

IIOE Asia-Pacific Mid-Year Meeting 2021

IIOE Competency Framework for the Higher Education Workforce : **Perspective from Indonesia**

By Paulina Pannen/Universitas Terbuka/Indonesia
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INDONESIA

IIOE Competency Framework for the Higher Education Workforce



Indonesia: HE's Tri Dharma PT (Three Pillars of Conduct)



A **lecturer** in HEIs in Indonesia has to do:

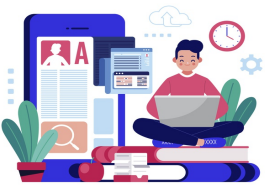
1. Teaching and Learning
2. Research
3. Innovation
(commercialization) and
community services

Competency of Lecturer

- Subject Matter Competency
- Professional Competency
- Social Competency
- Personal Competency

Indonesia: HE's Tri Dharma PT (Three Pillars of Conduct)

Teaching & Learning



Target:

- # graduates
- Quality of graduates (Cert of Competency)
- Grads in job market

Research

1. Concepts
2. Exploration
3. *Feasibility/ Scanning*

Target:
Research & publication

ALPHA (α) Test

1. *prototype development*
2. lab testing

Target: *Patent & IPR*

BETA (β) Test

1. Pilot Testing
2. Further Development

Target:

- Industrial Ready Prototype
- with license

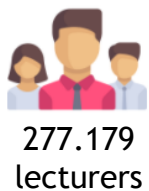
Industry (commercialization)

1. partnership with industry for production
2. intern/national e-catalog
3. wide marketing

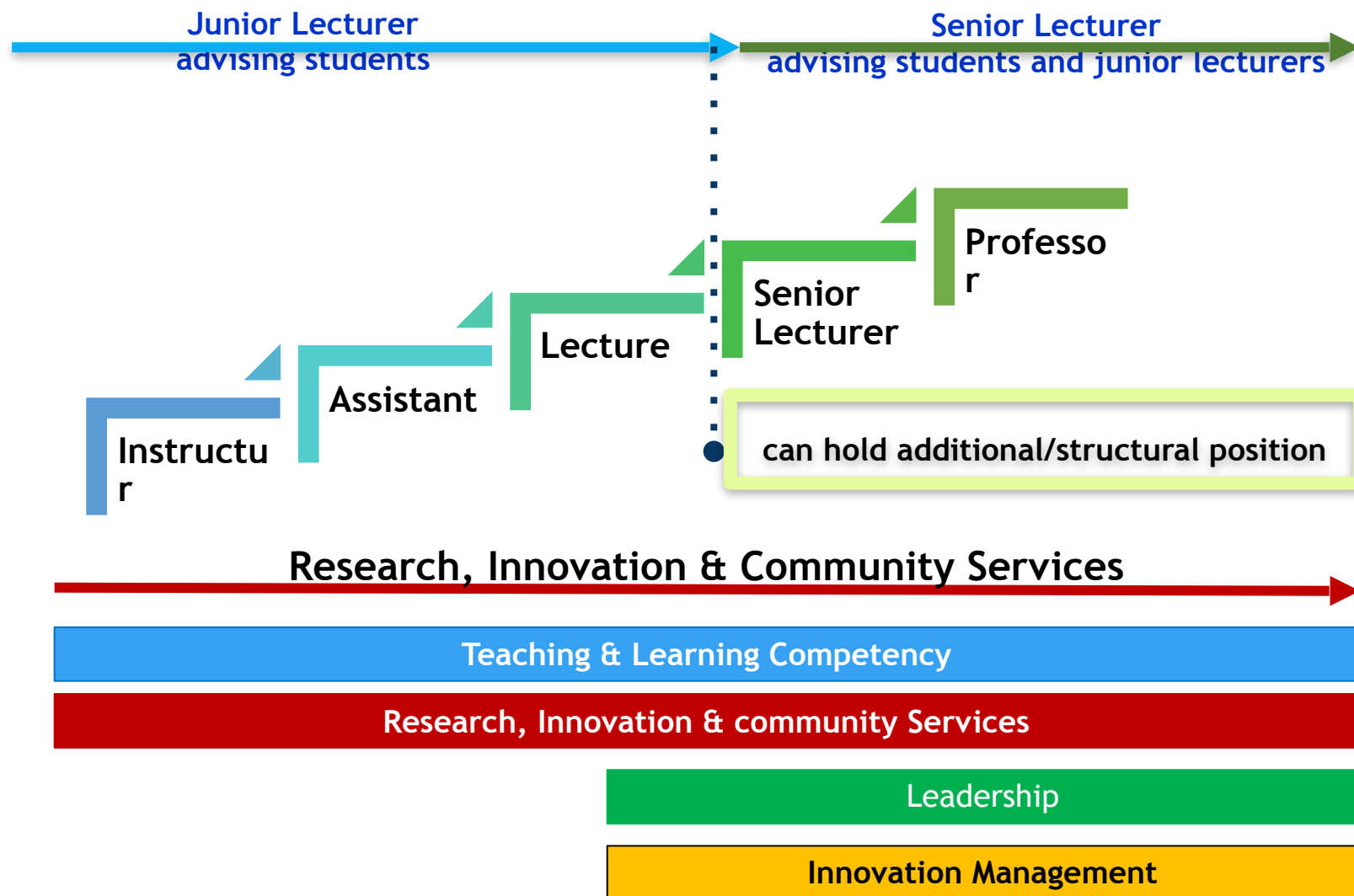
Target:

