ASEAN Qualifications Reference Framework (AQRF) Committee

PRESENTED BY
Megawati Santoso – Indonesia, AQRF Committee Vice-chair

one vision
one identity
one community

Outline

1. *The* **Significant Importance**

2. *The* **Road Map**

3. *Spesific* **purpose**

4. *Key* **Features**

5. *Developments*

6. *Interoperability* **and Referencing Process**

1. The Significant Importance:
INTERRELATED GLOBAL DEVELOPMENTS

- *Globalization: political and discursive shift*

- *Emergence of regional economies (e.g. EU, ASEAN EC) and the demand for a pool of workers and talent*

- *Increased importance of Quality assured sector-based qualifications practices, NQFs, RQFs, MRAs as tools for comparability and mobility*

- *Emerging Networks of Regional Qualifications Reference Frameworks (e.g. UNESCO)*

- ***AEC**: single market and production base for better economic opportunities*

one vision
one identity
one community

ALL FOR ASEAN

Brunei and Cambodia

Indonesia and Laos

Malaysia - Myanmar - Philippines

Singapore - Thailand and Vietnam

- We come - We Join
- We are together
- We learn - We love - We believe in each other
- We sing - We play - We convey our culture
- We are all for ASEAN

Channarong Pornrungjoy (1994)

3. *S*pesific purposes

To build an ASEAN zone of trust that facilitate mutual recognition of jobs and skills qualifications in the ASEAN labor market and the mobility of persons.

Establishment or Development of an NQF

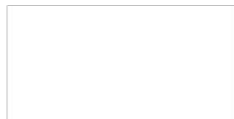**More quality and accountability og HR supply system**

More mutual trust, respect, and recognition

Better mobility of students and workers among AMS

Life long learning ASEAN society

More prosperous ASEAN community

A
Q
R
F

- Catalyst for the development of NQF and QA in the region;
- Communication platform for explaining AMS qualifications systems;
- Facilitator of mutual support of the national qualifications systems in ASEAN and the ASEAN Quality Assurance Framework
- Advocate for the development of national approaches to validating learning gained outside formal education
- Promoter of learner-outcomes based qualifications and the philosophical and paradigm shift that underlies it
- Facilitator of worker mobility (and employment appropriate to the qualifications) within ASEAN and beyond

In so doing,

Leverage the capabilities of human beings for human and national development of the ASEAN countries, for the competitiveness of the region and for forging regional identity and consciousness

*4. K*ey Features

(i) A framework that specifies

❑ Learner Outcomes as common metric

❑ Components

- Level Descriptors along the domains of:
  - ➢ *Knowledge and skills and*
  - ➢ *Application and responsibility*
- Credit or amount of learning

one vision
one identity
one community

	Knowledge and Skills	Application and Responsibility
	Demonstration of knowledge and skills that:	*The contexts in which knowledge and skills are demonstrated:*
Level 8	• is at the most advanced and specialised level and at the frontier of a field • involve independent and original thinking and research, resulting in the creation of new knowledge or practice	• are highly specialised and complex involving the development and testing of new theories and new solutions to resolve complex, abstract issues • require authoritative and expert judgment in management of research or an organisation and significant responsibility for extending professional knowledge and practice and creation of new ideas and or processes.
Level 7	• is at the forefront of a field and show mastery of a body of knowledge • involve critical and independent thinking as the basis for research to extend or redefine knowledge or practice	• are complex and unpredictable and involve the development and testing of innovative solutions to resolve issues • require expert judgment and significant responsibility for professional knowledge, practice and management
Level 6	• is specialised technical and theoretical within a specific field • involve critical and analytical thinking	• are complex and changing • require initiative and adaptability as well as strategies to improve activities and to solve complex and abstract issues

(iii) A translation device that

- Enables comparison of qualifications across AMS;

- Addresses education and training sectors that incorporates informal,   non-formal and formal learning and promotes lifelong learning;

