will enable them to work and go on to earn a higher degree.

GTCC: This is the goal what Thailand should work towards because if students enter vocational education here and later want to go for higher education – for example, engineering – maybe they will only find one university that allows them to take an additional two years to graduate with a Bachelor degree in their chosen subject after completing vocational training. At other universities, they may have to start their courses over again.

Mr. Rieke: The key is acceptance of the vocational training system by society. It is important to provide students with this opportunity. Everybody who enters the vocational training system should be able to move up to the higher educational system. I believe Thailand is ready to go ahead with this approach.





FEDERAL MINISTRY OF EDUCATION AND RESEARCH DELEGATION VISITS GTDEE PROJECT

The German-Thai Dual Excellence Education (GTDEE) project welcomed a delegation from the Federal Ministry of Education and Research (BMBF) during 27-28 January 2015 as part of the development of the dual vocational education project.

The delegation was led by Mr. Volker Rieke, Deputy Head and Acting Director-General of Directorate-General 2, European and International Co-operation in Education and Research. In addition to Mr. Rieke, the delegation comprised: Mr. Christian Stertz, Head of Division, EU Education Programmes: International Co-operation in Education; Mr. Michael Wiechert, Head of the German Office for International Co-operation in Vocational Education and Training (GOVET), Federal Institute for Vocational Training (BIBB); Mr. Hans-Gerhard Reh, Project Manager iMOVE "Training made in Germany", BIBB; and Dr. Michael Blank, Head of the German Chambers worldwide network for the co-operative, work-based Vocational Education and Training (VetNET) Project, DIHK, the Federal Republic of Germany.

The main objective of the visit was to review the German-Thai Dual Excellence Education (GTDEE) project, a two-year higher vocational education programme that pairs hands-on learning in the company with classroom learning in college. The project applies a German-standard curriculum under the German Chambers worldwide network VetNET in Thailand.

Thai Ambassador to Germany Mrs. Nongnuth Petcharatana accompanied the delegation, which held discussions on further systematic exchanges between the Ministries of Education of the two countries, the development of the GTDEE programme, and the involvement of German providers of initial and continuing training.

Thailand's Office of Vocational Education Commission (OVEC) of the Ministry of Education has embraced the German initiative as part of

Thailand's skilled labour development plan. OVEC is the German Chambers worldwide network for co-operative, work-based Vocational Education and Training (VetNET) reviewing the "Train the trainers" programme and ways of improving the standards of examinations, training and qualifications for each profession, beginning with mechatronics.

"In order to develop the standards, the industries need to be involved because GTDEE is a demand-driven programme. Teachers and in-company trainers need to revise not only 'what' they teach but also 'how' they teach, to be able to develop both trainers and apprentices who have the readiness and suitability for adapting to the changing work environment", according to Mr. Joerg Buck, Executive Director of the German-Thai Chamber of Commerce.

The delegation visited partner colleges and partner companies' training centres to stress the strong relationships between Thailand and Germany. A Declaration of Intent was signed at the Ministry of Education to mark the start of the upcoming work on both sides. The Government of Thailand considers Germany to be its role model for the implementation of real dual vocational education in Thailand. The German-Thai Chamber of Commerce has been appointed by BMBF as the principle pivot for the programme in Thailand.

World-leading German brands that have committed to the GTDEE programme include, for example, the BMW Group, Bosch Packaging, the B.Grimm Group as well as Thai companies who recently joined, such as the Mitraphol Group and Singha Corporation. For 2015, GTDEE has targeted participation by 200 apprentices in the programme.



AHK PHILIPPINES DELEGATION

From 20 to 22 April 2015, German-Thai Dual Excellence Education (GTDEE) hosted a visit by AHK Philippines and their partners. The delegation comprised company partners, a representative from the governmental agency responsible for dual vocational education, a representative from the high-tech training centre as well as equipment and learning tools providers. The objectives of the visit were to learn how GTDEE works with its partners and how the project was set up in Thailand, as AHK Philippines would like to develop a Philippine version.

The GTDEE project director provided the visitors with an overview of the current GTDEE work. The group was then informed by GIZ about the development of trainers and their desired qualifications. Later, the delegation visited the Thai-German Institute, Amata B.Grimm Power Plant, Chonburi Technical College and Boonrawd Brewery before leaving Thailand.

Dual vocational education in the Philippines is gaining momentum because in the near future, there will be a change

in the required number of years of compulsory education, due to the forthcoming launch of the ASEAN Economic Community. Philippines schools will have to provide two additional years to the current 10-year period of compulsory education. That is why dual vocational education might be a good option for the transition.

The visit was an eye-opener for both sides, as they learnt much from each other. It also created another great connection within AHK ASEAN.





SECOND TRAINER AND TEACHER WORKSHOPS



In the second quarter of 2015, the German-Thai Dual Excellence Education (GTDEE) project organised two successful workshops – the second trainer workshop and the second teacher workshop – on 28 May and 2 June 2015, respectively.

The objective of the trainer workshop, "Obtaining Tax Benefits for Developing Curricula for Dual Vocational Education", was to inform the 23 participating trainers, human resources managers and accountancy personnel of GTDEE's partner companies about the tax benefits for which they could apply.

