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CONCEPT NOTE

The pilot of implementation of Mutual Recognition of Skills (MRS)
Between Thailand and CLM countries

A. BACKGROUND

In collaboration with the ASEAN Secretariat, ILO initiated the implementation of the Mutual Recognition of Skills (MRS) Programme to assist ASEAN Member States (AMS) in preparing themselves for a region with a free flow of skilled labour. While the ASEAN's mutual recognition arrangements for skilled personnel (MRAs) targets 8 categories of mostly high-skilled occupations, ILO's MRS programme targets middle-to-low skill categories of workers. As the bulk of migration within ASEAN is found in these categories of workers (i.e. middle-to-low skills), ILO found the need to extend the effort to include these categories of workers, and by doing so, MRS aims to complement the MRAs.

The Regional Skills Technical Working Group (RSTWG) was established, around 2014, as a technical-level working group, a steering body, which supports all skills-related activities of the ILO including the MRS. The RSTWG has now grown to be an effective mechanism for regional dialogue of AMS representatives to discuss, review, and provide strategic direction on issues pertinent to MRS, AQRF-TVET, and other common skills concerns. The RSTWG representatives are duly nominated National Skills Focal Points of the AMS.

Around July 2018, the ILO/Korea Partnership Programme and the ILO's TRIANGLE in ASEAN programme, funded by Governments of Australia and Canada, collaborated to organize the 4th RSTWG meeting in the Philippines. The main objective of this meeting was to discuss the next steps in taking the MRS programme forward by way for furthering the action planning process, the sharing of the draft 'Roadmap for the Implementation of MRS', and piloting the MRS proposals. In terms of the pilot implementation of the MRS, three sets of corridors were identified. An agreement was reached to follow the Roadmap to MRS where the sending AMS will collaborate with the receiving AMS to work through the steps in the mutual recognition of skills in the selected occupations.

Against this background, the delegation from Thailand, led by the then Deputy Permanent Secretary of the Ministry of Labour and its Department of Skills Development (DSD), agreed to lead the pilot implementation of one of the three corridors relevant to this concept note. Thailand has agreed to collaborate with the Cambodia, Lao PDR and Myanmar (CLM) countries in piloting the MRS in the skills area of "masonry and bricklaying", this is considered as the primary skills area. Cambodia and Myanmar have opted for a secondary skills area as follows:

- Primary: Bricklaying and Plastering – Thailand with Lao PDR, Cambodia, and Myanmar
- Secondary: Building Electrical Wiring – Thailand with Cambodia
- Secondary: Sewing Machine Operator – Thailand with Myanmar

Thailand and the CLM countries will carry out the pilot implementation of MRS during **May 2019 to July 2019**, details on the action plan provided herein.

B. SCOPE OF WORK

Thailand

1. A “Working Group” from DSD Thailand will conduct missions to CLM countries during the latter part of May and most of June 2019, in conducting benchmarking exercises national competency/skills standard (i.e. Thailand’s with the CLM); and in surveying the assessment and certification mechanisms in the selected occupations, with a purpose to identify the gaps in referencing them against Thailand’s standards. The benchmarking exercise intends to further identify areas of improvement for which Thailand will provide technical assistance in building capacity. The gap analysis report will be produced by DSD Thailand and presented around July 2019.
2. Thailand’s DSD’s technical assistance provisions to CLM through training workshops in strengthening the national competency/skills standard, assessment and certification mechanisms of CLM countries to be comparable with Thai standards.

Cambodia, Lao PDR, Myanmar

1. To send the national competency/skills standards in English version to DSD Thailand for review, this was completed since February 2019.
 - Bricklaying and Plastering – Lao PDR, Cambodia, and Myanmar
 - Building Electrical Wiring – Cambodia
 - Sewing Machine Operator – Myanmar
2. To organize respective national workshop for the benchmarking exercise and arrange for observations of training and assessment processes. The workshop shall be participated by the respective national and leading competency standards development experts and curriculum development experts and approving official and employers and industry leaders of the concerned occupations.
3. To organize respective training workshop(s) to strengthen the national competency/skills standard and assessment/certification mechanisms in the selected occupations.

C. OBJECTIVES

1. The overall objective of this corridor’s MRS pilot implementation is to assess and provide a strategic and informed guidance to AMS in taking the region’s MRS initiative forward and to respond to the development need of low and semi-skilled workers for the free flow of skilled workers within the ASEAN Economic Community.
2. To meet the above objective, the action plan following steps 1 to 5 of the roadmap is prepared.

Step 1:	Identifying areas of skills for mutual recognition
Step 2:	Benchmarking skills/competency standards
Step 3:	Defining and benchmarking the qualification
Step 4:	Assessing the assessment and certification arrangements
Step 5:	Assessing quality assurance of training assessment and certification arrangements
Step 6:	Drafting the migrant skilled worker profile
Step 7:	7a) Assembling and submission of the portfolio of evidence; 7b) Level-to-Level Referencing of the selected qualifications between the NQF and AQR (and NQF of receiving country)

3. To identify the gap of national competency/skills standard between Thailand and CLM countries in the selected occupations including assessment and certification mechanisms.
4. To upgrade and fill the gap of national competency/skill standard of CLM countries to be comparable with Thailand national competency/skill standard in the selected occupations including assessment mechanism and certification systems.