- Provides a common spine of levels to which all NQFs relate

- Broadens the understanding of the national qualifications systems of ASEAN Member States for people from other ASEAN countries and from outside the ASEAN region.
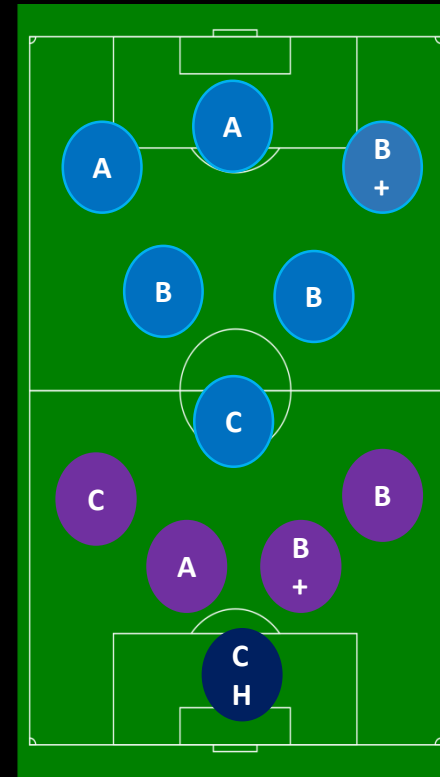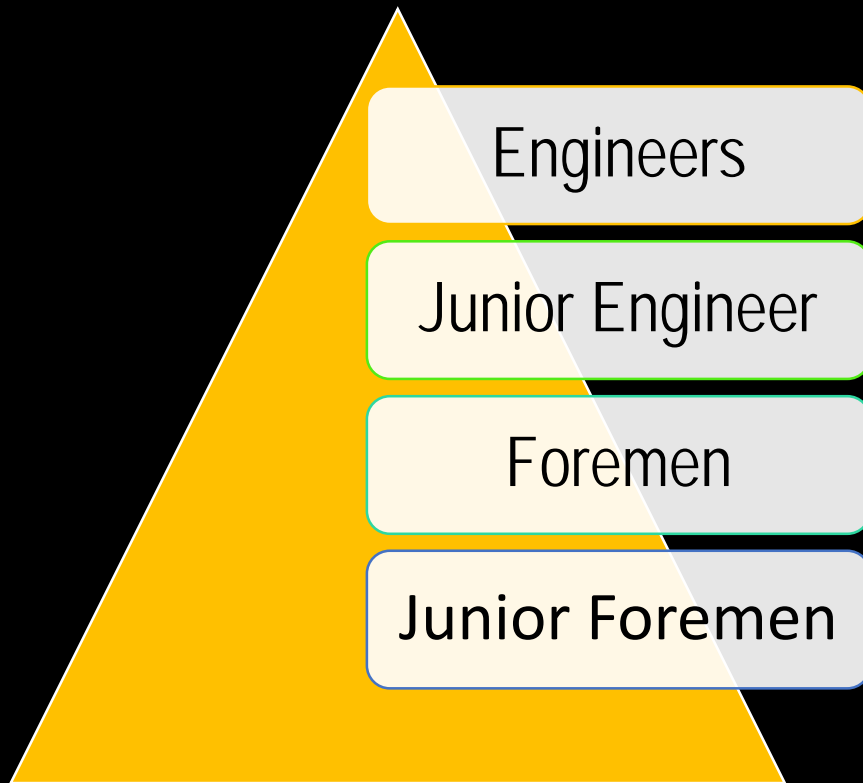
Gang	Grade	Skills, Roles & Responsibilities
Frontline Supervisor (FLS)		Leadership, Management, H & S, Planning, Technical, QA/ QC , Communication
Change Hand	A	Gang Deployment, Management, Logistics, Productivity, QA /QC , Teambuilding
Trades	A, B+ B, C	Work to Specifications, Productivity, Quality Control, Meeting Targets, Forward Planning
Helper	A, B+ B, C	Logistical Support, Forward Planning, Housekeeping

Skill categories are socially constructed

National collective agreement on labour regarding domestic work, that came into force in 2007.

- Level A: domestic workers with no experience

- Level B: assistant to self-sufficient individuals, monthly salary for the year 2009: 776,62 Euros.

