



Recognition of Skills and Qualifications for Workforce Mobility

Thailand Professional Qualification Institute
(Public Organization)





**Thailand Professional Qualification Institute
(Public Organization)**

Under the Prime Minister's supervision

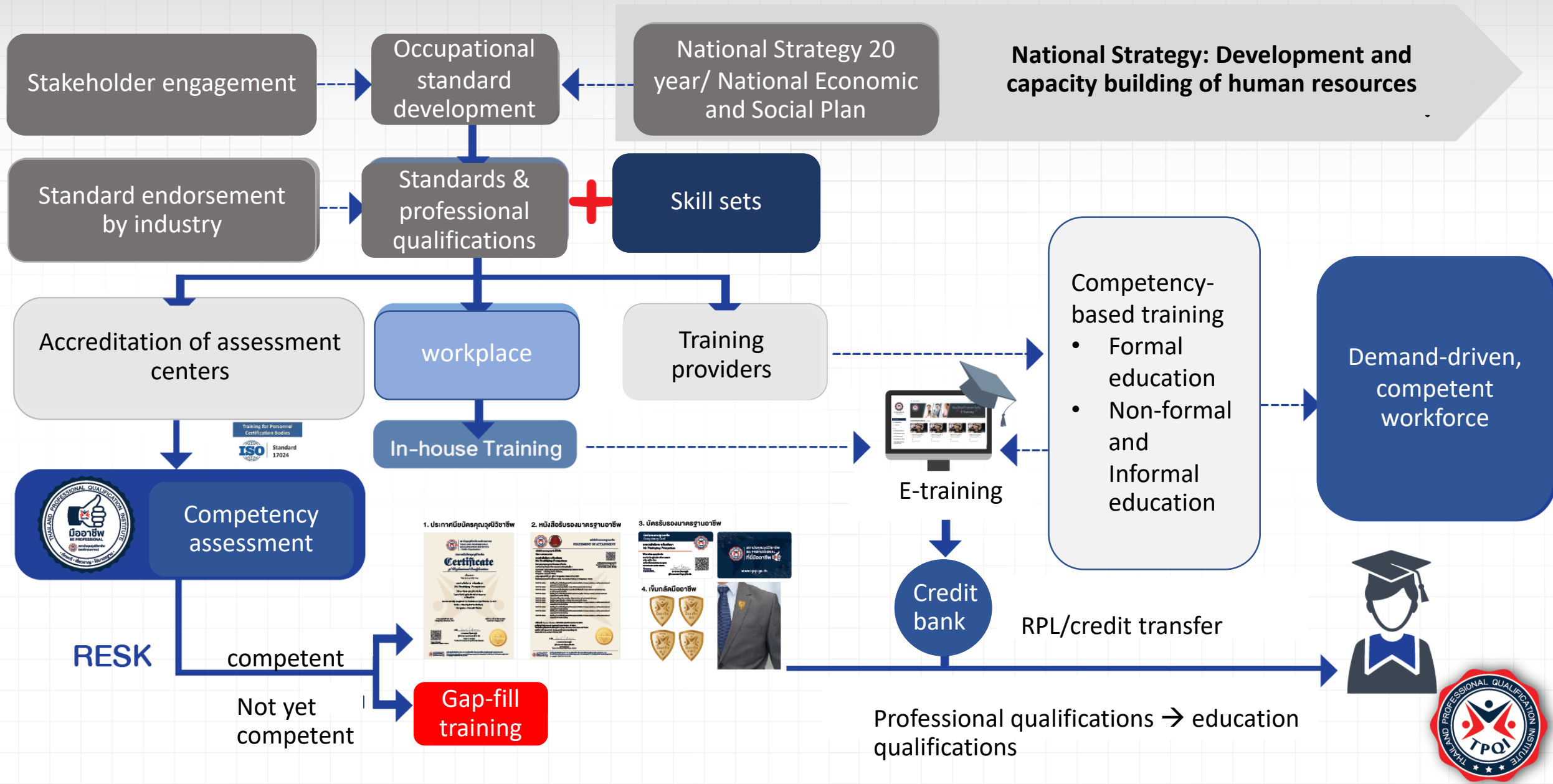
Since

2011

Missions

- 1. Developing professional qualifications system**
- 2. Supporting industries in setting Occupational Standards**
- 3. Adopting and adapting international standards**
- 4. Accrediting and monitoring Assessment Centers**
- 5. Awarding professional qualifications**
- 6. Maintaining a comprehensive professional qualifications database**
- 7. Collaborating with education institutions, training institutions, enterprises, government and non-government agencies to promote competency standards, competency-based training and professional qualifications system**

