

## **PROGRAM DESIGN: LEADERSHIP FOR 21<sup>ST</sup> CENTURY**

<b>TITLE:</b>	<b>Leadership for 21<sup>st</sup> Century</b>
<b>DATES:</b>	16-20 December 2019
<b>VENUE:</b>	Training Institute for Technical Instruction (TITI), Sanothimi, Bhaktapur, Nepal
<b>TYPE:</b>	In-Country Program
<b>ORGANIZERS:</b>	Council for Technical Education and Vocational Training (CTEVT), Nepal and Colombo Plan Staff College (CPSC)

### **BACKGROUND**

Transforming TVET requires change and adaptation as per advancement of modern leadership skills and traits. One of the perceived bottlenecks in effecting change in TVET institutions relates to the lack of change leaders and a lack of capacity to develop a vision and implement change. Transformative leaders need to have a clear vision, a sound thematic knowledge base and have the skills to drive change. They are experts in their fields and familiar with current theories, facts and figures and are able to make sound decisions. They are also able to capitalize on their knowledge to translate ideas into goals and eventually into action. They build support for the implementation of their vision by convincing colleagues, staff and other experts and defend their decisions convincingly.

Effective leadership education must be existing and drawn by understanding of effective practice. Leadership is about managing change and guiding growth in fluid environments. Leadership requires a 'change capable culture' that gives space to lead. Moreover, to sustainably grow, TVET Institutions are shifting from viewing leadership development as a "nice to have" to a "need to have". Leadership development programs are critical to TVET Institutions for organizational goals.

Educational institutions are key players in changing the socio-economic condition of the society. The leadership plays a vital role in managing teaching and non-teaching staffs to produce TVET graduates as per the market demand and socio-economic elements of the community. Educational transformation and leadership are main driving forces to achieve or produce quality outputs from TVET institutions.

When TVET leaders recognize the forces that have shaped each generation, they can adapt their style to more effectively structure institution's workflow, engage employees, and foster communication. Incorporating a range of strategies that promote collaborative relationships among the generations is a vital characteristic of strong

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TVET Leaders. Leveraging generational strengths requires strategic commitment but the outcome is a stronger, more innovative, adaptable, and productive TVET Institutions.

Most of the organizations (i.e. TVET Institutions) today accommodate diverse work ethics, work cultures, and therefore, varying degree of workplace conflicts. Thus, this opportunity has encouraged the organizations or institutions to create the most out of the conflicts from a diverse workforce instead of losing the capability which may help the organizations to be more capable and influential. The responsibility of the institutions' leaders is to ensure that the organizational goals and objectives are met, and at the same time; that, the individual needs of the employees from diverse backgrounds are also taken into care.

This training program includes topics on leadership role on educational transformation, managing diverse workforce, managing change, having effective communications, using tools on continuous quality improvement and development of action plan for the TVET institute.

### **Objectives**

At the end of the program, the participants are expected to:

- Understand the effective leadership traits and challenges of 21<sup>st</sup> century
- Apply methods on how the leadership and management dynamics can contribute to the TVET institutions' development
- Prepare an action plan to apply 21<sup>st</sup> century leadership skills and strategies

### **Expected Outputs and Outcomes**

The expected outputs of the program are:

- Strategies to tackle leadership challenges
- Self-assessment report on leadership qualities
- National Seminar proceedings
- Draft PDCA framework for QMS
- Action plans to apply skills and strategies of 21<sup>st</sup> century leadership

The expected outcome is:

- Application of leadership styles and quality management tool for the excellence of TVET institutions

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### **PROGRAM CONTENTS**

The spiral learning approach will be used to deliver the program, start by mentioning a cluster of rough ideas, including some applications as well as some fundamental building blocks and finally, a self-directed learning approach through action planning.