- Level C: individual assistance to non self-sufficient individuals, unskilled, monthly salary for the year 2009: 880,17 Euros.

- Level D: individual assistance to non self-sufficient individuals, trained and skilled, monthly salary for the year 2009: 1087,27 Euros.

6. *Interoperability and Referencing Process*

A referencing process is *the process of establishing a relationship between the AQRF levels and those of the AMS.*

A requirement to reference the QA system of Member States to a Quality Assurance Framework such as :

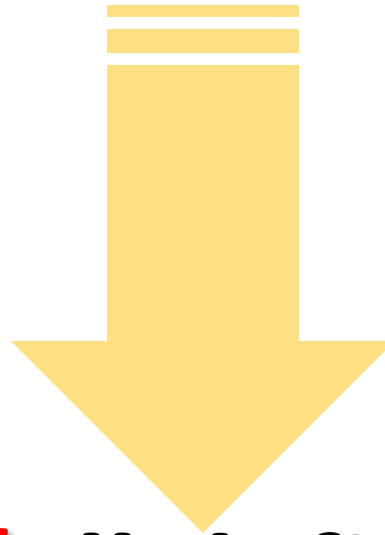- East Asia Summit Vocational Education and Training Quality Assurance Framework

- INQAAHE Guidelines of Good Practice for Quality Assurance (International Network for Quality Assurance Agencies in Higher Education)

- ASEAN Quality Assurance Framework (indigenous framework)- developed by ASEAN Quality Assurance Network-AQAN).
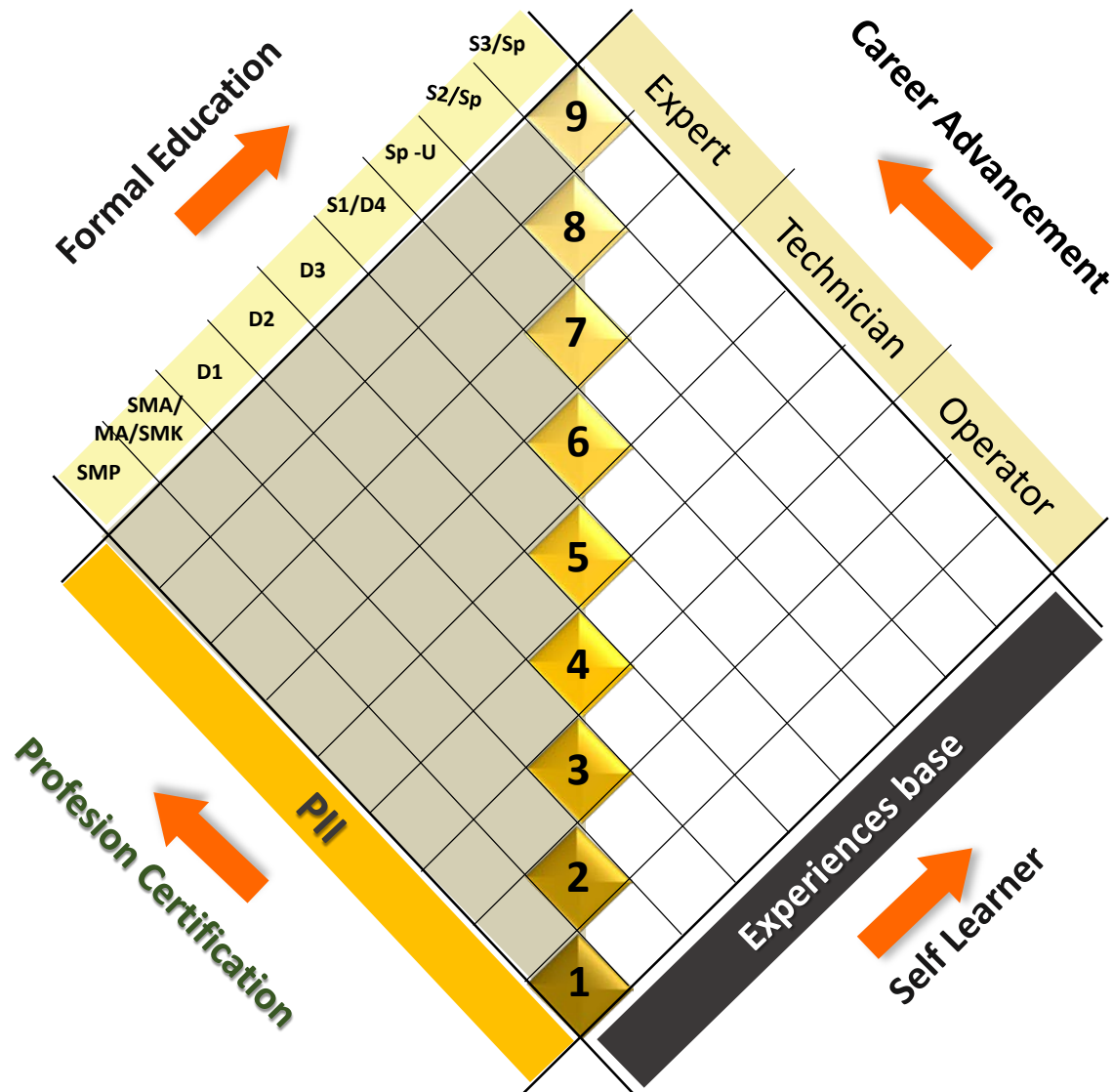
Improving IQF level through various pathways

