

**The Learning Factory:**  
**An Innovative Model of**  
**Vocational Education in Thailand**

by  
Dr. Nuanjan Puyakoon,  
Dr. Pongpan Traimongkolkul



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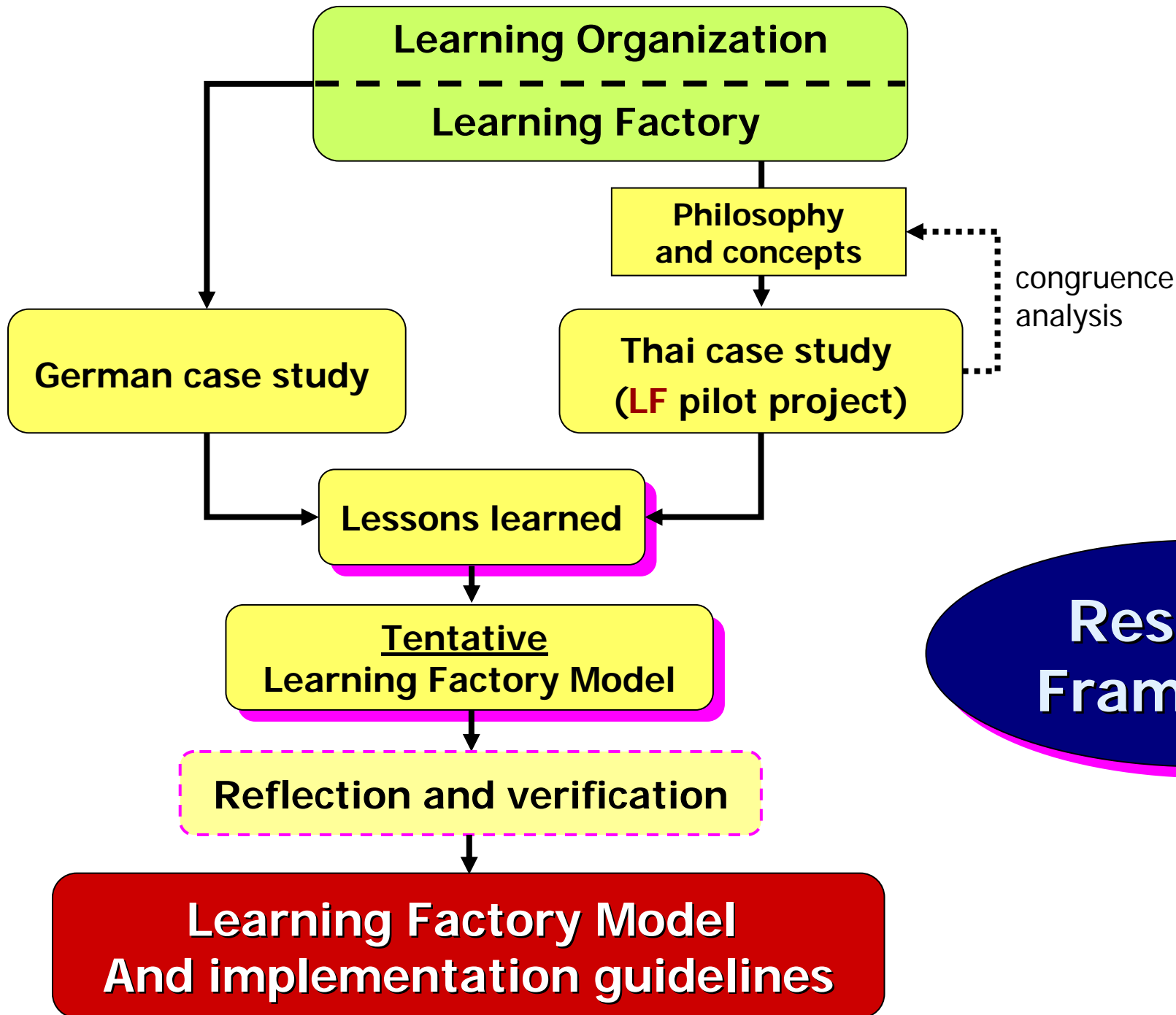
# **The Learning Factory: An Innovative Model of Vocational Education in Thailand**

## **OBJECTIVES:-**

- **To analyze congruence between the learning factory concepts and actual applications in a Thai setting;**
- **To construct a learning factory model relevant to the Thai context;**
- **To propose guidelines for implementation of the model.**