According to Thai Royal Decree, Article 437, companies will be granted tax exemption for expenditure on training their employees or preparing potential employees to start work in their organisation, as long as the training benefits the companies.

For companies joining GTDEE this information serves as a good basis for requesting reimbursement by the Revenue Department of their expenses incurred in providing training for apprentices.

All the speakers were enthusiastic about developing their apprenticeship programmes. A representative from the Department of

Skilled Labour Development, Ministry of Labour, gave an overview presentation of how the department's scheme works with regard to the Revenue Department requirements. A representative from Premium Equipment and Engineering showed the documents required in applying for reimbursement while representatives from the Office of the Vocational Education Commission and Baankhai Technical College answered questions from the participants, who subsequently said the workshop had been a very useful event.

The objective of the teacher workshop, "Developing Curricula in Dual Vocational Education and How to Supervise Apprentices Effectively", was to inform the 15 participating teachers and dual programme officers on the college side how to prepare themselves for working together to ensure that the learning experience of apprentices was according to plan, and to ensure that their courses met the comparable German standards.

The representative from the Office of the Vocational Education Commission provided an overview of the rules and regulations of the Ministry of Education on how to conduct a dual programme. The representative from Amata B.Grimm Power Plant shared his experiences on how the company communicated their needs to their college partner and on how to develop a training plan. The speaker from Chonburi Technical College explained how to draft a lesson plan for achieving the required competencies of the apprentices.

In addition, teachers from GTDEE college partners discussed common problems arising from conducting a dual programme, and shared best practices. They pointed out that the workshop had revealed there was definitely room for improvement which they would solve together.





FINAL EXAMINATION FOR BMW AND AMATA B.GRIMM POWER PLANT APPRENTICES

Following the recent completion of their two-year training course with BMW and Kanchanapisek Mahanakorn Technical College, 18 automotive mechatronics students from the BMW Service Apprentice Programme 2013 and GTDEE project took the final examination on 29 May 2015. The standard German exam papers were translated into the Thai language.

After passing the examination, the apprentices will become qualified technicians working for BMW dealers in and around Bangkok, so BMW car owners can be confident that their vehicles are in good hands.

Amata B.Grimm Power is also one of the founders of the GTDEE programme. After their study period at Chonburi Technical College and apprenticeship at Amata B.Grimm, three pioneer students also took the examination from Germany in electronics (electric power).

The three students have different backgrounds in their vocational education but they are now experienced in power plant operations and maintenance. They have all the knowledge required for operating gas and steam turbines as well as mechanical, electrical and control systems, and distribution lines involved in the power plant business.

All three are now employees of Amata B.Grimm Power Plant 1 and 2.



THREE AWARD CEREMONIES FOR GRADUATING GTDEE APPRENTICES

BMW (THAILAND)

BMW (Thailand) Co., Ltd held a certification presentation ceremony on 12 June 2015 for graduate students who had completed their Service Apprentice Programme, under the German-Thai Dual Excellence Education (GTDEE) project, at the BMW Training Centre in Pathum Thani.

The students received their certificates from Mr. Cesar Badilla, BMW Director, After-sales, and Mr. Phongsakdi Chakshuvej, President of German-Thai Chamber of Commerce (GTCC) and Executive Vice-President of B.Grimm (Thailand). During his welcoming remarks, Mr. Phongsakdi emphasised the need for skilled labour and the importance of vocational education in meeting the economic needs of Thailand and the forthcoming ASEAN Economic Community (AEC).

GTDEE is a dual vocational education project, pioneered by GTCC and leading German companies in Thailand. The project helps to build collaboration between entrepreneurs and vocational colleges in allowing students to enroll in a dual-track programme and graduate with both academic and vocational qualifications comparable with German standards. The project not only enables apprentices to gain



working experience with world-leading companies, they also receive benefits and social welfare just like regular employees.

At the end of the event, BMW Group (Thailand) also kindly donated a twin-turbo diesel engine worth 400,000 baht to Kanchanapisek Mahanakorn Technical College for study purposes.

AMATA B.GRIMM

On 23 July 2015, Amata B.Grimm Power Plant held a certificate award ceremony for three GTDEE programme graduates. Former GTCC Executive Director Mr. Jörg Buck, together with Mr. Don Tayatan, Managing Director of Amata B.Grimm, and Dr. Chai-anant Saengmekha, Director of Chonburi Technical College, presented the certificates. The three students are currently employed by Amata B.Grimm Power Plant.



EASTERN TECHNICAL COLLEGE

On 18 June 2015, the GTCC, together with Robert BOSCH (Thailand) and Eastern Technical College (E-Tech), hosted a certificate award ceremony at Eastern Technical College in Chonburi for the pilot batch of three apprentices who have completed the GTDEE programme in Thailand in the field of mechatronics. The certificates were presented by Mr. Jörg Buck, former Executive Director of GTCC. Currently, the qualified students are employed by Bosch Packaging Technology (Thailand).

Mr. Buck noted that the programme was proving a major success for vocational education in Thailand as well as in fulfilling the needs of Thai Industry. He also said that he hoped the GTDEE programme would expand and continue to produce more skilled labour to increase competition within the ASEAN.

