



ASEM Technical & Vocational Education & Training Seminar

Riga, Latvia

25th – 26th April 2018

INSPIRING BRUNEIANS TOWARDS EXCELLENCE

PRESENTATION

AGENDA

- Introduction of IBTE
- Alignment to National and Ministerial Initiatives
- Transformation of Technical Education
- IBTE's Strategic Initiatives:
Course restructuring
- Way forward

A photograph of an exhibition stand for IBTE (International Board of Technical Education). The stand features large, 3D block letters spelling 'IBTE' in a light color. The letters are positioned on a dark, rectangular base. In the background, there are various display panels and posters. One poster on the left has the text 'ARTS & HUMANITIES' and a portrait of a person. Another poster on the right has the text 'GS' and 'ON GY'. A third poster in the foreground has the text 'FACULTY INFORMATION' and 'OFFERED'. The overall scene is dimly lit, with some spotlights visible on the ceiling. A solid blue vertical bar is on the right side of the image.

INTRODUCTION OF IBTE



“

*“Long term benefits
for the individual,
economy, society
and nation”*

*“A whole new world of
technical education for
future generation”*

VISION:

A Leading National
Institution in Post-Secondary
Technical Education and
Training by 2018

MISSION:

To produce highly skilled and
employable graduates that
meet stakeholders’
expectation through holistic
learning environment

CORE VALUES

1

Competence



2

Integrity



3

Teamwork



4

Collaboration



5

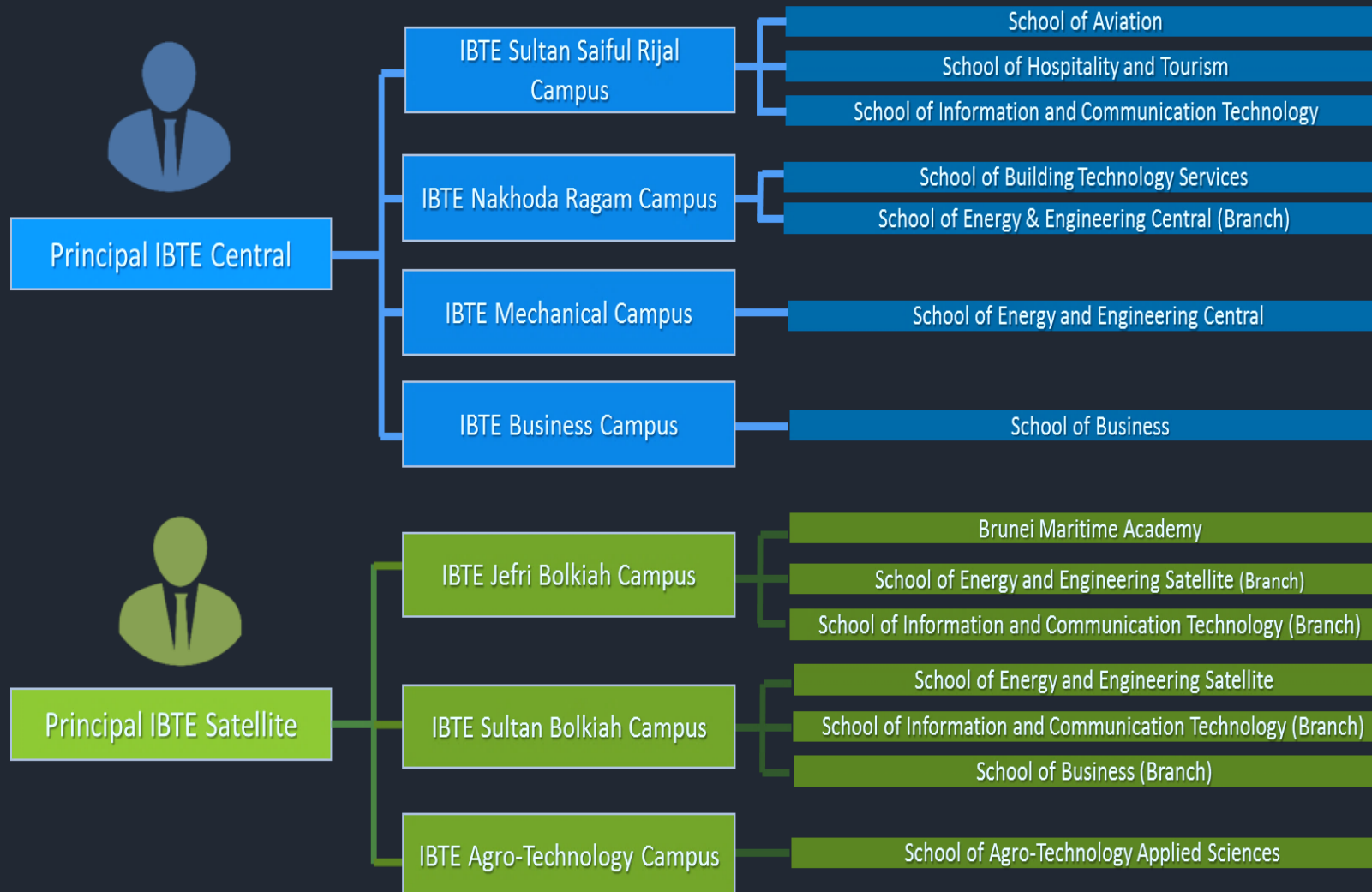
Innovative



6

Excellence

THE TWO NETWORK OF SCHOOLS



SCHOOLS run the programmes and courses



CAMPUS is where the schools are located that run the academic affairs and administrative matters of the Schools

KEYS:

 IBTE Central

 IBTE Satellite

IBTE Jefri Bolkiah Campus

△ Principal IBTE Satellite Main Office

- Brunei Maritime Academy
- School of Energy & Engineering Satellite (Branch)
- School of Information & Communication Technology (Branch)

IBTE Sultan Bolkiah Campus

- School of Energy & Engineering Satellite
- School of Information & Communication Technology (Branch)
- School of Business (Branch)