# What is a Learning Factory ?

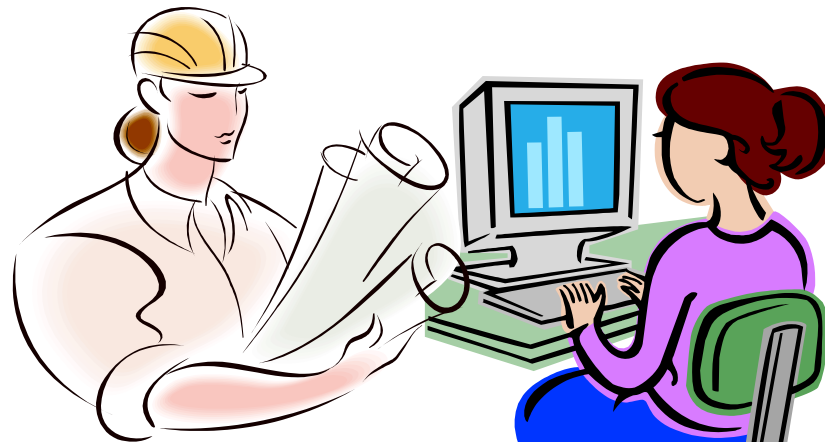
- **LF** is an innovative strategy, derived from the concept of “**learning organization**”
- A **LF** is a workplace with **supportive learning environment** where members are encouraged to:
  - realize their **needs** for continuous learning
  - be given **opportunity** to pursue their learning targets
  - **share** knowledge for the growth of individuals as well as of the enterprise



**Research Framework**

# Research Results

1. Lessons learned from the German Experience
2. Lessons learned from the Thai Experience
3. The Learning Factory Model and Implementations



**N Germany**

# 1. Lessons Learned from the German Experience



# 1.1 Building career awareness and preparation

age Education Level

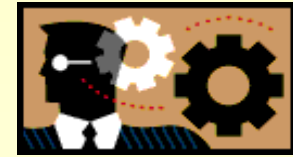
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Tertiary Sector

Upper Secondary Sect

Lower Secondary Sec

Primary Level



# 1.2 Effective channel of partnership in vocational education and training

Apprenticeship program links theory into real world of work for students



Laws and Regulations



**Dual**  
Vocational training



Alternatives for further education relevant to work



Standards for Vocational Qualifications



# 1.3 Research-based educational development

Research provided reliable information for :-

- Proactive action
- Innovative action

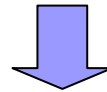


## 2. Lessons Learned from the Thai Experience

Federal of  
Thai Industries



Ministry of  
Education



**Pilot project : Learning Factory**



Voc. College 1



Voc. College 2



Voc. College 3

- . Operated in accordance with the pre-determined objectives
- . 61% of students completed the learning program with satisfactory express by themselves and their job supervisors
- . Positive impacts