Professional Qualifications System



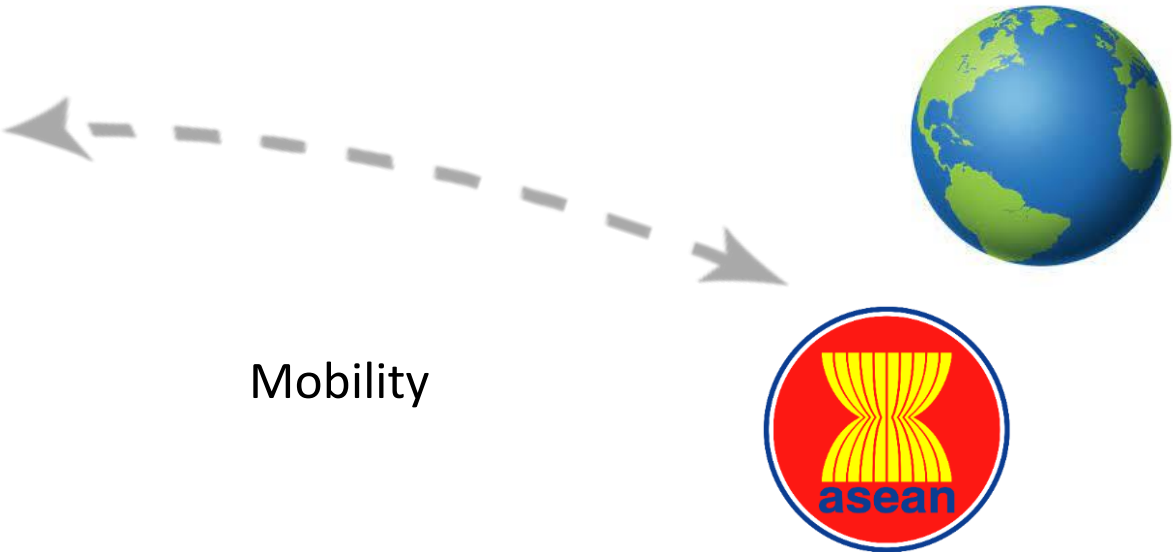
Recognition of Skills and Professional Qualifications Within and Across Borders