The main contents of ICP are:

#### **Special Lecture**

- **Globally Competitive TVET Leaders**

#### **Theme Papers**

- **Theme Paper 1:** 21<sup>st</sup> Century Leadership Traits and Challenges
- **Theme Paper 2:** Role of Leadership and Management Dynamics in the TVET Institutions' Development
- **Theme Paper 3:** Managing Change and Improving Adaptability through Organizational Development in the 21<sup>st</sup> Century
- **Theme Paper 4:** Excellence of Leadership for Quality Management through PDCA Cycle in TVET Institute
- **Theme Paper 5:** 21<sup>st</sup> Century Leadership Development Strategy of Nepal in the TVET Context

#### **Group Works**

- **Group Work 1:** Apply strategies tackling challenges faced by the 21<sup>st</sup> century leaders
- **Group Work 2:** Self-assessment of leadership qualities
- **Group Work 3:** Assess organizational development in relation with the change management and adaptability
- **Group Work 4:** Apply PDCA cycle for continuous quality management
- **Group Work 5:** Develop Action Plan to apply 21<sup>st</sup> century leadership strategies and skills

#### **National Seminar**

- **21st Century Skills for Ensuring Employability of TVET Graduates**

#### **Study Visits**

- **Institutions and/or industries in Nepal**

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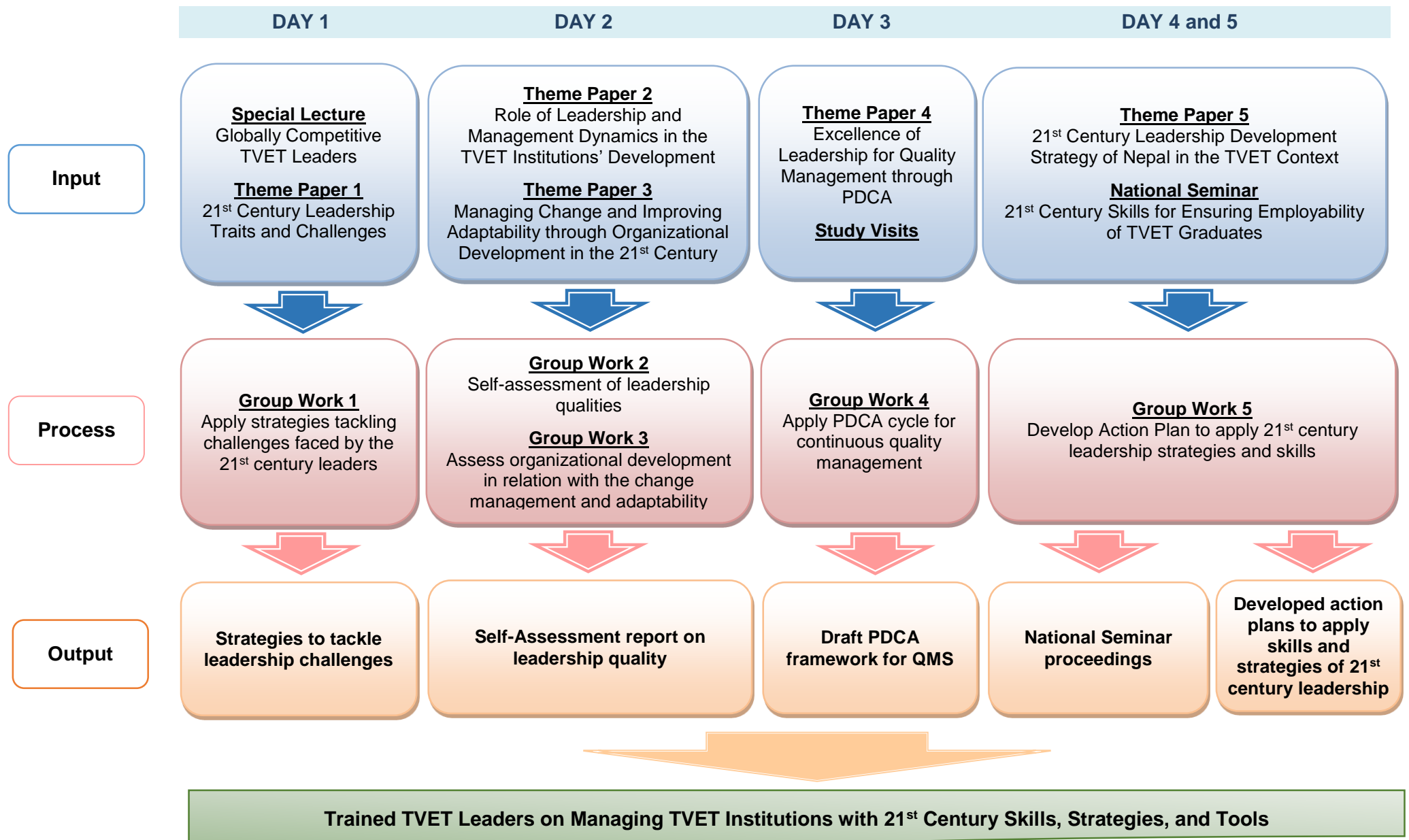
### **INSTRUCTIONAL STRATEGIES**