Satisfying outcome

## 2.1 Project Outcome

### Pilot project : Learning Factory

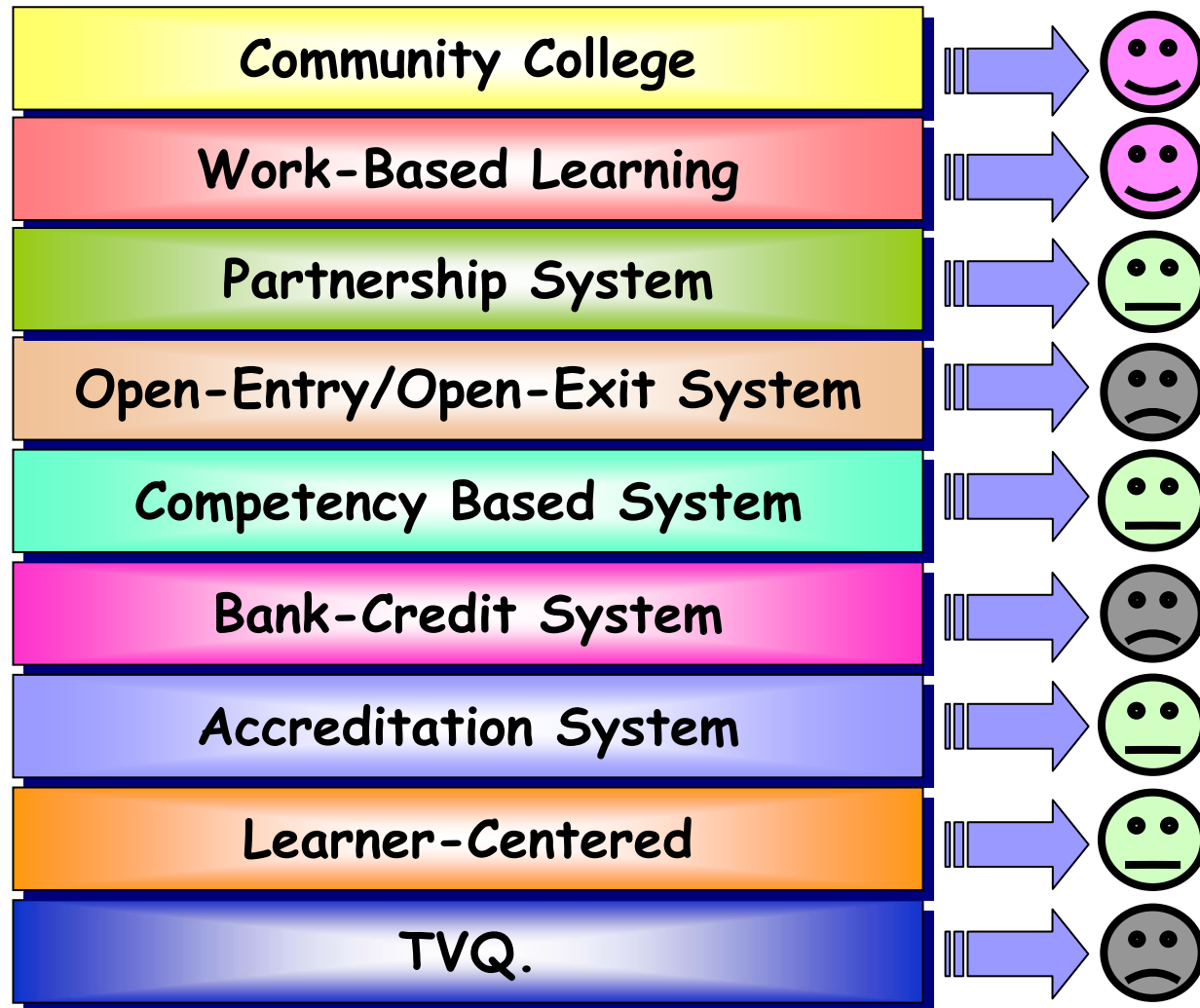
## 2.2 Problems and Obstacles

- . Lack of clarity in collation between two partners
- . Inadequate project preparation and lack of working manual for two partners
- . Inadequate and ineffective information distribution
- . Lack of government law and regulations
- . Lack of unity and continuity in project management and supervision
- . Lack of systematic follow-ups and evaluation
- . Lack of systematic and holistic data base for monitoring and evaluation