Roadmap Coverage

Step 1:	Identifying areas of skills for mutual recognition
Step 2:	Benchmarking skills/competency standards
Step 3:	Defining and benchmarking the qualification
Step 4:	Assessing the assessment and certification arrangements
Step 5:	Assessing quality assurance of training assessment and certification arrangements

D. EXPECTED OUTPUTS

1. Paper review and checklist to identify the gap of national competency/skills standard; mechanism of testing and certification systems in Bricklaying and Plastering, Building Electrical Wiring, and Sewing Machine Operator between Thailand and CLM countries;

Report of workshops on benchmarking/ referencing of national competency/skills standards in Bricklaying and Plastering, Building Electrical Wiring, and Sewing Machine Operator between Thailand and CLM countries. The report will include benchmarking of assessment and certification arrangements and quality assurance of training assessment and certification arrangements in the relation to steps 4 and 5 of the Roadmap.

2. Gap Analysis as a result of the first mission will guide action plans for the CLM experts to improve on their competency/skills standards in preparation for the 2nd workshop.
3. Recommendation for continuing collaboration among Thailand and the CLM countries in terms competency/skills standards and competency assessment and certification.

E. PROPOSED DATES AND PLACES

1. First mission: DSD to Cambodia, Lao PDR, and Myanmar

Date	Place	Working group
3-5 June 2019	Phnom Penh, Cambodia	Group I: Bricklaying, Masonry & Plastering Group II: Building Electrical Wiring
17-19 June 2019	Vientiane, Lao PDR	Group I: Bricklaying, Masonry & Plastering
27-31 May 2019	Yangon, Myanmar	Group III: Sewing Machine Operator
12-14 June 2019	Yangon, Myanmar	Group I: Bricklaying, Masonry & Plastering

2. Second mission: DSD to Cambodia, Lao PDR, and Myanmar

Date	Place	Working group
July 2019	Phnom Penh, Cambodia	Group I: Bricklaying, Masonry & Plastering Group II: Building Electrical Wiring
July 2019	Vientiane, Lao PDR	Group I: Bricklaying, Masonry & Plastering
July 2019	Yangon, Myanmar	Group I: Bricklaying, Masonry & Plastering

F. TENTATIVE AGENDA

FIRST MISSION: REVIEW/ ASSESSMENT

- Day 1 Presentation the objective of the pilot implementation programme;
 Presentation on training and certification system of national skill/competency standard in sending country;
 Workshop on benchmarking/ referencing exercise (Step 2 and 3)
- Day 2 Visit training centre and testing centre
- Day 3 Debriefing by Thai delegations and discussion (Step 4 and 5)
 Development of Action Plan for technical assistance by Thailand

SECOND MISSION: WORKSHOP

- Day 1 Presentation the gap analysis based on the first mission benchmarking/ referencing, assessment and certification mechanisms
 The Comparability of standard of sending country with Thailand;
 Workshop on way forward for the implementation of MRS between sending and receiving country (Thailand)
- Day 2 Plenary discussion of action plan and recommendations
 Wrap-up

G. Draft Action Plan for Implementing MRS Program of Thailand

No.	Activities	March				April				May				June				July			
		WK1	WK2	WK3	WK4	WK1	WK2	WK3	WK4	WK1	WK2	WK3	WK4	WK1	WK2	WK3	WK4	WK1	WK2	WK3	WK4
1	Establish the action plan																				
2	Submit the plan to ILO																				
3	Deliberate over the standards (Thailand)																				
	- Procedures of certification																				
	- Contents of the standards																				
	- Assesment methods																				
4	Submit the report to ILO (Thailand)																				
5	Visit CLM Countries																				
	- Cambodia (Bricklaying and Plastering + Building Electrical Wiring)																				
	- Myanmar (Sewing Machine Operator)																				
	- Myanmar (Bricklaying and Plastering)																				
	- Laos (Bricklaying and Plastering)																				
6	Review the report																				
7	Submit the report to ILO (Thailand)																				
8	Final meeting of the working group (Thailand)																				
9	Final presentation (Thailand-CLM Countries-ILO)																				
10	Submit the final report to ILO (Thailand)																				

Name list of Sub Working Group

Group I Bricklaying, Masonry & Plastering Group

- Mr.Santi Patchana, Office of Skill Standard and Testing Development
- Mr.Jakree Pongthong, Office of Occupational Licensing
- Ms.Nucharin Sairadthong Office of Instructor and Training Technology Development

Group II Building Electrical Wiring

- Ms.Sudarat Mudpongdua, Office of Skill Standard and Testing Development
- Mr.Prasarn Kiddee, Office of Instructor and Training Technology Development
- Cheewapun Jeentung, Office of Skill Standard and Testing Development
- Mr.Noppanat Kongjitngam, Office of Skill Standard and Testing Development

Group III Sewing Machine Operator

- Ms.Pongsuda Porkpermddee, Office of Skill Standard and Testing Development
- Ms.Usa Sirisonthiwanthana, Office of Skill Standard and Testing Development
- Ms.Supaporn, Sub Committee for National Skill Standard Development (Sewing Machine Operator)

Output for Sub Working Group Mtg.

- Competency standards of CLM distributed
- Action plan for each area and budget estimation
- Assignment for each member (head of the group, secretariat, etc.)
- Assignment for preparation for review mission (study on competency standard of each country, make understanding DSD skill standard certification and training system)

Review Mission arrangement.

Composition:

Cambodia: Group I and II.

Lao: Group I.

Myanmar: Group I and Group III.

Group I will visit Cambodia, Lao and Myanmar

Group II will visit Cambodia

Group III will visit Myanmar