Labour Market Information Flow

Recommendations (1)

- More coordination between origin and destination countries to harmonize their skills recognition systems and qualifications.

  Create a working group to align skills and qualification frameworks between sending and receiving countries

- Link future economic visions with national labor market policies, particularly on skills and migration management planning, to stop labor market mismatch
  - Define common labor admission requirements and develop occupational classifications both at the national and regional level; more data sharing is crucial to achieve this proposed objective.

- More diverse consultative dialogue government and non-governmental dialogues and coordination

- Develop mechanisms (i.e. regulatory mandates or incentives) to encourage employers to abide by the employer-payment model and work with fair and ethical recruitment models
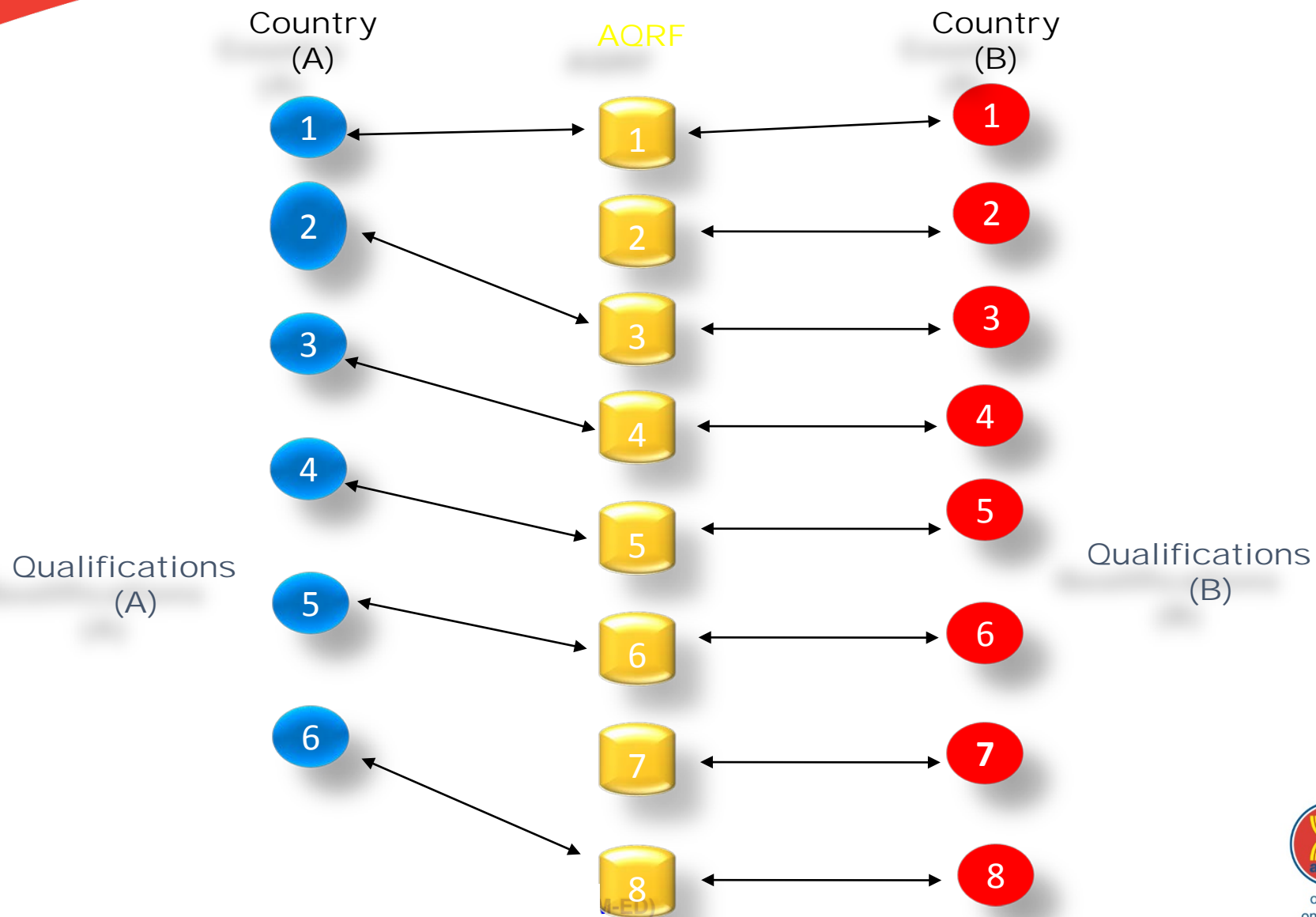
The implementation of qualifications framework In various sectors should be carried out in the context of toward improving quality and relevance by strengthening quality assurance

