Thailand’s Experience and Lessons Learned from the Lifelong Learning on e-Learning and Workplace Learning

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I. Lifelong Learning Policies in Thailand

1997 Thai Constitution

“All citizens have both the right and the duty to receive education and training, guarantees academic freedom and emphasizes the role of the private sector for the provision of education at all levels.”
I. Lifelong Learning Policies in Thailand

10th National Economic and Social Development Plan (2007-2011)

“Provide all persons with physical and mental development, knowledge, ability, career skills, and life security, and enable all target groups to develop their own potential and strengthen family, community, and society.”
I. Lifelong Learning Policies in Thailand

National Education Act of 1999

Educational provision shall be based on…
(1) lifelong education for all,
(2) all segment of society participating in the provision of education:
(3) continuous development of the bodies of knowledge edge and learning processes…
I. Lifelong Learning Policies in Thailand


“Upgrade Thailand’s Higher Education sector and increase the quality of human resources in order to be equipped with lifelong job opportunities.”
Encourages individuals to continue to learn after their graduation in order to keep up with the changing global environment.

Lifelong learning offers a “second chance” to those who “missed out” to return to formal education.

Lifelong learning is discussed in relation to adult education, especially for the elderly.

3 dimensions to lifelong learning in Thailand’s higher education policy.
I. Lifelong Learning Policies in Thailand

Master Plan of Labour (2007-2011)

“Promoting and supporting labour development to have sufficient quantity and quality in order to increase labour productivity and the competitiveness of the country.”
II. Lifelong Learning on e-Learning

e-Learning

Expanding educational opportunity for people anywhere and anytime

Lifelong learning society
II. Lifelong Learning on e-Learning

Open Universities

Open for all, both high school graduates and people in labour market

Enable workers who did not have a formal education degree to take an equivalent educational route
II. Lifelong Learning on e-Learning

Sukhothai Thammathirat Open University

- The first distance education university in Thailand.
- Use several media for providing distance education.
- Develop e-Learning courses and provides them online (http://www.stou.ac.th/eLearning).
- Provide online certificate degree program or e-Training (http://www.stou.ac.th/study/projects/training/doc/index.htm).
II. Lifelong Learning on e-Learning

Sukhothai Thammathirat University’s e-Learning System
II. Lifelong Learning on e-Learning

Ramkhamhaeng University

- The first knowledge supermarket for the high school graduates who need the first or second degree.
- Developed e-Learning courses and provided them online. (http://www.ram.edu/elearning/index.php).
II. Lifelong Learning on e-Learning

Ramkhamhaeng University’s e-Learning System
II. Lifelong Learning on e-Learning

The Office of the Non-Formal and Informal Education (ONIE)

- The main organisation responsible for non-formal and informal education.
ONIE e-Learning Regional Offices

II. Lifelong Learning on e-Learning

Welcome to e-Learning

User Name

Password

Login

Admin Message

Welcome to e-Learning

User Name: [Full Name]

Password: [Password]

Login

User Online

e-Learning Center

Welcome to e-Learning

User Name: [Full Name]

Password: [Password]

Login

User Online
CHE push strategies through two organizations

Office of Higher Education Commission

- Initiate, promote and support online distance education in higher education
- Create local and international universities network on e-Learning, R&D, learning resources sharing

- IT Infrastructure
- Administrate and support the system that inter-connect public universities

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II. Lifelong Learning on e-Learning

University Network (UniNet)

- To be “National ICT infrastructure” for higher educational institutes to connect every institution of higher education to the Internet for education and research.
- To be central hub for connecting to other national and international network.
University Network (UniNet)

Connects all Public and some Private universities in Thailand

- Via 10 Gbps links to Domestic
- Via 310 Mbps links to International
- Connects to Abilene (Internet2) 155 Mbps in L.A.
UniNet Network Topology “2008-2009”

Backbone 10 Gbps x 2
+ Backup 10 Gbps

Connect to over 200 educational institutes
II. Lifelong Learning on e-Learning

Thailand Cyber University Project

- To effectively enhance access to higher education through distance learning via UniNet.
- To encourage the collaboration among Thai universities in effective sharing of educational resources.
- To upgrade and assure the quality of e-Learning.
- To be center in transferring of knowledge credit which will increase opportunities for those who in the workplace to upgrade their knowledge and skill or to further their study which will lead to lifelong learning.
## II. Lifelong Learning on e-Learning