'TRAIN-THE-TRAINER IN BUSINESS (AHK)'



The GTDEE programme organised a six-day Train-the-Trainer course for companies participating in the programme. The course was held from 22 to 27 June 2015 at the Renaissance Hotel, Bangkok. The AHK certificate course develops trainers in the transferring of knowledge to their apprentices in an international context.

Nine representative trainers from GTDEE partner companies participated in the training, which consists of seven modules covering approximately 70 hours. At the end of the course, participating trainers are expected to be able to: transfer knowledge; enhance positive and co-operative working relationships; provide personal and professional guidance to apprentices; monitor quality and evaluation results; give useful feedback; and develop training plans and teaching materials.

The participants were familiarised with the central didactic and methodological aspects of adult education and the significance of

appreciative communication. They gained proficiency in the constructive use of professional visualisation techniques and suitable training methods for effective support and development of employees in learning processes. The course provided guidance in the planning, preparation and conducting of short as well as extensive training and instruction processes in a targeted manner. In addition, the course provided practical knowledge of successful learning techniques and how to handle difficult situations, including those of an intercultural nature.

The AHK training concept of "Train the Trainer in Business (AHK)" was developed under the direction of the GTCC and relevant experts from the following companies and organisations: Appreciative Communication Edwin Lemke, Bonn; DIHK-Bildungs-GmbH, Bonn; and MAN Truck & Bus Asia Pacific, Bangkok.

VND FORUM AT GOETHE INSTITUTE

The GTCC President, Mr. Phongsakdi Chakshuvej, was invited to participate as an honorary panelist of a forum organized by the Association of Former Thai Students in Germany (VND) to contribute his experiences in German education at a panel discussion held at the Goethe Institute Bangkok, on 14 July 2015. The objective of the forum was to emphasise the benefits of German dual vocational education and what Thailand should learn from Germany.

Mr. Phongsakdi, who is also Executive Vice-President of B.Grimm, a founding member of the GTDEE programme in Thailand, presented the overall project and how it would help in tackling the shortage of skilled labour in the future. In addition, panel member Dr. Atthaphon Sangkawasee, Director of Kanjanapisek Technical College Mahanakorn, shared the experience of being a part of the successful GTDEE programme. However, panelist Dr. Sirikorn Maneerin, former Deputy Minister of Education, noted that "Thailand's education reform committee did not look at German's dual vocational education success but rather that of France and Sweden". As Thailand has continued to face a skilled labour shortage for several decades, the dual vocational education could be the key to success in producing skilled labour according to the needs of companies.





GTDEE INTRODUCTORY PRESENTATIONS

Before students join the GTDEE programme, the partner company concerned provides a presentation on its business and activities at the partner college. Information concerning the programme's benefits such as salary, social welfare and scholarships is given to the prospective participants before they make their decision to apply for the GTDEE programme. In addition, the company usually selects a partner college based on location so that students can commute from home to work conveniently.

On 17 July, the GTDEE team together with ThyssenKrupp Elevator Thailand gave a presentation at the Eastern Technological College (E-Tech). More than 100 interested candidates participated in the information briefing. As ThyssenKrupp Elevator is one of the major global players in the

elevator market, the presentation provided a great opportunity for students to learn from world-class experts.

To join the GTDEE programme, three parties – i.e., the college, company and the GTCC – arrange an admission examination for students. The test is divided into three parts; a written test; a practical test; and interview with company representatives.

In the morning, students take the written examination followed by the practical tests. The latter test looks for necessary skills such as problem-solving, teamwork and leadership. In the afternoon, those students who have passed both exams will be eligible for an interview with company representatives.

SCHOOL DEVELOPMENT PROJECT INTRODUCTION

In July 2015 GTDEE began a Quality Development Project for vocational colleges in Thailand. During the course of this project, GTCC plans to work closely with partner colleges in the GTDEE programme, the Office of Vocational Education Committee in Thailand (OVEC), GIZ and co-operating companies.

The project objective is to continually enhance the quality of education and school activities at GTDEE partner colleges. It aims to identify the strengths of the school and where the school may require improvements.

The methodology of this assessment will include: developing and conducting an analysis of demand at selected vocational colleges; training for teaching staff, organised and conducted by experts in initial vocational education from Germany and Thailand; and organising workshops in school management for school directors and teachers, particularly with regard to internal school development and human resources development.

In August 2015, the GTDEE team conducted pilot quality assessment at Kanchanapisek Technical College Mahanakorn, Bangkok, and Chonburi Technical College, Chonburi.



MEMORANDA OF UNDERSTANDING SIGNING

During July 2015, three Memoranda of Understanding (MoU) signing ceremonies were held with ThyssenKrupp Elevator Thailand, the Thai-German Institute and BOSCH Automotive, which are among the many companies and organisations that have joined forces with vocational colleges and schools in arranging dual-education programmes.

Such collaboration creates a win-win situation. Students get hands-on experiences, acquiring necessary skills for employment as well as gaining access to the latest types of technology and equipment. On the other side, the participating companies have a better chance of getting skilled labour that matches their requirements.