All works should be done in the context of toward improving quality and relevance by strengthening quality assurance

PEOPLE WITHOUT JOBS

JOBS WITHOUT PEOPLE

http://compliancestrategists.com/csblog/2012/09/24/ethics-bite-fluffy-kitten-lion/

https://public.careercruising.com/en/blog/bl/2013/02/3-solutions-for-canadas-job-mismatch/
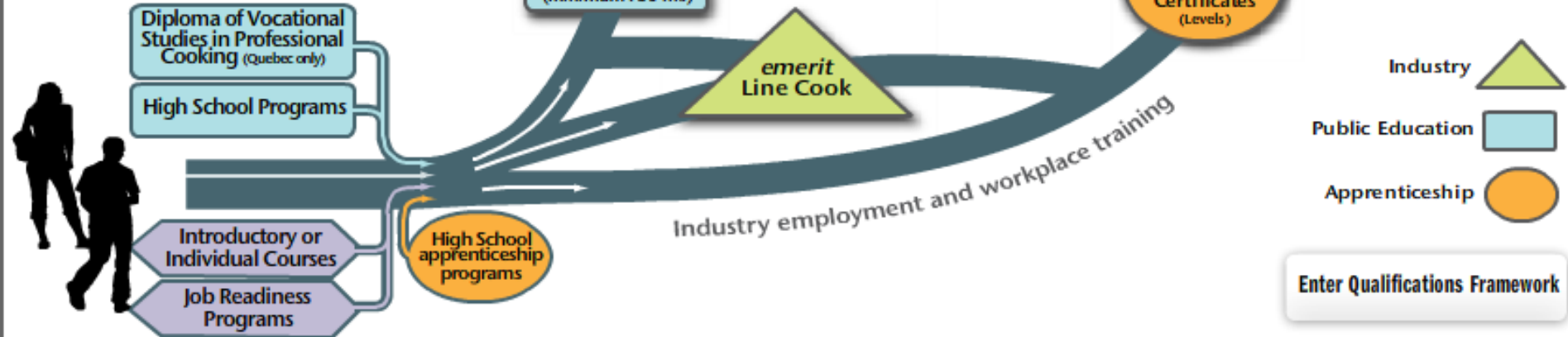
one vision
one identity
one community

Qualifications Frameworks

in Tourism provide a classification of qualifications according to levels based on a set of criteria identifying increasing levels of complexity of learning achieved. A Qualifications Framework establishes a basis for improving the quality, accessibility, linkages and recognition of qualifications within a country and internationally.