IBTE Mechanical Campus

△ Principal IBTE Central Main Office

- School of Energy & Engineering Central

IBTE Nakhoda Ragam Campus

- School of Building Technology Services
- School of Energy & Engineering Central (Branch)

IBTE

Sultan Saiful Rijal Campus

- School of Aviation
- School of Hospitality & Tourism
- School of Information & Communication Technology

IBTE Business Campus

- School of Business

IBTE Headquarters

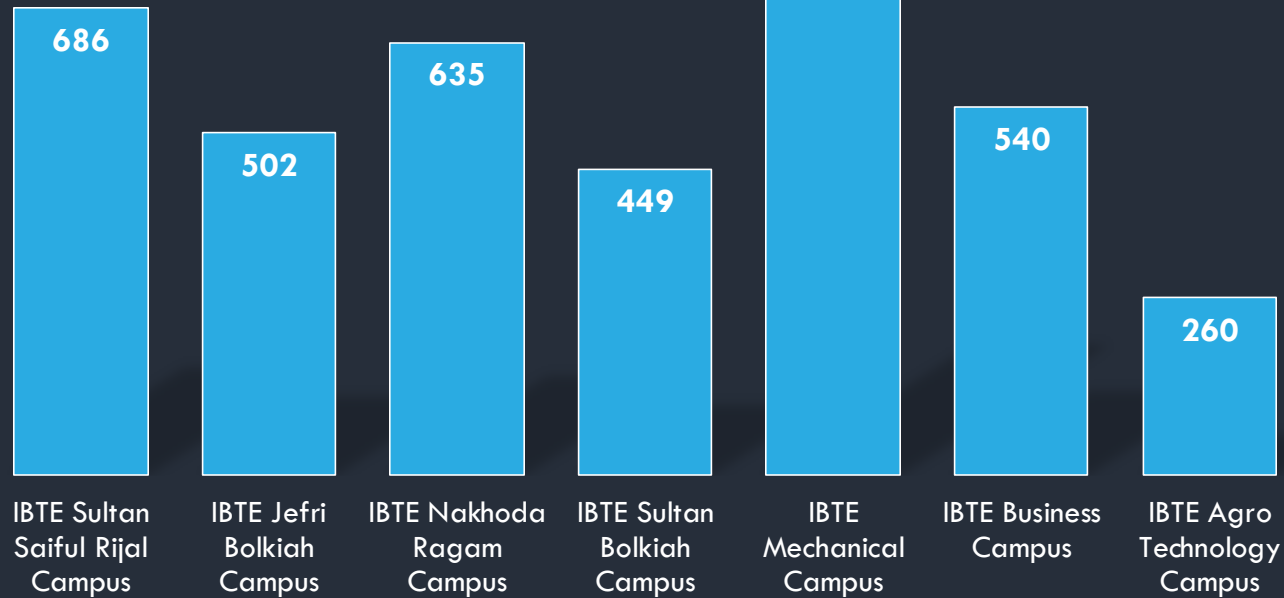
IBTE Agro-Technology Campus

- School of Agro-Technology & Applied Science

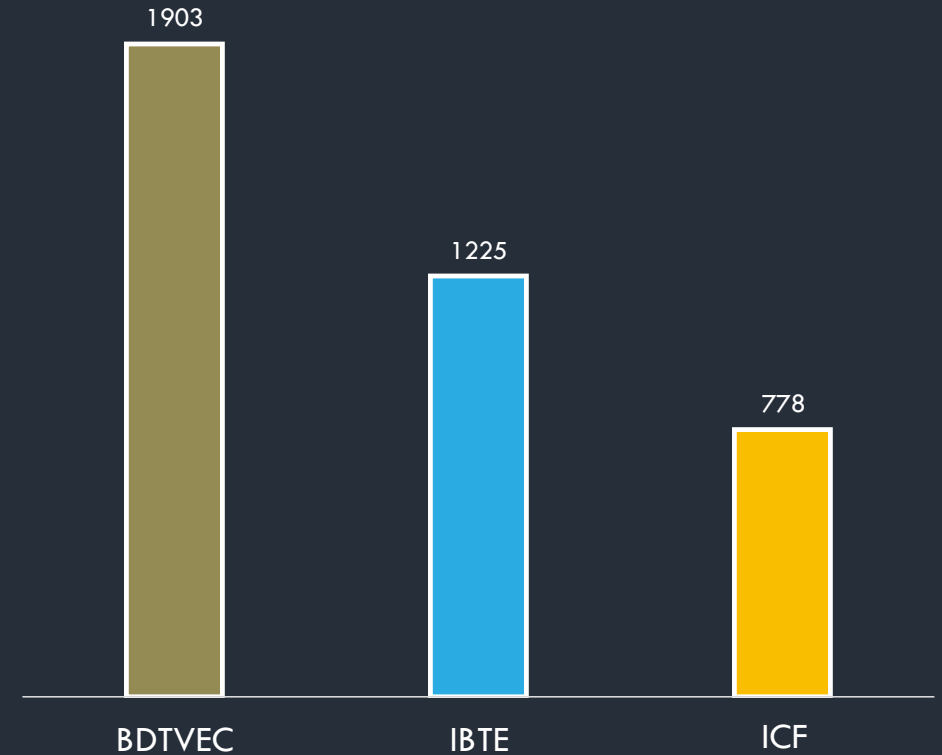
STUDENTS POPULATION IN 2015

3906 *students in total*

By Campus



By Type of Programme





ALIGNMENT TO NATIONAL AND MINISTERIAL INITIATIVES

WAWASAN BRUNEI 2035

3 GOALS



WAWASAN BRUNEI 2035 FRAMEWORK

National Outcomes

Key Areas

National Key Performance Indicators



OUTLINE OF STRATEGIES AND POLICIES FOR DEVELOPMENT (OSPD)