GTCC-THYSSENKRUPP

On 16 July 2015, Mr. Jörg Buck, former GTCC Executive Director, and Mr. Marc Spiegel, Director of ThyssenKrupp Elevator Thailand, signed an MoU on joining the GTDEE programme at the Chamber office. The MoU covers constructive co-operation in the future between GTCC and ThyssenKrupp Elevator Thailand. The GTDEE project will provide consultancy services to ThyssenKrupp Elevator Thailand to ensure the German standard of quality among participating students.



GTCC-BOSCH AUTOMOTIVE

On 29 July 2015, Mr. Jörg Buck and Mr. Santhipharp Khamsa-ard, BOSCH Automotive Human Resources Director signed a MoU for stronger co-operation. BOSCH Automotive, as a GTCC member, joined GTDEE programme in order to develop its own staff in the field of mechanics and mechatronics. The MoU intends to establish stronger human resources development under the service apprentice programme. The GTDEE project will provide educational consultancy services to BOSCH Automotive, while Bosch will have the opportunity to train apprentices in accordance with the company's needs.

GTCC-THAI-GERMAN INSTITUTE

On 23 July 2015, Mr. Jörg Buck and Mr. Jirasak Yaovatsakul, Thai-German Institute Executive Director, signed an MoU at the Thai-German Institute (TGI) in Amata Nakorn Industrial Estate. The primary objective of this MoU is to design and develop training courses in industrial techniques for apprentices under the GTDEE programme.

Co-operation between GTCC and TGI is aimed at establishing full human resources development through training design, training methodology and process, technical projects and other related activities. Further, GTDEE



and TGI will work closely together in developing guidelines for the technical skills testing under the GTDEE Programme Apprenticeship Programme in order to ensure that students achieve certification.



WORK SAFETY AND FIRST AID WORKSHOPS

On 12-13 October 2015, the German-Thai Dual Excellence Education (GTDEE) project, run by the German-Thai Chamber of Commerce (GTCC), organised a Work Safety and First Aid Workshop at Kanchanapisek Mahanakorn Technical College as the first result of the project's school development project.

Following the recent pilot college assessment, the GTDEE team of experts found that three main points for improvement of the colleges in the project were: (a) work safety and work area behaviour; (b)



uniforms and conflict resolution between colleges in the same area; and (c) the need for innovative teaching methods. Therefore, GTDEE invited the experts from Germany to hold a workshop on work safety and first aid, to emphasize the importance of safety in workplaces. Similar workshop will be organised in other colleges later.

GTDEE APPRENTICES ORIENTATIONS



Prior to the start of their apprenticeship at ThyssenKrupp Elevator and Boon Rawd Brewery/Wangnoi Beverage companies, 20 students have been awarded scholarships and apprentices contract with the company as well as other benefits packages.

GTDEE co-organised the orientation days together with ThyssenKrupp Elevator for 14 students from Eastern Technological College on 13 October 2015 and with Boon Rawd Brewery/Wangnoi Beverage for 6 students from Kanchanapisek Mahanakorn Technical



College on 19 and 20 October 2015. The parents of the students were also present to receive information on the work conditions of their children.

TEACH THE TEACHERS



Following the results of the recent school development project assessment, GTDEE introduced innovative teaching methods by organising a “Teach the Teacher Workshop on Innovative Methods of Teaching: Project-Based Teaching”, from 26 to 30 October 2015 for 18 teachers from the colleges in the project.

The workshop was successful and highly appreciated by the Office of the Vocational

Education Commission (OVEC). During this workshop the participants studied the holistic process of learning by planning projects from scratch. They also learnt how to identify and differentiate the various learning goals, essential methods and media.

In addition, the participants identified the different “Learning Fields” covered in an individual projects and how to link the project to vocational colleges’ curricula. The

workshop used the method of developing different projects on different competence levels from a tape-roller to a 3D-printer.

The 40-hour workshop was organized at King Mongkut University of Technology North Bangkok (KMUTNB).



GTDEE STUDENT CAMP

Following the school development project assessment on uniforms and conflicts between colleges, GTDEE organised an experiential GTDEE team-building camp for 51 students, teachers, and trainers from six company/college pairs (11 organisations) during 19 and 20 November 2015 at the Officers Club, Sattahip, Chonburi province.

This was the biggest event of GTDEE this year in which students and personnel from companies, public colleges and private colleges undertook activities together. The



objectives of the camp were to: (a) build discipline, punctuality and good German working traits; (b) strengthen analytical thinking and problem-solving skills; (c) strengthen teamwork and individual responsibility; and (d) support activity-based learning.

The participating students learnt how to communicate and share ideas while teachers and trainers had the opportunity to become familiar with each other in order to foster a stronger working relationship in the future.

FIRST VOCATIONAL EDUCATION COMMITTEE MEETING



To strengthen the work of GTDEE as well as establish a firm base for dual vocational education development in Thailand, GTDEE organised the first GTDEE Vocational Education Committee (VEC) meeting on 25 November 2015.

VEC serves as a crucial body in influencing college curricula from the private sector side as well as commenting on and approving dual vocational-related issues concerning companies as implementation units.

Representatives from the following companies in the GTDEE project joined the meeting: Mercedes Benz, ThyssenKrupp Elevator Thailand, Grohe Siam, Amata B.Grimm Power, Bosch Automotive & Bosch Packaging and Wangnoi Beverage. The companies agreed to identify personnel in their internal working group as well as trainers to be sent for an 80- hour, in-company training course in spring 2016.