Development



Transition



TPQI and Support for Skills Mobility



**TPQF, NQF, and
AQRF referencing**



**Mutual recognition
through
internationally
developed industry
benchmarks**

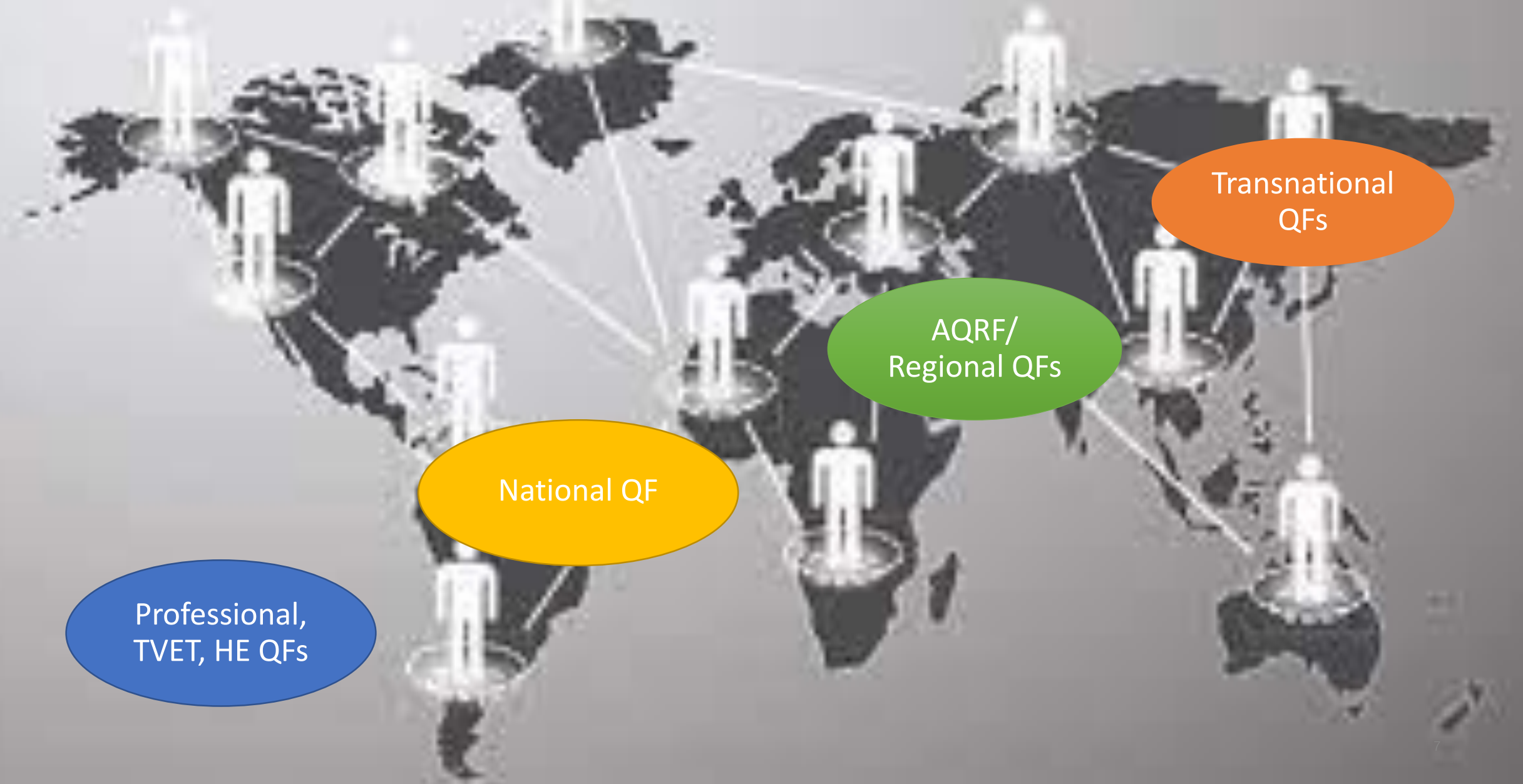


**Recognition of skills
and qualifications of
migrant workers**

A light blue map of Southeast Asia is positioned in the background, centered behind the title box. The map shows the outlines of the region, including the Malay Peninsula, Sumatra, Java, and the Indonesian archipelago. The map is semi-transparent, allowing the checkerboard background to be visible through it.