NATIONAL STRATEGIES

POLICY DIRECTIONS

STRATEGIC CHAMPIONS



Private Sector

Government Sector

Relevant Stakeholders



THREE PILLARS OF SPN 21

Three main changes to ensure that the Brunei education system stays relevant at all times and brings about high quality education and these include:

Education
Structure



Curriculum and
Assessment



Technical
Education





MOE 4 CHECK POINTS



QUALITY EDUCATION TOWARDS A DEVELOPED, PEACEFUL
AND PROSPEROUS NATION



Reduce
Unemployment
Rate by 80%



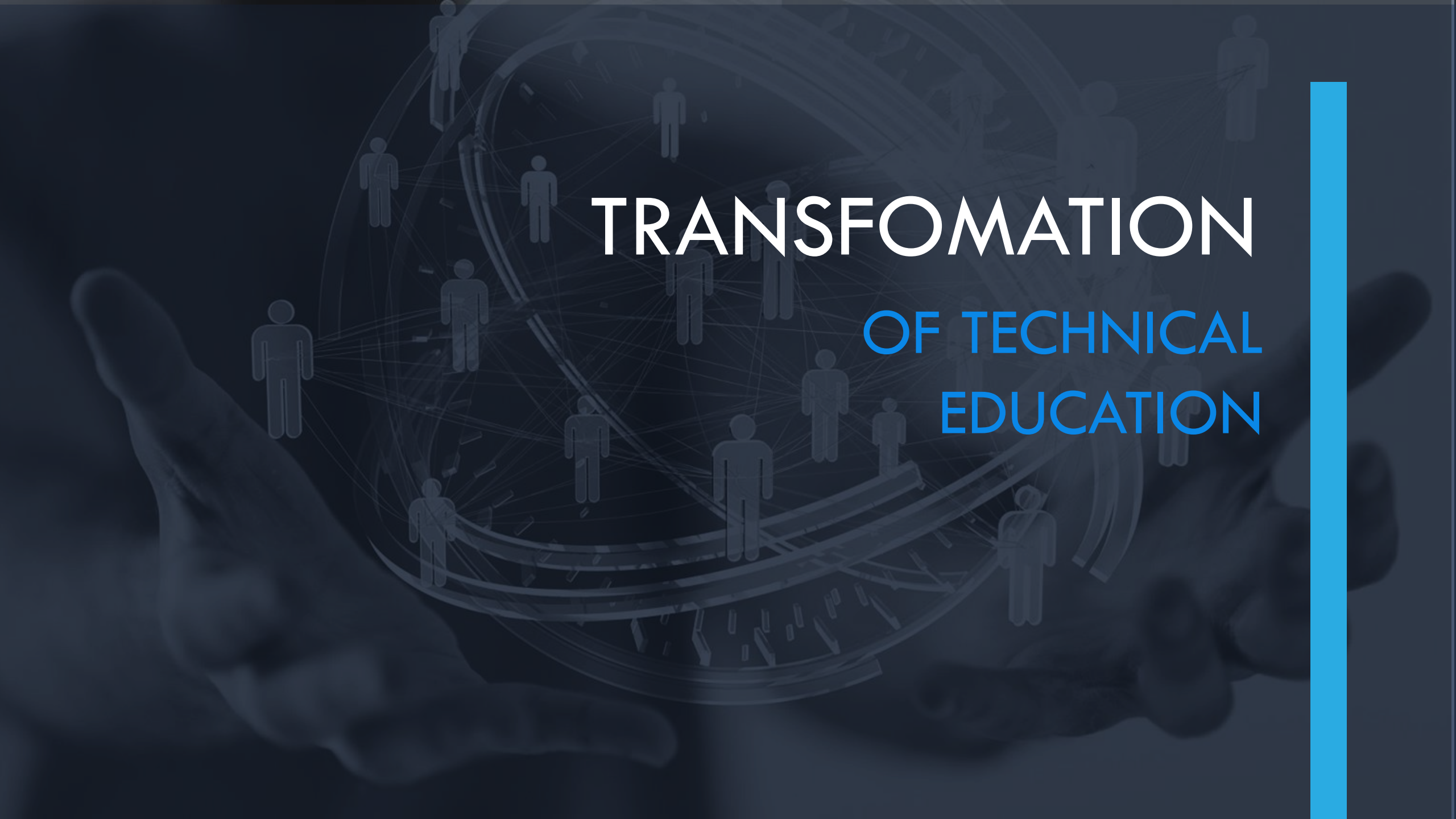
Top 50 in
PISA



Improve Brunei
Rank in GCI

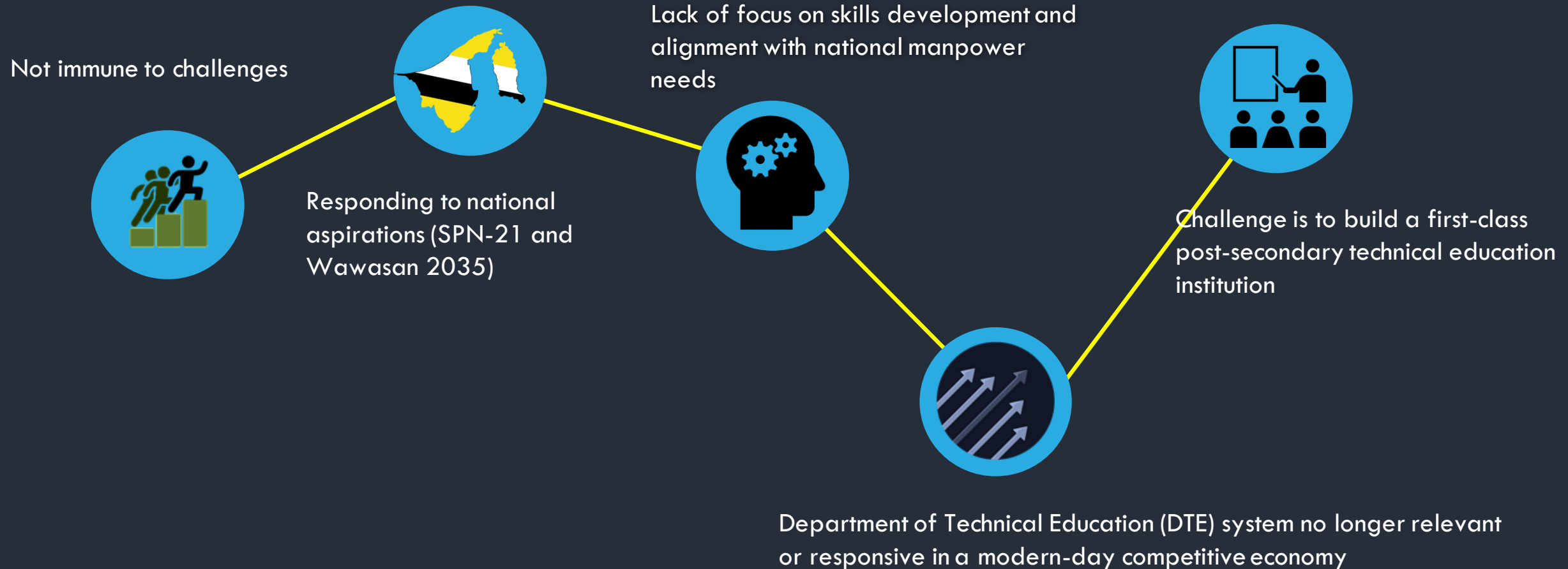


Employers'
Satisfaction



TRANSFORMATION OF TECHNICAL EDUCATION

TVET SYSTEM CASE FOR CHANGE





RATIONALE FOR TRANSFORMATION

Department of Technical (DTE) was established in 1993

DTE is no longer relevant and responsive to the rapid changes in global environment

Lack of focus on skills development and alignment with national manpower needs

A need of a new system of governance to stay relevant and responsive

HIS MAJESTY'S TITAH ON TECHNICAL EDUCATION

“

..In this regard, it is also appropriate for the Ministry of Education to re-assess the position of technical and vocational education to ensure that this education can contribute to the requirements of industries and employment for locals..

”

*Translation of excerpt from His Majesty's Titah in