MoU SIGNING CEREMONY WITH DON BOSCO TECHNICAL COLLEGE



On 26 November 2015, the GTDEE project signed an MoU with Don Bosco Technical College to collaborate in three main areas: (a) to implement the German model dual vocational education together with a new company partner, Aapico; (b) to provide training courses for teachers and trainers participating in the GTDEE project to help them reach the German standard; and (c) to utilize Don Bosco training facilities as an examination venue for GTDEE's apprentices.



GTDEE looks forward to fruitful collaboration with high quality vocational colleges like Don Bosco in the future.

EXHIBIT AT KMUTNB EXHIBITION



GTDEE participated as an exhibitor at the Science, Technology, and Innovation Exhibition at KMUTNB from 7 to 9 October 2015. The opening ceremony was presided over by Her Royal Highness Princess Maha Chakri Sirindhorn, on behalf of His Majesty the King. GTDEE exhibited as a partner in collaboration with King Mongkut's University of Technology North Bangkok in the area of training of teachers and trainers as well as e-learning development. HRH Princess Maha Chakri Sirindhorn visited the GTDEE exhibit, during which she talked with the GTDEE team members and expressed her interests and insights with regard to dual vocational education development in Thailand.

PARTICIPATION IN A TVET MEETING



GTDEE was represented at a regional meeting organised by UNESCO Bangkok and OVEC from 8 to 9 October 2015 to examine mechanisms for quality assurance of technical and vocational education and training (TVET) certification. Quality assurance will form the foundation for mutual recognition, and thus the mobility of learners and skilled labour in the ASEAN Economic Community (AEC).

The meeting was aimed at bringing together a range of international experts and national stakeholders, from ASEAN countries and beyond, to discuss mechanisms of quality assurance in TVET certification. The meeting paid attention to the typologies of quality assurance, modes of assessment as well as the options for further development of quality assurance in TVET certification. The workshop was held during 8 and 9 October 2015.

VETnet MEETING IN BERLIN

During 19 and 20 October, the GTDEE Project Director participated in the VETnet meeting in Berlin to present the activities and development of the GTDEE project in Thailand, the challenges faced and the future direction for project development. GTDEE is performing relatively well in comparison with other VETnet countries.



GTCC PRESIDENT GIVES KEYNOTE SPEECH AT KMUTNB CONFERENCE

GTCC President Mr. Phongsakdi Chakshuej was invited as the keynote speaker at the International Conference on Engineering and Technical Education, which was organised on 26 November 2015 by the Faculty of Technical Education, KMUTNB. He highlighted the success of Germany, which was driven by a strong dual vocational education system that has helped to build a qualified workforce.



MITR PHOL WORKING COMMITTEE MEETING

On 9 December 2015, GTDEE organised a Mitr Phol working committee meeting with all involved parties comprising of Mitr Phol Bangkok Office, Mitr Phol factories participating in the project, and colleges Directors and teachers responsible for dual education. Some of the factories and colleges were participating via Mitr Phol's teleconference facilities. The objectives of the meeting were to introduce the co-workers, the German dual vocational education system, and the upcoming work plan. GTDEE and Mitr Phol continue working together in school development project, and training plan and curricular development.

GERMAN EXPERT VISITS FOR EXAM PREPARATION



From 2 to 6 November 2015, GTDEE invited Mr. Frank Martin Clauss, an expert on final examination organisation from IHK Cologne, to visit GTDEE partners. Those partners will organise a final examination in April 2016 for their apprentices from the 2014 batch. Mr. Clauss discussed the organisation with the partners and checked the suitability of the training facilities for the practical examination. GTDEE also organised a session where he spoke on "Essentials of Dual Vocational Education". Representatives from the Government sector (e.g., OVEC, TPQI and colleges) as well as the private sector participated.

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AUTOMOTIVE MECHATRONICS FINAL EXAM MEETINGS

During January and February 2016, the German-Thai Dual Excellence Education (GTDEE) project, Mercedes Benz, BMW (Thailand), Kanchanapisek Mahanakorn Technical College, E-Tech, Samut Prakarn Technical College, Don Bosco Technical College and senior Thai experts from Germany held a series of meetings in preparation for the joint final examination in automotive mechatronics.



MoU SIGNING CEREMONY WITH AAPICO HITECH PCL.



On 27 January 2016, Mr. Marius Mehner, German-Thai Chamber of Commerce Deputy Executive Director and Head of Consultancy Services (second right) and Mr. Philipp Dreher, Project Director of the GTDEE Programme on behalf of German-Thai Chamber of Commerce, welcomed Mr. Yeap Swee Chuan, President and CEO, and Ms. Lalana Kaswiboon, Training Section Assistant Manager, of AAPICO Hitech Public Company Limited at an Memorandum of Understanding signing ceremony at the German-Thai Chamber of Commerce office.

SECOND DUAL VOCATIONAL EDUCATION EXHIBITION

On 29 and 30 January 2016, GTDEE exhibited in the dual vocational education exhibition organised by Thailand's Office of Dual Vocational Education Commission (OVEC) at Impact Muang Thong Thani, Bangkok. Thai Prime Minister General Prayut Chan-o-cha presided over the event.