I. TPQF, NQF, and AQRF Referencing

Skills and Qualifications Recognition Landscape



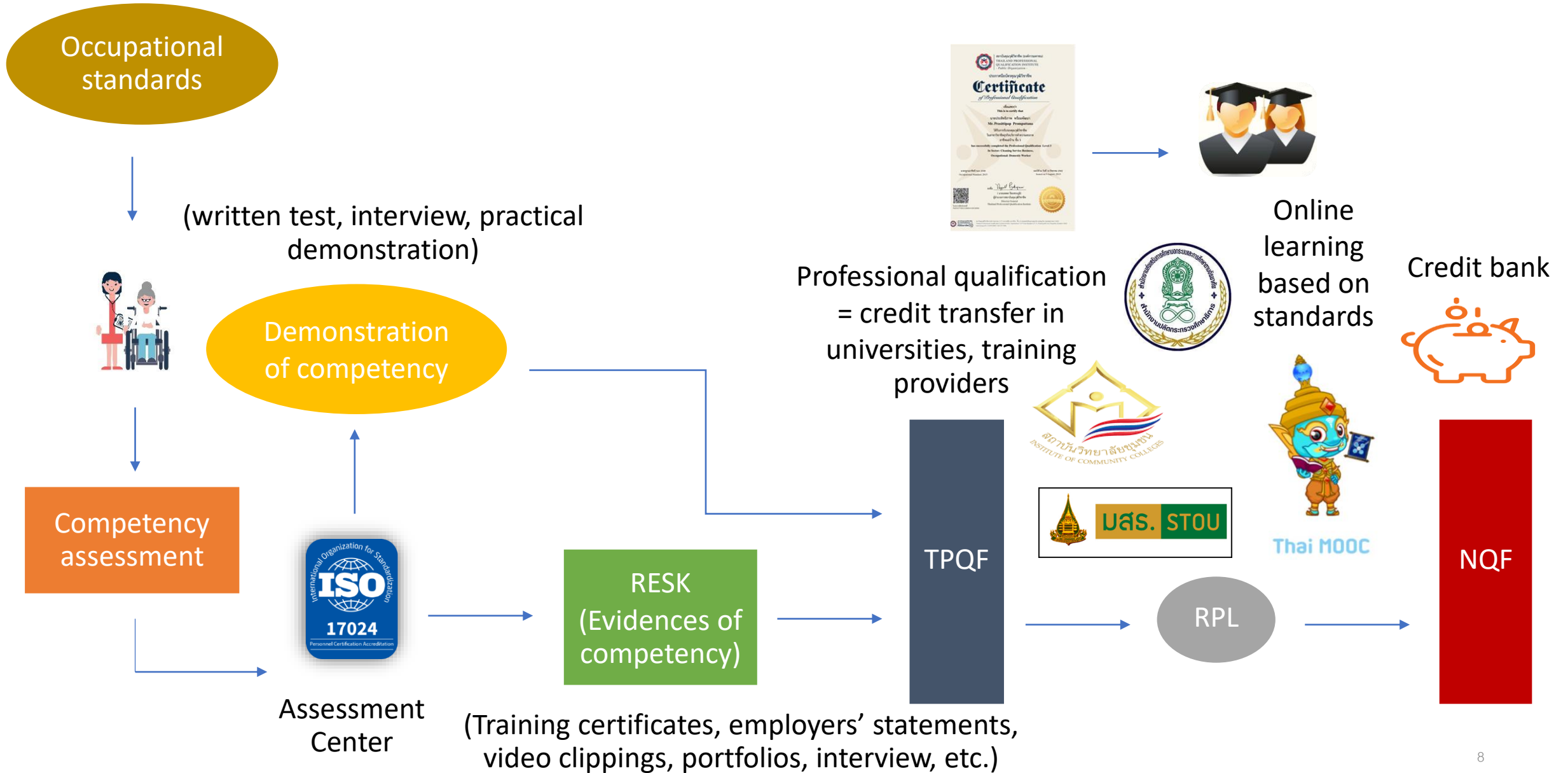
Professional,
TVET, HE QFs

National QF

AQRF/
Regional QFs

Transnational
QFs

TPQF & NQF linkages



TPQF, NQF, and AQRF: Purposes and Scopes

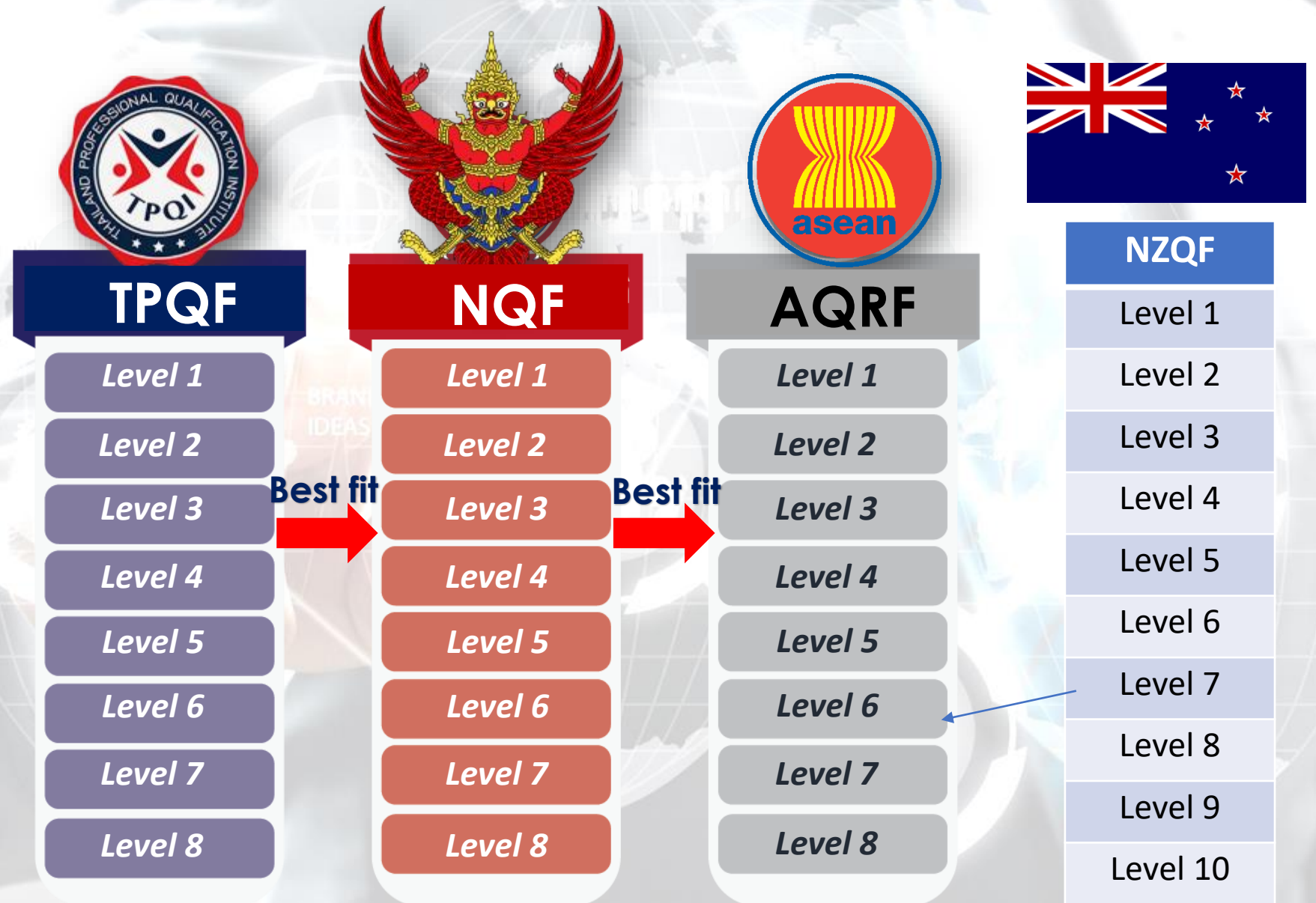


TPQF	NQF	AQRF
Recognizes competencies and learning outcomes as described by occupational standards regardless of how a person has acquired such competencies.	Links education qualifications with workforce demand and developments in the world of work. Also, encourages recognition of prior learning of competent workers so they could obtain higher education qualifications.	Enables comparisons of qualifications across ASEAN countries and improves the understanding of the qualification of each level of a NQF or qualifications system of the participating AMS.
Is a part of a national qualifications system and references to the NQF to link different pathways and promotes continuous competency development of people of every profession.	Promotes lifelong learning and serves as a device to reference to the AQRF.	Could serve as a meta-framework to support the recognition of its levels against other Regional Qualifications Framework and inter-regional recognition.