conjunction with the New Year 2013*



THE TRANSFORMATION **BEGINS**



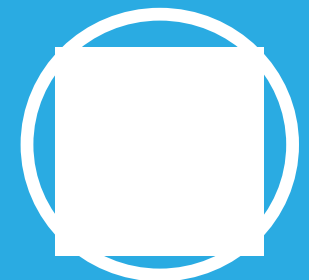
IN RESPONSE to the need to restructure and establish a new system of technical and vocational Education and training which is better aligned with the social and economic needs of the country, Institut Pendidikan Teknikal Brunei (IBTE) was established on **27th May 2014**, following the consent of **three documents** by His Majesty the Sultan and Yang Di-Pertuan of Brunei Darussalam:



The White
Paper



Upgrading Plan for
Technical Education



Institute Brunei
Technical Education
Order 2014

VISION ON TECHNICAL EDUCATION IN BRUNEI DARUSSALAM

“A whole new world of technical education for future generation”

Building a first-class post-secondary education institution

Maximising the potential of every individual especially those inclined towards hands-on

TVET system that allows social/career mobility and Education Progression



PROPOSED KEY CHANGES

6 IBTE STRATEGIC INITIATIVES

Course Restructuring

Expanding Apprenticeship Scheme

New Scheme of Service

Progression Opportunities & CET

Communication & Rebranding

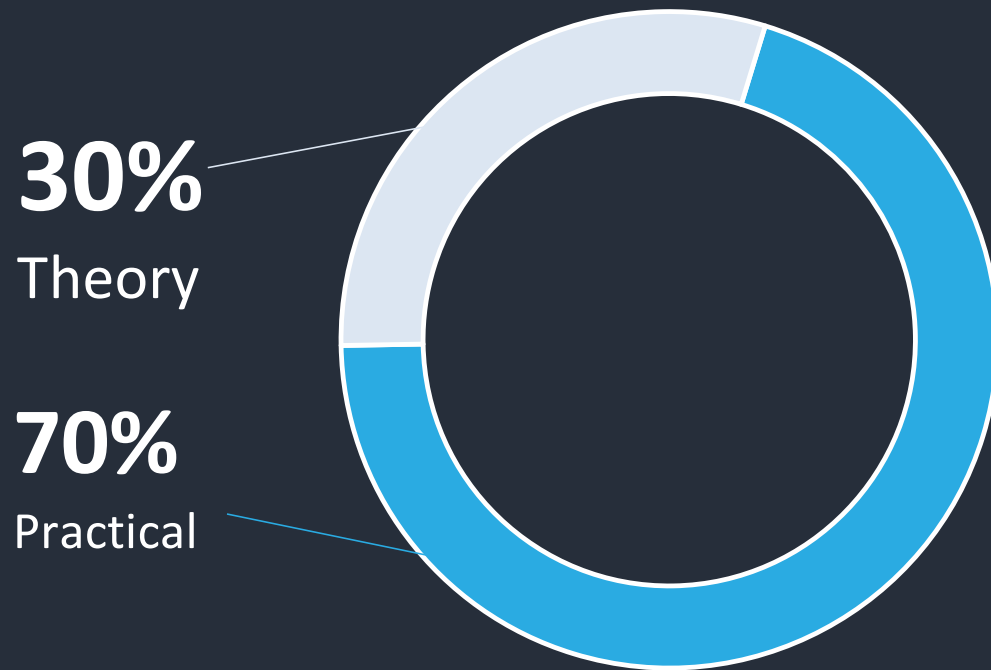
Upgrading Training Environment



IBTE STRATEGIC INITIATIVES:

COURSE RESTRUCTURING

COURSE RESTRUCTURING



56 COMPETENCY BASED PROGRAMMES

This is to ensure the programmes run in IBTE meet the industrial standards and produce job-ready graduates.