### Total of self-paced learning courses classified by ISCED

<table>
<thead>
<tr>
<th>ISCED</th>
<th>Number of Courses</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Education Science and Teacher Training</td>
<td>9</td>
<td>1.86%</td>
</tr>
<tr>
<td>Humanities, Religion and Theology</td>
<td>29</td>
<td>5.98%</td>
</tr>
<tr>
<td>Fine and Applied Arts</td>
<td>2</td>
<td>0.41%</td>
</tr>
<tr>
<td>Law</td>
<td>11</td>
<td>2.27%</td>
</tr>
<tr>
<td>Social and Behavioural Science</td>
<td>40</td>
<td>8.25%</td>
</tr>
<tr>
<td>Commercial and Business</td>
<td>59</td>
<td>12.16%</td>
</tr>
<tr>
<td>Mass Communication and Documentation</td>
<td>22</td>
<td>4.54%</td>
</tr>
<tr>
<td>Service Trades</td>
<td>15</td>
<td>3.09%</td>
</tr>
<tr>
<td>Natural Science</td>
<td>24</td>
<td>4.95%</td>
</tr>
<tr>
<td>Mathematics and Computer Science</td>
<td>85</td>
<td>17.53%</td>
</tr>
<tr>
<td>Medical Science and Health-Related</td>
<td>14</td>
<td>2.89%</td>
</tr>
<tr>
<td>Engineering</td>
<td>131</td>
<td>27.01%</td>
</tr>
<tr>
<td>Architecture and Town Planning</td>
<td>3</td>
<td>0.62%</td>
</tr>
<tr>
<td>Agriculture, Forestry and Fishery</td>
<td>33</td>
<td>6.80%</td>
</tr>
<tr>
<td>Other Programs</td>
<td>8</td>
<td>1.65%</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>485</strong></td>
<td></td>
</tr>
</tbody>
</table>
II. Lifelong Learning on e-Learning

Total of self-paced learning courses classified by ISCED

Education and Teacher Training: 9
Humanities, Religion and Theology: 29
Fine and Applied Arts: 2
Social and Behavioural Science: 11
Law: 40
Commercial and Business: 59
Communication and Documentation: 22
Service Trades: 15
Natural Science: 85
Medical Science and Health-Related: 24
Architecture and Town Planning: 14
Engineering: 131
Agriculture, Forestry and Fishery: 3
Other Programs: 8
## II. Lifelong Learning on e-Learning

**No. of self-paced course registrations classified by students' age group**

<table>
<thead>
<tr>
<th>Age Group</th>
<th>Total</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>0 - 19</td>
<td>13,255</td>
<td>10.33%</td>
</tr>
<tr>
<td>20 - 26</td>
<td>38,331</td>
<td>29.87%</td>
</tr>
<tr>
<td>27 - 39</td>
<td>48,317</td>
<td>37.65%</td>
</tr>
<tr>
<td>40 - 46</td>
<td>12,693</td>
<td>9.89%</td>
</tr>
<tr>
<td>47 - 57</td>
<td>11,691</td>
<td>9.11%</td>
</tr>
<tr>
<td>&gt;= 58</td>
<td>4,044</td>
<td>3.15%</td>
</tr>
</tbody>
</table>

**Grand Total**: 128,331
II. Lifelong Learning on e-Learning

No. of self-paced course registrations classified by students' age group

- 3%
- 10%
- 9%
- 10%
- 38%
- 30%
## II. Lifelong Learning on e-Learning

### No. of self-paced course registrations classified by students' occupation

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Total</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Student</td>
<td>40,186</td>
<td>31.31%</td>
</tr>
<tr>
<td>Government Officer/Staff</td>
<td>35,735</td>
<td>27.85%</td>
</tr>
<tr>
<td>State Enterprise Employee</td>
<td>2,826</td>
<td>2.20%</td>
</tr>
<tr>
<td>Employee</td>
<td>14,058</td>
<td>10.95%</td>
</tr>
<tr>
<td>Self-Employ</td>
<td>3,955</td>
<td>3.08%</td>
</tr>
<tr>
<td>Unemployed</td>
<td>2,394</td>
<td>1.87%</td>
</tr>
<tr>
<td>N/A</td>
<td>29,177</td>
<td>22.74%</td>
</tr>
<tr>
<td><strong>Grand Total</strong> :</td>
<td><strong>128,331</strong></td>
<td></td>
</tr>
</tbody>
</table>
II. Lifelong Learning on e-Learning

No. of self-paced course registrations classified by students’ occupation:

- Student: 31%
- Government Officer/Staff: 28%
- State Enterprise Employee: 23%
- Employee: 11%
- Self-Employ: 3%
- Unemployed: 2%
- N/A: 2%
### II. Lifelong Learning on e-Learning

No. of self-paced course registrations classified by students' education level

<table>
<thead>
<tr>
<th>Study Level</th>
<th>Total</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Primary Level</td>
<td>3,721</td>
<td>2.90%</td>
</tr>
<tr>
<td>Secondary Level</td>
<td>13,449</td>
<td>10.48%</td>
</tr>
<tr>
<td>Vocational Diploma</td>
<td>3,144</td>
<td>2.45%</td>
</tr>
<tr>
<td>Diploma</td>
<td>4,357</td>
<td>3.40%</td>
</tr>
<tr>
<td>Bachelor's Degree</td>
<td>42,164</td>
<td>32.86%</td>
</tr>
<tr>
<td>Graduate Diploma</td>
<td>843</td>
<td>0.66%</td>
</tr>
<tr>
<td>Master's Degree</td>
<td>14,131</td>
<td>11.01%</td>
</tr>
<tr>
<td>Higher Graduate Diploma</td>
<td>950</td>
<td>0.74%</td>
</tr>
<tr>
<td>Doctoral Degree</td>
<td>927</td>
<td>0.72%</td>
</tr>
<tr>
<td>N/A</td>
<td>44,645</td>
<td>34.79%</td>
</tr>
</tbody>
</table>