It provides a resource to employers for increased productivity through selection and retention of qualified workers, and identifies optional career paths, mobility and recognition for individuals.

Use your mouse to explore the career path and learn more about the qualifications.

Post-secondary general education and industry specific courses

Post Graduate Qualifications

Culinary Operations Degree

Advanced Culinary Arts Diplomas

Culinary Arts & Management Diplomas

Professional Cooking Skills Certificates (minimum 750 hrs)

Diploma of Vocational Studies in Professional Cooking (Quebec only)

High School Programs

Introductory or Individual Courses

Job Readiness Programs

High School apprenticeship programs

emerit Line Cook

CCI Certified Master Chef (Under Development)

CCI Certified Chef de Cuisine

CCI Certified Working Chef

Chef Certificate of Qualifications (Ontario Only)

Red Seal Journeyperson Cook Interprovincial

Provincial Certificates of Qualification

Provincial Apprenticeship Cook Certificates (Levels)

Industry employment and workplace training

Industry

Public Education

Apprenticeship

Enter Qualifications Framework

Canada Funded by the Government of Canada's Foreign Credential Recognition Program.

Qualifications Frameworks in Tourism provide a classification of qualifications according to levels based on a set of criteria identifying increasing levels of complexity of learning achieved. A Qualifications Framework establishes a basis for improving the quality, accessibility, linkages and recognition of qualifications within a country and internationally.

It provides a resource to employers for increased productivity through selection and retention of qualified workers, and identifies optional career paths, mobility and recognition for individuals.

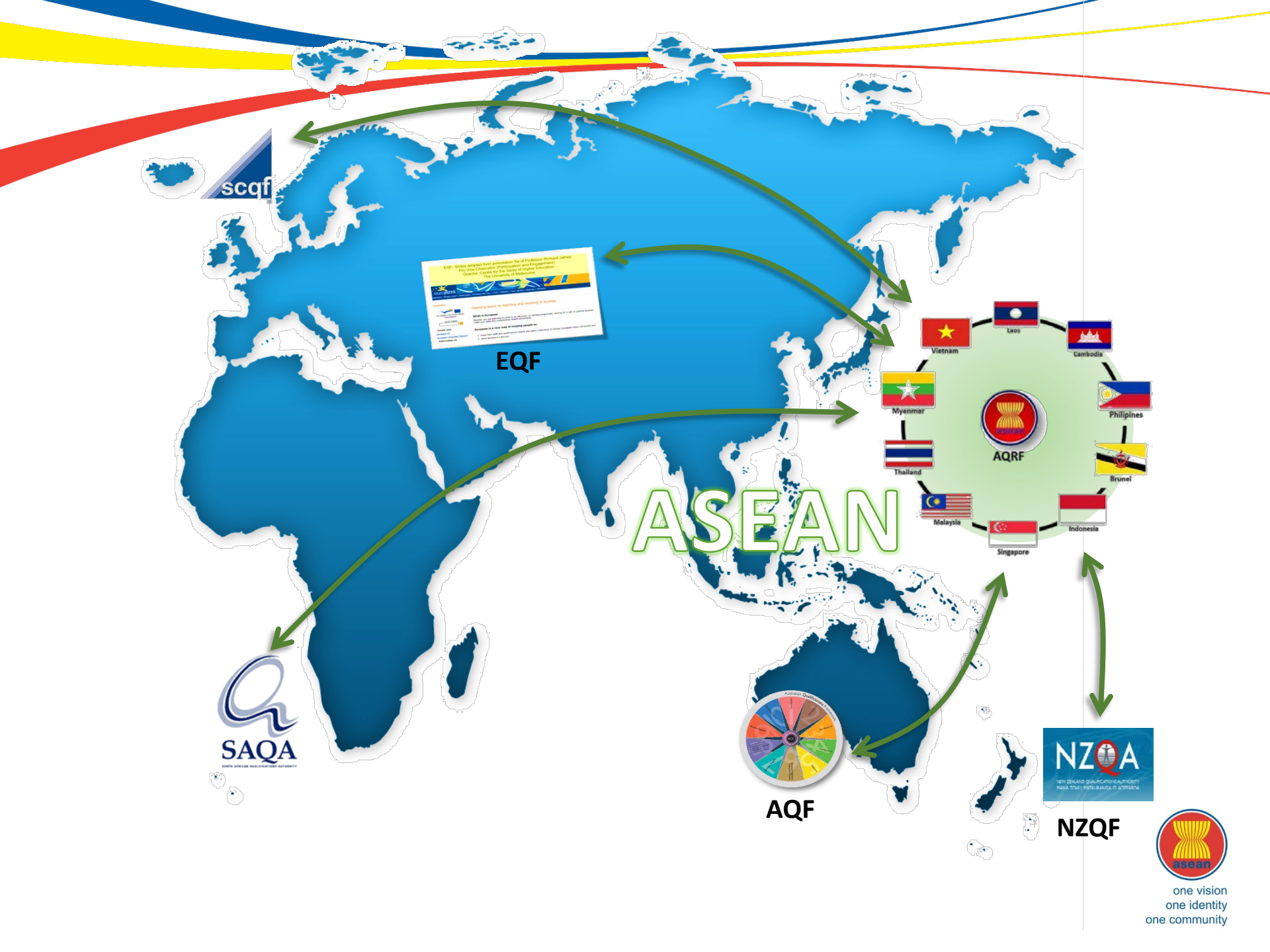*Use your mouse to explore the career path and learn more about the qualifications.*