8 levels of complexity of learning outcomes based on knowledge, skills as well as application and responsibility.	8 levels of complexity of learning outcomes based on knowledge, skills as well as application and responsibility.	8 levels of complexity of learning outcomes based on knowledge and skills as well as application and responsibility.
Covers competency-based, labor market driven, and assessment-based professional qualifications.	Covers basic education, vocational education, HE, professional qualifications and skill standards.	Covers all qualifications from upper secondary education, vocational education, and HE of AMS.

Qualifications Frameworks Referencing



- Professional Qualification Framework and NQF Referencing Report was endorsed in 2019.
- AQRF Referencing Report of Thailand was endorsed in 2020.



Referencing Process

- Use “harmonization” and “best-fit” approach
 - ✓ Finding harmony in the meanings, purposes, and scopes of competencies or learning outcomes in the frameworks
 - ✓ “Best fit:” approximately 80% of harmony
- Decision-making is based on collective professional judgements of stakeholders.
- There is a clear and demonstrable link between the qualifications levels in the professional qualifications system and the level descriptors of the NQF and the AQRF.
- Underpinned by a set of agreed quality assurance principles and broad standards related to:
 - ☐ functions of the registering and accrediting agencies
 - ☐ education and training providers
 - ☐ systems for the assessment of learning and issuing of qualifications
 - ☐ regulation of the issuance of certificates