To facilitate productive and interactive learning, the following instructional strategies will be utilized to effectively train the participants:

- Face-to-face lectures
- Group and individual tasks
- Workshops and exercises
- Role-playing and presentations
- Case scenario
- Meetings and study visits

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## INPUT – PROCESS – OUTPUT (IPO) MODEL



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### PARTICIPANTS' PROFILE

The participants of this ICP are composed of TVET leaders and TVET institutes' administrators of employment-promoting TVET organizations.

### DATE AND VENUE

The five-day program will be held on December 16-20, 2019 at the Training Institute for Technical Instruction (TITI) in Sanothimi, Bhaktapur, Nepal.

### PROGRAM FACILITIES

To conduct the program smoothly, the following facilities are required:

Facilities and Equipment	Specification
Conference Hall	<ul style="list-style-type: none"><li>• Proper <b>conference facility with audio-visual systems and multimedia projector</b> for opening and closing ceremonies</li></ul>
Computer Laboratory	<ul style="list-style-type: none"><li>• <b>Multimedia projector</b> with screen and microphone</li><li>• <b>Computer units (or one for each participant)</b> with the following specifications:<ul style="list-style-type: none"><li>○ Core i3 or higher</li><li>○ Microsoft Windows 7 or higher</li><li>○ 4 GB RAM or above</li><li>○ Each computer with DVD-ROM drive and headset</li><li>○ Windows Media Player/VLC Media Player</li><li>○ Internet Connection (preferably wired Local Area Network/LAN and Wi-Fi)</li><li>○ Google Chrome browser</li><li>○ Any office suite software (MS Office, Libre Office, OpenOffice.org, Google Drive, etc.)</li><li>○ Installed Image Editing Software and Active Presenter</li></ul></li><li>• Space for group works, preferably with round tables</li></ul>

*\*participants may bring their own laptops for convenience*

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**TENTATIVE PROGRAM SCHEDULE**