- Royalty
- *Market mixed (QCD)*

Career of HE Lecturers



- Study Program = 34,256
- Students = 8,910,609



Comment

As it is: only for teaching
and learning - junior
lecturers (and part of senior
lecturers)

How about DL/OL skills for
research, innovation, and
community services?

Comment

For Senior Lecturers: a need for
“transfer” skills more than
sharing phases so that they can
catch up with new development
or innovate sth new → innovating,
leading

strategy to “minimize
dependency of T&L on
internet and/or virtual
conference”



Comment

Dimension 1:

- Difference between MOOCs or self-paced courses, and Blended/hybrid TL
- DE vs online: LFH, ERL, DL, OL

Dimension 2:

- self-improvement - faculty development?
- community of practices

Dimension 1:

- Learning Design
- Learning Path
- Engagement/interaction
- AI (teacherbot)

Dimension 2:

- a separate manual for HEI leaders
- including cost-benefit analysis and cost-efficient analysis
- system thinking
- doing business differently/ change mgmt

Comment



Comment

Dimension 3

ICT Disciplines?

ICT Practitioners?

ICT intermediary?

ICT savvy lecturers

Lecturers in HEIs can be categorized into: lecturers in teachers college, and lecturers in general university

Comment

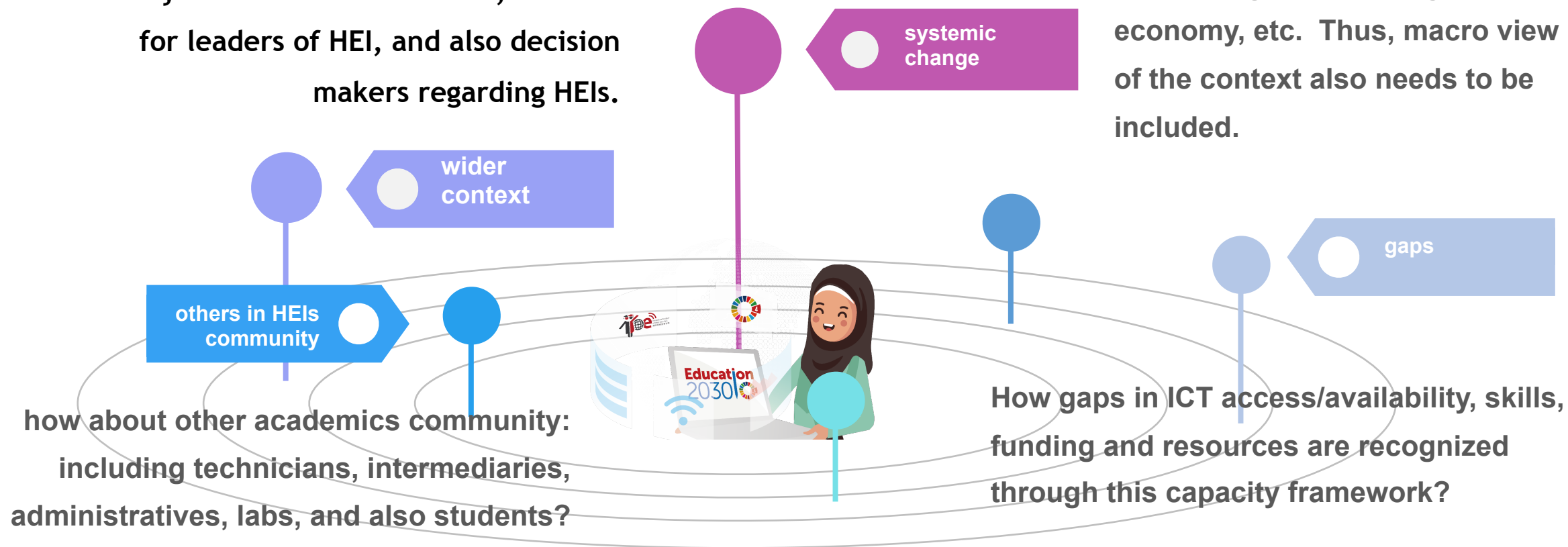
If this is only for lecturers in HEIs, then, dimension 2 and dimension 3 can be simplified.



Comment

This IIOE Competency Framework for the Higher Education Workforce is not solely for individual lecturers, but also for leaders of HEI, and also decision makers regarding HEIs.

It calls for systemic change in macro as well as micro level, and influenced by various other supporting factors – digital economy, etc. Thus, macro view of the context also needs to be included.



Thank you!

ppanen@gmail.com