**Grand Total:** 128,331
II. Lifelong Learning on e-Learning

No. of self-paced course registrations classified by students' education level:

- Primary Level: 35%
- Secondary Level: 11%
- Bachelor's Degree: 1%
- Graduate Diploma: 1%
- Master's Degree: 1%
- Diploma: 33%
- Vocational: 10%
- Higher Graduate Diploma: 3%
- N/A: 2%
II. Lifelong Learning on e-Learning

Online Certificates Courses

- e-Learning Professional
- Computer and Internet Literacy
- E-Book
- Computer Game Design
- Cartoon Animation
- Designing Industrial Material Product
- Movie Editing
- Electronic Media Building
- Creating Web on Technology Subject by eXe
- Creating Web on Technology Subject by Ms Word
- Basic Microsoft Word

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Skill training, retraining, and upgrading skills of the workforce

Establish a network of skill development institutions

Offer various courses of training

III. Lifelong Learning on Workplace Learning

Department of Skill Development
Technical and non-technical programs, services and commerce, including basic and soft skills training.

Focus on practical training; theory 20%, practices 80%

Conducted in training institutes and establishments.

The duration of training From 280 hours to 10 months.

Classified as basic skilled labour
### Table: Output of Skill Development Activities
Comparing 3 years, in 2006, 2007 and 2008

<table>
<thead>
<tr>
<th>Activities</th>
<th>2006</th>
<th>2007</th>
<th>2008</th>
<th>2009</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Planned (persons)</td>
<td>Output (persons)</td>
<td>Planned (persons)</td>
<td>Output (persons)</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>470,380</td>
<td>1,142,618</td>
<td>1,224,420</td>
<td>3,282,928</td>
</tr>
<tr>
<td><strong>1. Training for increasing job opportunity</strong></td>
<td>47,320</td>
<td>65,755</td>
<td>52,110</td>
<td>71,456</td>
</tr>
<tr>
<td><strong>2. Training/ Promotion of Entrepreneurship</strong></td>
<td>7,480</td>
<td>9,036</td>
<td>6,090</td>
<td>7,441</td>
</tr>
<tr>
<td><strong>3. Pre-Employment Training</strong></td>
<td>14,632</td>
<td>14,817</td>
<td>12,680</td>
<td>15,658</td>
</tr>
<tr>
<td><strong>4. Upgrading Training</strong></td>
<td>103,178</td>
<td>122,009</td>
<td>112,940</td>
<td>160,103</td>
</tr>
<tr>
<td><strong>5. Skill Standard Developing/ Testing</strong></td>
<td>37,770</td>
<td>40,625</td>
<td>40,600</td>
<td>48,692</td>
</tr>
<tr>
<td><strong>6. Skill Development promotion</strong></td>
<td>260,000</td>
<td>890,376</td>
<td>1,000,000</td>
<td>2,979,578</td>
</tr>
<tr>
<td><strong>2,816,940</strong></td>
<td><strong>2,816,940</strong></td>
<td><strong>2,816,940</strong></td>
<td><strong>2,816,940</strong></td>
<td><strong>2,816,940</strong></td>
</tr>
</tbody>
</table>

III. Lifelong Learning on Workplace Learning

Workplace Learning within Private Sector Organisations

❖ On-the-job informal training to respond to the skill needs of a rapidly growing economy.

❖ 82% of companies give informal training to new workers

❖ 58% of provides any formal training to employees

Zeufack, 1998
### III. Lifelong Learning on Workplace Learning

#### Table: Workplace training in small plants and large plants

<table>
<thead>
<tr>
<th>Workplace Training</th>
<th>Small Plants</th>
<th>Large Plants</th>
</tr>
</thead>
<tbody>
<tr>
<td>Basic informal instruction</td>
<td>73%</td>
<td>88%</td>
</tr>
<tr>
<td>In-house training</td>
<td>13%</td>
<td>68%</td>
</tr>
<tr>
<td>Outside training</td>
<td>19%</td>
<td>78%</td>
</tr>
</tbody>
</table>

Zeufack, 1998
III. Lifelong Learning on Workplace Learning

E-Learning and Workplace Learning

- Some organizations have e-Learning contents for their employees.

- Thai Airways Airline has developed e-Learning contents to train their employees, including pilots and cabin crews.
Conclusion

- Government policy supporting the expansion of education opportunity and lifelong learning.

- E-learning has been used to support lifelong learning. Setting up of Thailand Cyber University Project

- Workplace learning > Department of Skill Development is responsible for skill training, retraining, and upgrading skills of the workforce.

- Successful operation of lifelong learning > cooperation from stakeholders in the society.