Competency
Based Training
and assessment

Experiential/authentic
teaching and training
environment

Life skills,
entrepreneurship, life long
learning skills, MIB & IRK

IBTE
PROGRAMMES

ISQ

NTEC

HNTEC

COP

Diploma (Level 5)

As of 2016

INTERNATIONAL/INDUSTRY ACCREDITATION/CERTIFICATION IN IBTE

MANAGEMENT LEVEL

ISO 9001:2008 –
Quality Management
System (For all the
Schools, Curriculum
Division & Registrar
Office)

SCHOOL AND PROGRAMME LEVEL

- Brunei Marine Academy: **Provisional International Maritime Organisation (IMO)** certification
- Welding & Painting Blasting programme : **The Welding Institute (TWI) / American Welding Society (AWS) / International Institute of Welding (IIW)**
- Rigger programme: **LEEA (Lifting Equipment & Engineer Association)**
- CIT Programmes: **Computing Technology Industry Association (COMPTIA)**
- HSSE Programme: **OPITO – International Minimum Industry Safety Training (IMIST)**
- School of Aviation: **BAR PART 147/ PART 66**

INTERNATIONAL/INDUSRY CERTIFICATION/ACCREDITATION



CURRICULUM DEVELOPMENT CYCLE

-ADDIE MODEL



DATA COLLECTION FOR EVIDENCE BASED PLANNING

PROGRAMME SELECTION

FEATURE ANALYSIS

The factors identified for ranking the programmes:

1. **Ratio of 1st choice** applicants for a programme to **vacancy(Quota)** for the programme
2. **No. of 1st Choice** Application for a programme
3. **Success Rate** (Passing Rate) of graduates per programme
4. **Employment Rate** of graduates from a programme (6 months after graduation)
5. **TRP (Training Related Placement) Rate** – match between Qualification against Job of graduates
6. **Industry Demand** for programme



Energy Industry Competency Fair

"Grow our nation with your skills"

Dates: 6th - 7th July 2013 | Time: 9am - 5pm | Venue: Pusat Latihan Mekanik, Kg Tungku Gadong

- Plenty of exciting technical trainings to match your interest
- Guaranteed jobs upon successful completion of the programme
- Your chance to network with prospective employers
- OPEN TO ALL who have completed at least Year 9

List of technical trainings

<input type="checkbox"/> Fitter	<input type="checkbox"/> Marine	<input type="checkbox"/> Electrical Engineering	<input type="checkbox"/> Industrial painter
<input type="checkbox"/> Scaffolder	<input type="checkbox"/> Instrumentation Control Engineering	<input type="checkbox"/> Plant Engineering	<input type="checkbox"/> Blaster
<input type="checkbox"/> Rigger	<input type="checkbox"/> Mechanical Engineering	<input type="checkbox"/> Draughtsman	<input type="checkbox"/> Crane Operator
<input type="checkbox"/> General Welder			



Organized by



In collaboration with the
Oil & Gas Industry

Supported by



CASE: INDUSTRY COMPETENCY FRAMEWORK (ICF)

Outcomes derived from ICF:

- The collaborative and strong government commitment (EID & MOE)
- Partnership with the industry (EID, MOE & Oil and Gas Industry)
- Career Chart defined for each program

POTENTIAL DEMAND FOR INDUSTRY COMPETENCY FRAMEWORK (ICF) CRITICAL OCCUPATIONS

EICF Phase 1 Programmes

HNTec Phase 1 Programmes	Immediate Vacancies and Positions filled by Expatriates
a. Electrician Engineering	290
b. Instrumentation and Control Engineering	105
c. Plant Engineering	365
d. Mechanical Engineering	180

ISQ Phase 1 Programmes	
a. Rigger	355
b. Welder	684
c. Scaffolder	605
d. Marker/Pipefitter	516

Total 3100

EICF Phase 2 Programmes

Phase 2 Programmes	Immediate Vacancies and Positions fill by Expatriates
ISQ Phase 2 Programmes	
a. Mason	271
b. Carpenter	331
c. Industrial Painter & Blaster	283

Logistic and Warehouse Management	
a. Crane Operator	343
b. Trailer Driver	
c. Truck Driver	
d. Forklift Driver	
e. Service Driver	
f. Logistic Foreman	
h. General helper	

Drilling/Well Services*	
a. Completion and Well Intervention Operator and technician,	
b. Roustabout,	
c. Workshop Technician	

Engineering Services*	
a. Draughting,	
b. Planner/ Scheduler/Cost Estimator,	
c. Quality Inspector	

Total 1228

BMA (Brunei Marine Academy)

Ranks	Requirements (2013 - 2020)
DECK	
1. Master	127
2. Chief Officer	109
3. Second Officer/Second Mate	119
4. Officer Trainer	52
5. Deck Officer Cadet	137
6. Boatswain	69
7. Able Bodies Seaman	348
8. Ordinary Seaman	173
Sub Total	1117
ENGINE DEPARTMENT	
1. Chief Engineer	87
2. Second Engineer	111
3. Third Engineer	55
4. Trainer Engineer	41
5. Engineering Cadet	62
6. Deck Rating/Mechanist	253
Sub-total:	602
CATERING DEPARTMENT	
1. Chief Cook	21
2. Cook	17
3. Steward/Mess Boy	65
Sub-total	103
GRAND TOTAL	1846

Note:

- Projected manpower requirement (from local BSP marine companies)
- Excluding Onshore Base

Note:

- Demand figures as of November 2013 (EICF, Workforce Development Group)

*Demand data being evaluated

CHARACTERISTICS OF ICF PROGRAMMES



Strong ownership and support
from industries:

- ✓ Development of curriculum,
Delivering (Subject Matter Expert) and
- ✓ Competency Based Assessment



- ✓ Selection of students
(Industries and MoE)