The GTDEE booth showcased collaboration with its partner companies comprising the Mitr Phol Group, BMW (Thailand), Wangnoi Beverage and Amata B.Grimm Power I&2.

Mr. Phongsakdi Chakshuej, President of German-Thai Chamber of Commerce, visited the GTDEE booth. General Surachet Chaiwong, Deputy Minister of Education, and Dr. Chaiyapruet Sereerak, Secretary-General of OVEC also visited the GTDEE booth and discussed the project with the companies' representatives and the apprentices.



WORK SAFETY AND FIRST AID WORKSHOP



On 8 and 9 February 2016, GTDEE organised a Work Safety and First Aid Workshop under the School Development Project to the teachers and students of Chonburi Technical College.

Twenty teachers and 20 students participated in the workshop. The Work Safety workshop, which was held in the morning, was led by Dr. Chanin Joochim, an expert from King Mongkut's University of Technology North Bangkok, together with GTDEE experts from Germany. The First Aid workshop was held in the afternoon and run by Prof. Charunyakorn Viriya, an expert from the Faculty of Nursing, Burapha University.



ASEAN VOCATIONAL TRAINING EXPERIENCE EXCHANGE

From 28 February to 1 March 2016, Mr. Philipp Dreher, Project Director of GTDEE Programme and Mr. Markus Hoffmann, the Project Advisor of GTDEE Programme under the German-Thai Chamber of Commerce were invited to attend the ASEAN Conference on "AHK-Experience Exchange in Vocational Training" at Ho Chi Minh City, Viet Nam.



MITR PHOL SCHOOL DEVELOPMENT AND COMPETENCY MATCHING

On 20 and 21 January 2016, GTDEE held a meeting with the directors of the colleges working with Mitr Phol Group on dual vocational education to inform them about the details and action plan of the school development project.

On 8 and 9 March 2016, GTDEE was invited to join the session for matching Mitr Phol's competencies with college curriculum competencies at Mitr Phol Phuvieng, Khon Kaen province. Mitr Phol trainers and college teachers involved with the four professions discussed the content of their training courses. This was seen as a good starting point for dual vocational education under the German standard.

And on 21 and 22 March 2016, GTDEE also participated in the competencies matching workshop between Mitrphol trainers and colleges in central area at Mitrphol Danchang, Suphanburi province. The workshop is aimed to match the competencies between Northeastern area and central area to lead to the same standard.



GERMAN STANDARD EXAMINATIONS ON ELECTRIC POWER



GTDEE is organising the final examination for 10 apprentices in electric power generation at Amata B.Grimm Power Plant and Chonburi Technical College. The theoretical test took place on 14 March 2016 and the practical test is scheduled on 29 March 2016.

GTDEE ensured that the content of the standard theoretical examination from Germany was covered by the teachers at the college as well as informing the students of verification that the scope of the practical examination is within the work they have practiced at the company. We wish all the apprentices good luck!

CENTRALISED FINAL EXAMINATION IN AUTOMOTIVE MECHATRONICS BY GTDEE



On 29 April 2016, GTDEE hosted a centralised examination under the Automotive Mechatronics Apprenticeship Programme at Don Bosco Technological College, Bangkok, for apprentices from Mercedes-Benz Thailand and BMW Thailand sat for the PAL* examination.

* The development centre for examination questions and training materials from Germany

AMATA B.GRIMM POWER FINAL EXAMINATION AND GRADUATION

GTDEE organised the final examination for the 2014 batch of apprentices of the Amata B.Grimm Power Apprenticeship Programme under the German standard at King Mongkut's University of Technology North Bangkok (KMUTNB) on 29 March 2016. Eight electric power students from Chonburi Technical College took the examination adjudicated by seven examination board members from Chonburi Technical College, Amata B.Grimm Power, KMUTNB and GTCC.

On 29 April 2016, GTCC Executive Director Dr. Roland Wein presented GTCC certificates to the students, five of whom passed both theoretical and practical examinations based on the German standard.



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SUB-COMMITTEE ON STANDARDS AND CERTIFICATION MEETING

The Public and Private Steering Committee on a Competitive Workforce (E2) held meetings on 10 May 2016 and 31 May 2016 at the Thailand Professional Qualification Institute (TPQI) office on the development of the one-standard vocational education qualification system and a linkage to the national qualification system. During the

meetings, the committee endorsed qualifications based on the Thailand National Qualification Framework (NQF) in accordance with a set of criteria for the specified level of qualifications, linked to the ASEAN Qualifications Reference Framework system (AQRF).



MoU SIGNING CEREMONY BETWEEN GTCC AND KMUTNB

On 27 April 2016, KMUTNB and the GTCC signed a Memorandum of Understanding on technical co-operation in introducing a Thai-German Meister programme at KMUTNB. German Ambassador to Thailand, H.E. Mr. Peter Prügel, GTCC President Mr. Phongsakdi Chakshuvej, KMUTNB President, Prof. Dr. Teravuti Boonyasopon, GTCC Executive Director Dr. Roland Wein, Director of TGDE.