Day/ Time	9:00-10:30 AM	10:45 AM-12:15 PM	1:15-2:45 PM	3:00-4:30 PM
Day 1 (Mon) 16 Dec	<p align="center"><b>Opening Ceremony</b></p> <p align="center"><b>Program Orientation</b></p> <p align="center"><b>OnCOURSE Registration</b></p>	<p align="center"><b>Special Lecture</b></p> <p align="center">Globally Competitive TVET Leaders <b>(Dr. Ramhari Lamichhane)</b></p>	<p align="center"><b>Theme Paper 1</b></p> <p align="center">21<sup>st</sup> Century Leadership Traits and Challenges <b>(Engr. Sanyog Bhatarai)</b></p>	<p align="center"><b>Group Work 1</b></p> <p align="center">Apply strategies tackling challenges faced by the 21<sup>st</sup> century leaders <b>(Participants)</b></p>
Day 2 (Tue) 17 Dec	<p align="center"><b>M</b></p> <p align="center"><b>Theme Paper 2</b></p> <p align="center">Role of Leadership and Management Dynamics in the TVET Institutions' Development <b>(Engr. S. Bhatarai)</b></p>	<p align="center"><b>Group Work 2</b></p> <p align="center">Self-assessment of leadership qualities <b>(Participants)</b></p>	<p align="center"><b>Theme Paper 3</b></p> <p align="center">Managing Change and Improving Adaptability through Organizational Development in the 21<sup>st</sup> Century <b>(Engr. S. Bhatarai)</b></p>	<p align="center"><b>Group Work 3</b></p> <p align="center">Assess organizational development in relation with the change management and adaptability <b>(Participants)</b></p>
Day 3 (Wed) 18 Dec	<p align="center"><b>M</b></p> <p align="center"><b>Theme Paper 4</b></p> <p align="center">Excellence of Leadership for Quality Management through PDCA <b>(Engr. S. Bhatarai)</b></p>	<p align="center"><b>Group Work 4</b></p> <p align="center">Apply PDCA cycle for continuous quality management <b>(Participants)</b></p>	<p><b>Study Visit/s</b></p>	
Day 4 (Thu) 19 Dec	<p align="center"><b>M</b></p> <p align="center"><b>Theme Paper 5</b></p> <p align="center">21<sup>st</sup> Century Leadership Development Strategy of Nepal in the TVET Context <b>(Local Resource Person)</b></p>	<p align="center">Orientation on Action Planning <b>(Engr. S. Bhatarai)</b></p>	<p align="center"><b>National Seminar on 21<sup>st</sup> Century Skills for Ensuring Employability of TVET Graduates</b></p>	<p align="center"><b>National Seminar</b> <i>(cont'd)</i></p>
Day 5 (Fri) 20 Dec	<p align="center"><b>M</b></p> <p align="center"><b>Group Work 5</b></p> <p align="center">Develop Action Plan to apply 21st century leadership strategies and skills <b>(Participants)</b></p>	<p align="center">Presentation of Action Plans <b>(Participants)</b></p>	<p align="center"><b>Program Evaluation</b></p> <p align="center"><b>Closing Ceremony</b></p> <p align="center"><b>Awarding of Certificates</b></p>	<p align="center">End of ICP</p>

*\*MILY: Most Important Learning of Yesterday*

*\*\*Fellowship Night schedule to be confirmed*

# **NATIONAL SEMINAR: 21<sup>st</sup> CENTURY SKILLS FOR ENSURING EMPLOYABILITY OF TVET GRADUATES**

## **NATIONAL SEMINAR ON 21<sup>st</sup> CENTURY SKILLS FOR ENSURING EMPLOYABILITY OF TVET GRADUATES**

**December 19, 2019**

**Training Institute for Technical Instruction (TITI), Nepal**

*Organized by:*

**Colombo Plan Staff College and  
Council for Technical Education and Vocational Training (CTEVT), Nepal**

### **OVERVIEW**

Across the world, the world of work is changing day by day and experiencing the Fourth Industrial Revolution, better known as Industry 4.0 where the 'real' and the 'virtual' world are seamlessly getting connected giving rise to what are known as cyber-physical production systems. As a result, each country is expected to encounter a number of challenges related to the skill level of their work force. The skills, which are important today, will cease to be so in the future and the work force will be expected to possess new skills in the domain of information technology, data analytics, etc. A higher percentage of the jobs will give importance to cognitive abilities and system skills over physical abilities while defining core work-related skill sets.