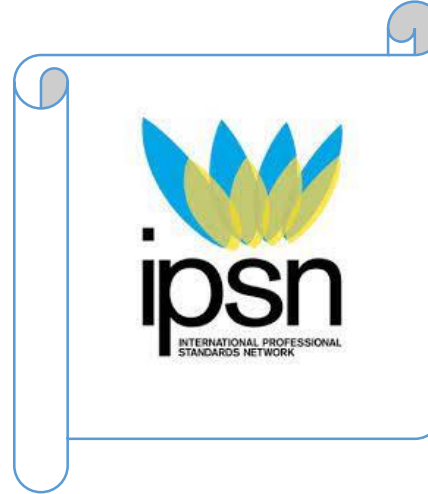
Example of QFs Referencing

	Knowledge	Skills	Application and Responsibility	
AQRF Level 1	<ul style="list-style-type: none"> Is basic and general Involve simple, straightforward and routine actions 		<ul style="list-style-type: none"> Involve structured routine processes Involve close levels of support and supervision 	
NQF level 1	Basic and general knowledge about the occupation/job, communication for work, and living in the world of work	Basic and general skills of the occupation/job, communication skills, life skills, and technical skills for simple and straightforward routine work	<ul style="list-style-type: none"> Ability to carry out routine work according to designated process Ability to carry out work under close supervision and instruction 	
TPQF level 1	Knowledge on rules, SOP, and methods relevant to routine work	Skills to carry out simple and straightforward routine work under the order/supervision	Ability to carry out work with clear scope according to order under close supervision	<ul style="list-style-type: none"> Pay attention to one's own duties, submit work on time, and follow the rules. Adhere to work ethics.

The background of the slide is a dark blue, futuristic digital interface. It features a central, glowing blue globe with white outlines of continents. Surrounding the globe are various digital elements: data charts, bar graphs, line graphs, and icons representing different aspects of technology and industry. The overall aesthetic is high-tech and data-driven.

II. Mutual Recognition through Internationally Developed Industry Benchmarks

Mutual Recognition through Internationally Developed Industry Benchmarks



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Mutual Recognition of Standards and Certification



- Industries associations/trade bodies in Australia, Hong Kong, Japan, New Zealand, South Korea, and Thailand identified core elements and skill levels in hairdressing standards across these countries. TPQI mapped units of competence to a common occupational standards framework.
- Quality Assurance principles for assessment/training lead to the verification of competency, follow best practices, and are agreed upon by members. TPQI demonstrated that the assessment process and QA mechanisms are consistent with the agreed principles.
- Hairdressers and barbers who pass TPQI assessment automatically receive both IPSN's and TPQI's certificates. Currently, 400 hairdressers and barbers have received IPSN's and TPQI's certificates.
- ✓ IPSN certificates are accepted by training providers in Australia, Hong Kong, Japan, New Zealand, South Korea, and Thailand. Qualification holders could further their training abroad.
- ✓ This also increases reciprocity and mutual recognition through certification of internationally developed industry benchmarks so professionals may gain industry recognition; thereby assisting in the mobility of the workforce between the participating countries.

Mutual Recognition of Standards and Certification



- Standards are aligned and mutually recognized.
- Candidates can choose international or TPQI certificates.

Digital Literacy



English Proficiency



Mechatronics Technicians





III. Recognition of skills and qualifications of migrant workers



Skills Training Support and Skills Certification for Migrant Workers



- Intra-ASEAN labor migration is dominated by basic-skilled workers.
- TPQI shares e-learning resources based on occupational standards with IOM so that migrant workers get greater access to relevant skills training and thereby receives better opportunities.
- TPQI collaborates with IOM for skills assessment and certification of legal migrant workers.
 - ✓ Skills recognition would help to formalize workers' skills and experiences in order to better distinguish these skills and remunerate the workers.
 - ✓ Skills recognition helps migrants who seek to change jobs and/or helps transfer these skills into decent work opportunities when they return to their home countries.
- Since September 2020, 142 migrant domestic workers from CLMV received professional qualifications. IOM and TPQI plan to include other occupations such as construction workers, seamstresses, etc.
 - ✓ A policy brief by UN Women and ILO in 2015 found a clear link between providing access to skills development and reducing exploitation. When restricted to accepting whatever employment is available, women lose the ability to negotiate and navigate exploitative risks. Providing women migrant workers with official recognition of their skills will increase their ability to negotiate their salaries and conditions of their work.

Skills Certification of Migrant Domestic Workers



Candidates were briefed about assessment process.



Candidates were interviewed to assess knowledge and attitudes.

Skills Certification of Migrant Domestic Workers



Practical demonstration to assess skills



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