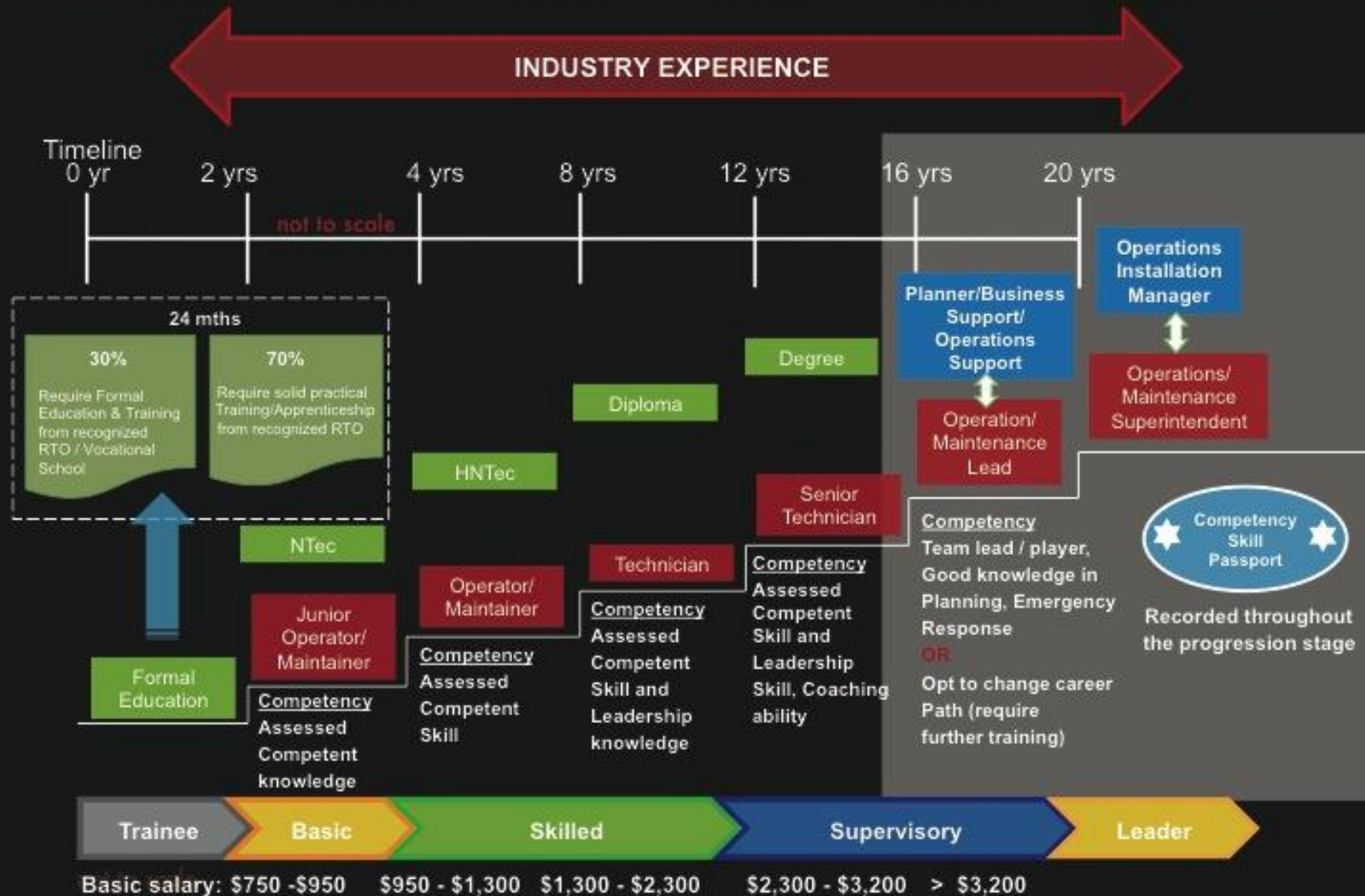
70%
hands on



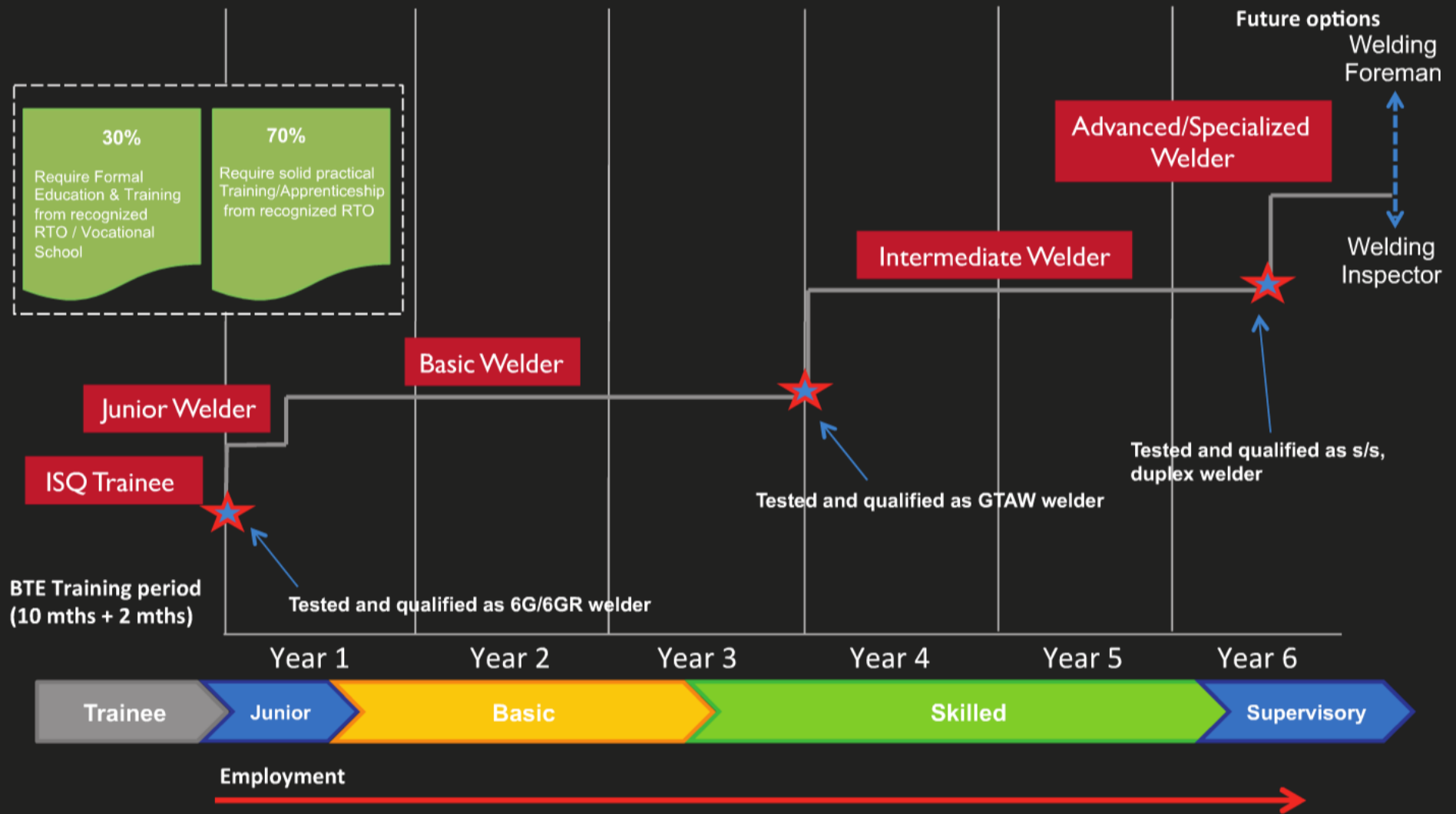
30%
theory

- ✓ Dual certificate
- ✓ Conditional offer of
Employment (COE)

EICF: CAREER LADDER FOR PLANT ENGINEERING – OPERATOR/ MAINTAINER & TECHNICIAN



EICF CAREER LADDER FOR GENERAL & CODED WELDER



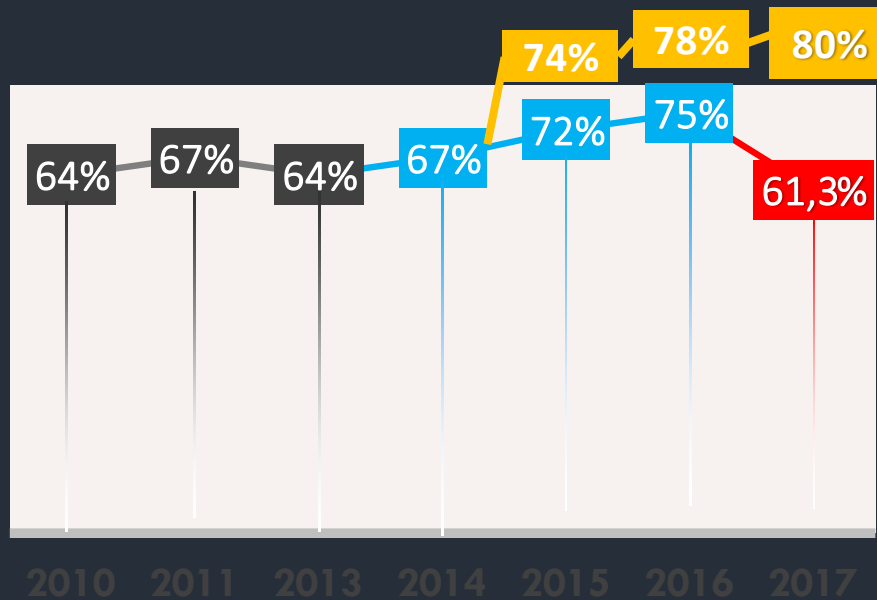
IBTE KPI 1



First Key Performance Indicator (KPI):
Employment rate (self-employed & employed)