TVET graduates require essential skills for 21<sup>st</sup> Century: collaboration & team work, creativity & imagination, critical thinking, problem solving, flexibility & adaptability, global & cultural awareness, information literacy, leadership, civic literacy & citizenship, social responsibility & ethics, initiatives, technology literacy, and oral & written communications. Without these skills, TVET graduates will be having difficulty in getting jobs and sustaining the job for a longer period. These skills are equally important as the modern technological knowhow. There exists a mismatch between the skill sets job applicants have and the skill sets they are expected to possess in developing economies like Nepal. The demand-supply gap will widen even further if necessary actions are not taken by the TVET system. Though the government has undertaken independent initiatives to promote vocational education and skill development, there are still significant efforts required for focusing on imparting 21<sup>st</sup> century skills to the TVET Graduates. There exists an opportunity for the TVET system to collaborate with industry and to work together to prepare the skilled work force.

CPSC in collaboration with CTEVT, Nepal is convening a half-day seminar on 21<sup>st</sup> Century Skills for Ensuring Employability of TVET Graduates against the background of the emerging need of skilling youth with 21<sup>st</sup> century skills. The purpose of the seminar is to create a platform for the academicians and practitioners to exchange



## **NATIONAL SEMINAR: 21<sup>st</sup> CENTURY SKILLS FOR ENSURING EMPLOYABILITY OF TVET GRADUATES**

ideas and experiences to provide an insight on addressing the concerns and exploring opportunities for the future of work.

The seminar will provide a timely opportunity to share knowledge and experiences on the educational and training dimension of enhancing the skills in youth and to discuss the policy tools, the coordinating mechanisms and the scope of national educational and training strategies to deal with 21<sup>st</sup> century skills. It will help in promoting dialogue on the main themes towards the management of education and training standards; and strengthening cooperation among stakeholders for empowering youth through 21<sup>st</sup> century skills.

### **ORGANIZERS**

#### **Colombo Plan Staff College**

The Colombo Plan Staff College (CPSC) is a unique Inter-Governmental Organization for Human Resources Development in Asia and the Pacific Region. As a specialized agency of the Colombo Plan System, CPSC is mandated to enhance the quality of technical and vocational education and training (TVET) in its member countries through the planning and implementation of demand-driven training programs; research and development, information dissemination and consultancy activities in Asia and the Pacific region

CPSC has become a vibrant forum in facilitating the improvement of TVET systems among its active member countries, which are: Afghanistan, Bangladesh, Bhutan, Fiji, India, Malaysia, Maldives, Mongolia, Myanmar, Nepal, Islamic Republic of Pakistan, Papua New Guinea, Philippines, Singapore, Sri Lanka and Thailand.

#### **Council for Technical Education and Vocational Training (CTEVT), Nepal**

The Council for Technical Education and Vocational Training (CTEVT) constituted in 1989 (2045 BS) is a national autonomous apex body of Technical and Vocational Education and Training (TVET) sector committed for the production of technical and skilful human resources required to the nation. CTEVT is a vibrant organization promoting TVET system to develop a competent workforce for national and international market needs. It has an assembly consisting of 24 members and a governing board known as Council comprising nine members. Minister of Education chairs both the Assembly and the Council. The Council has a full time Vice-Chairperson and a Member-Secretary.

CTEVT envision Skilling Nepal for Peoples Prosperity and is mainly involved in policy formulation, quality control, preparation of competency based curriculum, developing skill standards of various occupations and testing the skills of the people, conduct various research studies and training needs assessment etc.

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## **SEMINAR DETAILS**

### **Themes**

The main themes of the seminar are:

- Skills for 21<sup>st</sup> Century
- Opportunities and Challenges in Implementing Demand-driven TVET Programs in Nepal
- Is the Present TVET Ecosystem Supportive for 21<sup>st</sup> Century Skills in Nepal?
- Industry Expectations from TVET in Nepal

### **Objectives**

The key objectives of the seminar includes:

- Identify the opportunities and challenges within 21<sup>st</sup> century skills
- Formulate appropriate strategies for skilling youth with 21<sup>st</sup> century skills
- Internalize changes required for 21<sup>st</sup> century skills by TVET institutions and the government
- Obtain information of the industry expectations to enhance youth employability

The seminar will also cover best practices of various institutions/organizations with successful models in promoting skills for youth employability in the changing nature of the future of work.