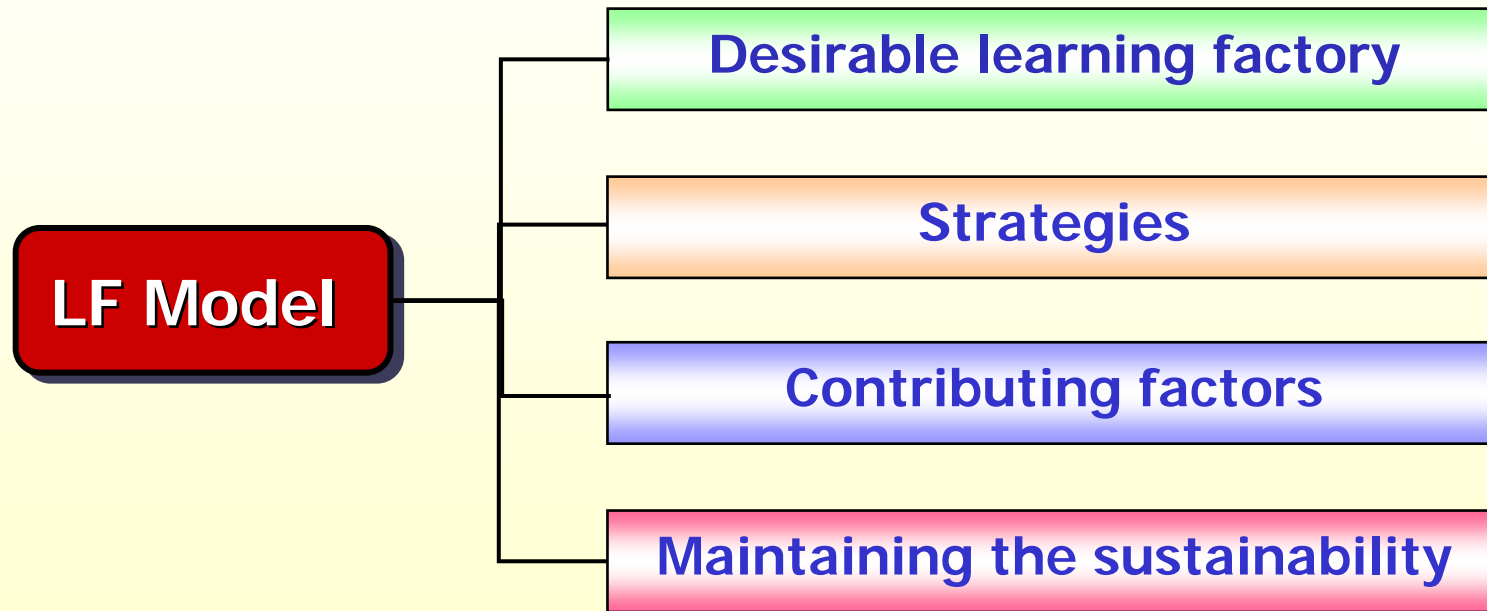


The classic administration problems

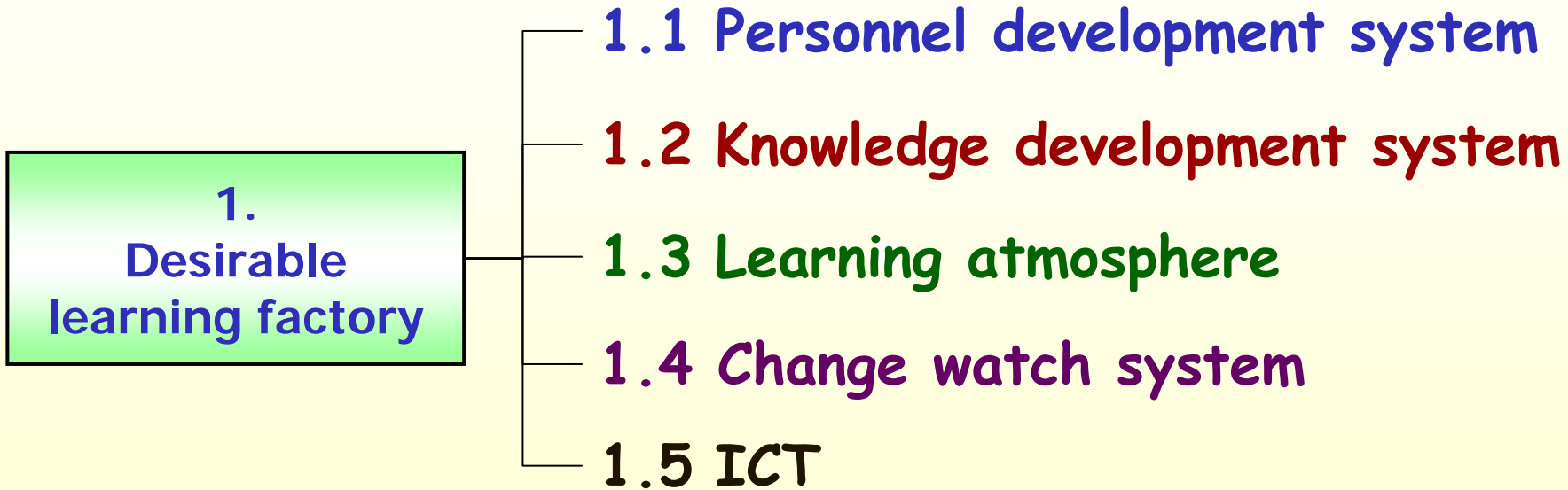
# 2.3 Concept-to-practice congruence



# 3. The Learning Factory Model



# 3. The Learning Factory Model (cont.)



# 3. The Learning Factory Model (cont.)

2.1 Creative awareness:  
communicating program objectives

2.2 Assuring readiness for  
learning programs

2.3 Creating learning culture

2.4 Conducting need assessment

2.5 Conducting learning program

2.6 Assessing for the future improvement

2.  
Strategies

# 3. The Learning Factory Model (cont.)



3.  
Contributing  
factors

3.1 Supportive organization leadership

3.2 Learning commitment of personal

3.3 Supportive policy and regulation

3.4 Budget & funding support

3.5 Educational alliance and network

3.6 Stimulating programs for personnel  
development

3.7 TVQ. (Thai Vocational Qualification)

# 3. The Learning Factory Model (cont.)

4.1 Sustaining organization commitment

4.2 Establishing strategic plan and continuity for personnel development

4.3 Assigning a specific unit and persons to be in-charged of learning programs

4.4 Nurturing the learning environment

4.5 Keeping knowledge management update and relevant

4.6 Keeping continuous contact with educational partners

4.  
Maintaining

### 3. The Learning Factory Model (cont.)

4.7 Creating/maintaining learning network with concerned organization

4.8 Establishing supportive policy & practice (law & regulation & enforcement) by government

4.9 Encouraging trained personnel for active involvement in organizational development

4.10 Providing benefits for program participants & stakeholders

4.  
Maintaining

# Model Implementation

## Conditions

clear purpose and concept of personnel development of concerned enterprises

promising characteristics and readiness of concerned enterprise

relevancy of learning program and content

## Guidelines

focusing on the role and commitment of involved enterprises & vocational institutions

Commitment for learning organization

Proactive role of educational institutions

Strong partnership commitment

# Recommendations for further research

Action research should be conducted

- to implement the LF model in different enterprises,
- alternative models for different context of workplace learning

**Alternative models**