- The percentage of graduates being employed 6 months after graduation from IBTE courses (80% by 2017)

EMPLOYMENT RATE OF IBTE GRADUATES



Year	Employability Rate	Job Relevant to Program (%)
2010	64.2%	n/a
2011	66.9%	74%
2013	63.8%	-
2014	67.3%	65%
2015	71.5%	74%
2016	74.5%	74.8%
2017	61.3%	66.3%
Target 2018	80%	

Target



IBTE KPI 2

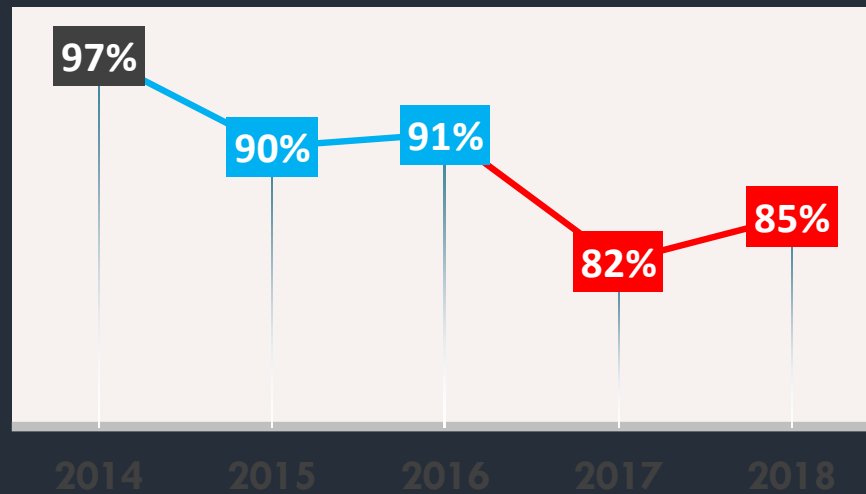


Second Key Performance Indicator (KPI):