Asst. Prof. Dr. Phongsak Keeratiwintakorn, and the Dean of the College of Industrial Technology Asst. Prof. Preecha Ong-Aree participated in this significant event that guides the Government of Thailand's policy on the reform of technical and vocational education and industrial training sectors.



INTERNATIONAL CONFERENCE ON QUALITY ASSURANCE

GTDEE participated in the International Conference on Quality Assurance for Qualifications System during 21-22 April 2016 in the Centara Grand at the Central Plaza Ladprao Hotel Bangkok. The objective of the conference was to share knowledge about the qualification systems in, Australia,

Hong Kong, Indonesia, the Republic of Korea, Malaysia, New Zealand and Thailand, including German-Thai co-operation under the GTDEE project.

GTDEE Project Director Philipp Dreher presented the Dual Vocational Education of

Germany as a role model for Thailand. He also highlighted the structure of dual vocational education in Thailand that is being implemented by GTCC in co-operation with OVEC Thailand.

GTDEE, GIZ IN-COMPANY TRAINING PROJECT FOR THE MEKONG REGION



GTDEE invited trainer(s) from its company partners to join the training opportunity with the project "Effective In-Company Vocational Training in the Mekong Region" by the German Corporation for International Cooperation (GIZ). The project is being implemented in collaboration with the Office of Vocational Education Commission (OVEC), which has been developing the 80-hour standards for ASEAN in-company trainers. The training was carried out during March-May 2016.

PROJECT WITH ROBERT DYKERHOFF FOUNDATION IN MAE SARIANG



On 25 April 2016, four students from Mae Sariang Community Education College were assigned to a project of making a bed involving the utilisation of four main skills; sawing, milling, drilling and turning. The students participating in this three-phase project (i.e., planning, execution and evaluation) were required to deliver the final product within 90 days, including the final examination at the end of the project.



MITR PHOL ORIENTATION IN KHON KAEN AND DAN CHANG

On 16 May 2016, Mitr Phol organised a student orientation day at Mitr Phol Phukiew to welcome 87 students who are undergoing apprenticeship in Mitr Phol Phuvieng and Mitr Phol Phukiew (north-eastern region). Assoc. Prof. Chiradet Ousawat, Mitr Phol's Education Advisor to the President, gave a presentation on Mitr Phol's directions and commitment to providing quality practical education for their apprentices.

On the same day, Mitr Phol arranged in parallel, another orientation session at Mitr Phol Dan Chang in Suphan Buri for their new batch of 63 apprentices in Mitr Phol Dan Chang and Mitr Phol Singburi (central region). The programme from the 2 venues is similar:

Mitr Phol's human resources management personnel provided them with an overview of Mitr Phol's business background, the company's mission and visions, overall apprentices' training sessions and benefits. GTDEE representatives gave the overview of GTDEE to the apprentices, including the benefits from being a part of the GTDEE



programme. In addition, the students participated in team-building activities arranged by Mitr Phol's trainer team throughout the afternoon session.



INTERVIEW WITH A VISITING MECHANICS EXPERT

The GTDEE project invited Mr. Holger Gessner, an expert in mechanics and automotive mechanics from Germany, to support Mitr Phol's dual vocational education project in the north-eastern Thailand from 1 May to 29 July 2016. GTCC had a brief discussion with him in Khon Kaen as in the following.

GTCC: We heard you have been working with Thailand on dual vocational education during the past 30 years. What can you say about the project?

Mr. Gessner: Contacts always start with a company owner's comment that "it is almost impossible to get qualified worker", and later a school director's feedback that "I do not have the budget to finance this vocational training" (meaning the regular courses). The problem is that the company owner has to pay less qualified young people from colleges according to the "paper" qualification, but still needs to train them for another two to three years until they have the qualifications the company needs. For him, it is waste of time and money. The company owner and his friends (e.g., the Federation of Thai Industries) have to look for another way to find better qualified people but at less cost. The company owners subsequently discovered that the most efficient vocational training is the "Dual Vocational Education" (DVT) system in Germany.

The problem with DVT is that a company owner has to find somebody to train these young people in his factory as well as colleges that are willing to teach the theoretical side. For the colleges it means more work for the same money. For us, it means how can we get these two unequal partners together to do something that will help everybody who is involved.

I began this type of work in the south of Thailand about three decades ago together with the Ministry of Labour. In the first year it was hard for the company owners and their trainers to see the benefits of such training. However, in the second and third year it became easier for them to get the point of this effort.

We began the "Dual Vocational Education" together with Siam Cement Co. Ltd., (now SCG) and a technical college close to a Portland factory in the field of industrial maintenance mechanics. It was possible to do it because the Ministry did not have an industrial mechanics and the fact that only 25 students were involved. However, when we expanded to other colleges and professions, it became a problem for the Ministry as the companies wanted to modify some aspects of the curriculum.

GTCC: How has Thailand progressed with this project since that time?

Mr. Gessner: After 30 years I can see that the practice of "Dual Vocational Education" is still not widespread. The ministry is following the same way system as 30 years ago and some companies, like Siam Cement, are still trying in this way to solve the problem of getting qualified workers.