Post-secondary general education and industry specific courses
Specialty areas included in programs vary by institutional program

Post Graduate Qualifications

Hospitality Management Degrees

Advanced Hospitality Diplomas

emerit Management Certification

emerit Tourism Certified Supervisor

Hospitality Management Diplomas

Hospitality Skills Certificates (min 750 hours)

emerit Tourism Certified Professional

Guest Services Representative Certificate of Qualification (Sk only)

Food & Beverage Person Certificate of Qualification (Sk only)

Industry employment and workplace training

High School Programs

Introductory or Individual Courses

Job Readiness Programs

Industry — triangle

Public Education — rectangle

Apprenticeship — oval

Enter Qualifications Framework

scqf

EQF

ASEAN

AQRF

Vietnam
Laos
Cambodia
Philipines
Brunei
Indonesia
Singapore
Malaysia
Thailand
Myanmar

SAQA

AQF

NZQA

NZQF

asean
one vision
one identity
one community

Mutual Recognition Arrangement

- At the 7th Summit (Bandar Seri Begawan, 5 November 2001), ASEAN Leaders mandated the start of negotiations on **Mutual Recognition Arrangement (MRA)** to facilitate the flow of professional services under AFAS

- An MRA enables professional service providers registered/ certified in its signatory countries **to be equally recognised** in other signatory countries

- MRA **does not warrant unrestricted free flow** of foreign professionals, relevant domestic regulations and market demand still applies

2014
- MRA on Accountancy

2012
- MRA on Tourism Professionals

2009
- MRA on Medical Practitioners
- MRA on Dental Practitioners
- MRA Framework on Accountancy Services

2007
- MRA on Architectural Services
- Framework Arrangement for Mutual Recognition of Surveying Qualifications

2006
- MRA on Nursing Services

2005
- MRA on Engineering Services

one vision
one identity
one community

Tourism is leading

Aspect	Tourism Services MRA	Business Services MRA	Healthcare Services MRA
Recognition in regional level	✓	✓	✗
Regional Certificate	✓	✓	✗
Common Core Competencies	✓	✗	✓ (Nursing)
Common Curriculum	✓ (Toolboxes for 32 job titles)	in discussion ASEAN Architect Education Committee	in discussion (Dental & Medical)
Required License to work (additional to work permit from Immigration)	✗	✓	✓

one vision
one identity
one community

THANK YOU