### **Expected Output**

The seminar expected to have the following output:

- National Seminar proceedings

### **Delegates**

The Seminar will be participated by TVET administrators, policy makers, academic professionals, TVET experts and practitioners, including the private sector and enthusiasts from Nepal.

### **Speakers**

The Seminar is expected to be addressed by TVET policy maker, TVET expert, industry representative (employer side), and Director General of CPSC.

## NATIONAL SEMINAR: 21<sup>st</sup> CENTURY SKILLS FOR ENSURING EMPLOYABILITY OF TVET GRADUATES

### Date and Venue

The event will be held on December 19, 2019 from 13:30 PM – 17:00 PM at the Training Institute for Technical Instruction (TITI) in Nepal.

### SEMINAR SCHEDULE

Time	Seminar Sequence
13:30-13:45 AM	Registration
13:45-14:00 PM	Inaugural Ceremony
14:00-14:30 PM	<b>Session 1: Skills for 21<sup>st</sup> Century</b> Speaker: Ramhari Lamichhane, PhD <i>(Director General, CPSC)</i>
14:30 -15:00 PM	<b>Session 2: Opportunities and Challenges in Implementing Demand-Driven TVET Programs in Nepal</b> Speaker: TVET Expert (TBC)
15:00-15:30 PM	Tea Break and Networking
15:30- 16:00 PM	<b>Session 3: Is the Present TVET Ecosystem Supportive for 21st Century Skills in Nepal?</b> Speaker: TVET Policy Maker (TBC)
16:00- 16:30 PM	<b>Session 4: Industry Expectations from TVET in Nepal</b> Speaker: Industry Representative/Employer (TBC)
16:30-17:00 PM	Conclusion, Recommendations, and Closing

# NATIONAL SEMINAR: 21<sup>st</sup> CENTURY SKILLS FOR ENSURING EMPLOYABILITY OF TVET GRADUATES

## SEMINAR MANAGEMENT

### Seminar Supervisors



#### **Ramhari Lamichhane, PhD**

Director General, Colombo Plan Staff College (CPSC) and President, Asia Pacific Accreditation and Certification Commission (APACC)

Bldg. Blk. C, DepEd Complex, Meralco Avenue Pasig City 1600, Metro Manila, Philippines

Tel.: +63 2 6310991, 93 to 95

Fax: +63 2 6338425

Email: director-general@cpsctech.org



#### **Pushpa Raman Wagle, PhD**

Member Secretary

Council for Technical Education and Vocational Training (CTEVT) Sanothimi, Bhaktapur, P.B. 3546

Kathmandu, Nepal

Tel: (+977 1) 6639120

Fax: (+977 1) 6630294, 6636122

Email: prwagle@ctevt.org.np, pushpawaglester@gmail.com

### Seminar Coordinator



#### **Engr. Sanyog Bhattarai**

Faculty Specialist and

Chairperson, Training and Development Division Colombo Plan Staff College (CPSC)

Bldg. Blk. C, DepEd Complex, Meralco Avenue Pasig City 1600, Metro Manila, Philippines

Tel.: +63 2 6310991, 93 to 95

Fax: +63 2 6338425

Email: sanyogbhattarai@cpsctech.org

### Seminar Local Coordinator



#### **Er. Anoj Bhattarai**

Director – Technical Division

Council for Technical Education and Vocational Training (CTEVT) Sanothimi, Bhaktapur, P.B. 3546

Kathmandu, Nepal

Tel.: (+977 1) 6630408

Mobile: (+977) 9841207494

E-mail: anoj\_bhattarai@ctevt.org.np, anoj\_bhattarai@icloud.com