KHON KAEN SCHOOL ASSESSMENT



On 23-25 May 2016, quality assessments took place at Khon Kaen Technical School (KKTECH) and Khon Kaen College of Agriculture and Technology (KKCAT) involving teachers and students from KKTECH and KKCAT, with support of staff members from GTDEE. The assessment at both schools went well with the co-operation from all parties involved. The report will be handed over to both schools after the summaries of the on-site and online surveys of different parties have been completed.

MITR PHOL SEES DUAL VOCATIONAL EDUCATION AS CRITICAL TO THAILAND'S ECONOMIC FUTURE



model will improve not just the global standards of Thailand's vocational education programme but also its alignment to addressing the needs of the overall market in the country's business sector. More importantly, it will increase Thailand's overall competitive advantage. In addition, we hope this programme will be a guiding model for mutual co-operation between the private and government sectors in the future.

The German-Thai Chamber of Commerce (GTCC) recently had the opportunity to talk with Mr. Borwornnun Thongkalya, Senior Executive and Vice-President of the Human Resources and Management Group, Mitr Phol Sugar Corp., Ltd. Mr. Borwornnun is also the Project Leader of Mitr Phol's German-Thai Dual Vocational Education (GTDEE) Programme. From the discussion, GTCC sensed the altruistic intention of Mitr Phol to contribute to the improvement of the Thai labour force in order to achieve global quality standards. Here are his observations on the subject.

GTCC: What was the reason for Mitr Phol's decision to initiate the Dual Vocational Education Project?

Mr. Borwornnun: Mitr Phol's vision for growth in the next few years creates a high demand for the right people. In particular, we need to prepare staff with special skills in our sugarcane supply development and production departments. If we look at vocational education in Thailand nowadays, we can see a big gap between what the students are learning in school and the actual skills that they needed at work. Mitr Phol, for example, is increasingly adopting advanced technology and international management standards in our business to ensure high-quality production. However, we are not sure if the schools have the readiness to prepare the students for such technical skills. We need people who are ready to walk with us in this direction.

The people we need must have both theoretical and specific practical skills in order to fit into our business. Instead of waiting for the schools to change, we want to help shape the future of school education in order to make it more relevant to the real world.

With that in mind, in 2014 we signed a Memorandum of Understanding (MoU) with the Office of Vocational Education Commission and the German-Thai Chamber of Commerce to uplift the quality of vocational education. Through the MoU, Mitr Phol and the contracted parties will work together on curriculum development, learning material development and skills assessment. The students participating in this programme will have one-year skills training through work-based education in Mitr Phol's plants. The 150 scholars that Mitr Phol has already sponsored under this programme are studying at eight colleges in four subjects – plant science, farm mechanics, electrical power and industrial mechanics.

GTCC: What does Mitr Phol plan to achieve through this project and how will it do it?

Mr. Borwornnun: The main aim of our Dual Vocational Education System Programme is to help develop students, teachers and executives in the eight contracted vocational colleges. German-Thai Dual Excellence Education (GTDEE) Programme is guiding us in system management and training techniques that meet the German vocational standards. We are confident that the Mitr Phol

GTCC: What are Mitr Phol's goals in human resource development during the next 5-10 years?

Mr. Borwornnun: Mitr Phol always considers human resources development to be an important force in organisational development. The Mitr Phol Development Institute is the key mechanism that offers learning courses and activities aimed at the optimum development of our staff. However, with the rapid growth of the business sector and the drive to attain sustainability, we need to think of ways to introduce more high-impact learning strategies in support of business development.

We made the shift from the traditional classroom learning system to a more practical development framework that focuses on project assignment and coaching. The Dual Vocational Education Programme is another attempt by Mitr Phol to work with local vocational colleges in priming their students with the proper knowledge and global skills in a work-based education environment. In addition, we have an educational network, both in Thailand and elsewhere, for helping in human resources development. We hope all the human resources at Mitr Phol will soon become valuable assets not only to Mitr Phol's business but also to global society.



On July 6, 2016, Mercedes-Benz (Thailand) organized the graduation ceremony to their apprentices in the Automotive Mechatronics Technician programme who are part of GTDEE project.

Mr. Michael Grewe, President and CEO of Mercedes-Benz (Thailand), together with Dr. Roland Wein, Executive Director of German-Thai Chamber of Commerce (GTCC) congratulated the apprentices on the occasion. Mr. Grewe stressed the importance of access to

education that Mercedes-Benz has invested to provide to the students, as well as the company's effort for continuous improvement. Dr. Wein pointed out that the success of dual vocational education can only be achieved with strong collaboration between the company and college. Representatives of the apprentices shared the impressions of their experiences during their trainings. They are proud to be part of AMT and will continue to develop themselves to reach their goals.

MOU WITH QUIZZBIZZ TO DEVELOP
MOBILE MICRO-LEARNING SOLUTIONS



On 25 August, 2016 German-Thai Chamber of Commerce Executive Director Dr. Roland Wein and QUIZZBIZZ Ltd. Co-Founder Maik Fuellmann signed a MoU to foster mobile learning initiatives in dual vocational education in the development of mobile micro-learning solutions. This is the next step to improve the training and education of technical professions, and to support skill development, capacity building and craftsmanship in Thailand.



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