Employers' satisfaction rate

- The proportion of employers (i.e. supervisors) being satisfied with the work and performance of our hired graduates (90% or above by 2017)

EMPLOYER'S SATISFACTION RATE



Before Transformation After Transformation KPI Target KPI Achieved

YEAR	2014	2015	2016	2017	2018
Employers' satisfaction rate [% of employers satisfied with our graduates]	96.5%	91.0%	90.9%	81.8%	85.2%
Number of employers' responses	97	134	208	237	297
Number of employers' approached	190	239	237	407	450

85.2%

SATISFIED

on overall work and
performance of hired
graduates



297
SUPERVISORS



24TH
NATIONAL CONVOCATION
(graduated Nov 2016)

EMPLOYER'S SATISFACTION SURVEY REPORT 2018

67%

(n = 3)

INFORMATION &
COMMUNICATION
TECHNOLOGY

74%

(n = 84)

OIL AND GAS

81%

(n = 42)

CONSTRUCTION

82%

(n = 11)

AUTOMOTIVE

86%

(n = 14)

RETAIL &
WHOLESALE

86%

(n = 14)

EDUCATION

89%

(n = 18)

RECREATIONAL
& HOSPITALITY

92%

(n = 12)

RESTAURANT
& CAFES

93%

(n = 14)

PUBLIC
ADMINISTRATION

94%

(n = 17)

PRIMARY RESOURCE
PRODUCTION AND
MANUFACTURING

96%

(n = 47)

TECHNICAL AND
PROFESSIONAL SERVICES

100%

(n = 7)

BANKING, FINANCE
& INSURANCE

100%

(n = 10)

LOGISTIC AND
TRANSPORTATION

100%

(n = 4)

MEDIA

PERCEPTION OF TVET

86%

AGREED

that IBTE is producing
enough supply of TVET
graduates to meet the
industrial needs

83%

AGREED

that IBTE has been providing
appropriate
skills to its graduates

EMPLOYERS' COMMENTS & SUGGESTIONS

87

RESPONDENTS

provided feedback,
comment and
suggestions

14% more emphasis on practical skills

15% strengthen students' life skills

4% strengthen students' technical knowledge

6% strengthen students' literacy & numeracy

8% strengthen the industrial attachment

5% Diversify IBTE courses to open up more opportunities

4% Improve teaching & learning

11% keeping curriculum up to date with industrial requirements

4% strengthen IBTE instructors' skills and knowledge

6% expose students to real work environment

EMPLOYER'S SATISFACTION SURVEY

REPORT
2018

IBTE graduates from the 24th National Convocation are employed in a wide range of public and private agencies. Our graduates are employees of



AUTOMOTIVE



Zainal Daud Sdn Bhd
Shika Sdn Bhd

PRIMARY RESOURCE PRODUCTION AND MANUFACTURING



Western Food & Packaging Sdn Bhd

EDUCATION



Ukhuwaah Venture

RECREATIONAL AND HOSPITALITY



Haziq Ayman Enterprise

CONSTRUCTION



AG Sdn Bhd
Alek Jaya Sdn Bhd
Gofur Sdn Bhd
Double Stars Contractors Sdn Bhd
Syarikat Rekayasa Inovasi Sdn Bhd

BANKING AND FINANCE



LOGISTICS AND TRANSPORTATION



MOC Sdn Bhd
Glamco Aviation (B) Sdn Bhd
Aziz Latif Transport Sdn Bhd



PUBLIC ADMINISTRATION



IBTE graduates from the 24th National Convocation are employed in a wide range of public and private agencies. Our graduates are employees of



RESTAURANT AND CAFES



TECHNICAL AND PROFESSIONAL SERVICES



Akmal Hakim Contractor
Core Physiotherapy
LKA Konsult Sdn Bhd

MEDIA



ICT



RETAIL AND WHOLESALE



Amaret Enterprise
JMZ Enterprise
Multimage Enterprise



OIL AND GAS



Serikendi Oilfield Services Sdn Bhd



Techoil Company Sdn Bhd
Zainal Daed Sdn Bhd
Shika Sdn Bhd

EMPLOYER'S SATISFACTION SURVEY REPORT 2018

IBTE KPI 3

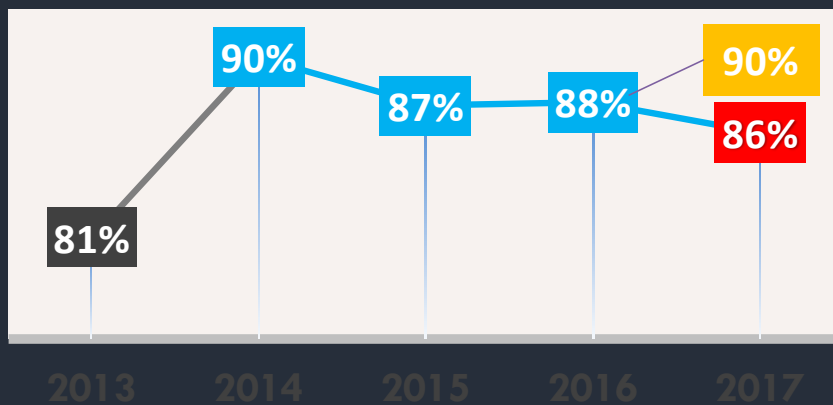


Third Key Performance Indicator (KPI):

Completion rate

- The number of students who successfully complete the program divided by the number of students registered (90% by 2017)

STUDENTS' COMPLETION RATE



Before Transformation After Transformation KPI Target KPI Achieved

YEAR	2013	2014	2015	2016	2017	2018
Students' Completion Rate	80.9%	89.7%	87.3%	87.0%	86.2%	90%
[% of students who successfully complete the program divided by the number of students registered]						

THANK YOU

For more information, you can find us



ibte.edu.bn



facebook.com/brunei.technical.education



instagram.com/ibteignite