

# 26TH ASEAN VALUERS ASSOCIATION CONGRESS 2024

## Preparing Tomorrow's Real Estate Leaders: The Integration of TVET in Professional Training in Brunei Darussalam

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# TVET for Real Estate Industry

Technical and Vocational Education and Training (TVET) is an essential component in developing a competent workforce.

Bridging the gap, meeting market demands, integration of sustainability, industry-specific knowledge.

Current concern in preparing competent professionals by TVET – increasing demand for skilled practitioners in this sector

# Integration of TVET in Brunei's Real Estate Industry

## Local TVET Institution:

Institute of Brunei Technical Education (IBTE) since 2019

*Level 4 in Real Estate Management and Agency*

## Professional Training

*Real Estate Practices* training – MoU between Ministry of Development and IBTE (2019)



# Integration of TVET in Professional Training



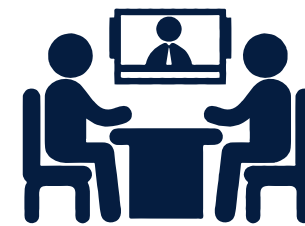
## Aim

Assess the overall effectiveness of TVET programs in producing competent professionals



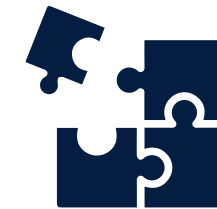
## Objectives

To evaluate the perceptions of Level 4 graduates  
To assess impact of short course training on the competency



## Scope

TVET Graduates from Institutional-Based Programs  
Industry Professionals Undertaking Short Courses



## Significance

To inform policy development related to professional competency frameworks and guide future enhancements in real estate education and training at both the institutional and industry levels.

# TVET in Real Estate Education

## Definition of TVET

- Focuses on delivering industry-specific skills and knowledge (Senthilraja & Pandian, 2018).
- Provides accredited technical and job-related training.

## Alignment with Industry Requirements

- Gaps between real estate curricula and industry needs require reforms (Amidu et al., 2018).
- Integration of personal development plans and reflective practices can improve employability.
- Soft skills like interpersonal communication and self-confidence are essential.

## TVET in Brunei

- Current Level 4 program and professional development courses offered by IBTE.
- Regulatory alignment needed after the formation of the Board of Valuers and Estate Agents (BoVEA).



# Challenges in Practical Application & Workforce Readiness

## Gaps in Curriculum

- Insufficient focus on sustainability, emerging technologies, and regulations (Amidu et al., 2018).
- Need for experiential learning and real-world scenarios.

## Workplace Challenges

- Mismatch between training and job market needs (Senthilraja & Pandian, 2018).
- Inadequate resources, outdated curricula, and underqualified instructors hinder skill application.

## Global Perspective

- UNESCO, ILO, and World Bank (2023) stress the importance of aligning TVET with economic and technological changes.
- Challenges include perception issues and lack of entrepreneurial and cognitive skill focus.

# Rank of topics relevant in the industry

- 01 Property Valuation
- 02 Professional Skills and Organisation
- 03 Sustainability
- 04 Planning and Property Development
- 05 Property Analysis
- 06 Building Maintenance Management
- 07 Business Operations (Entrepreneurship)
- 08 Research
- 09 Law

Based on the survey findings from this research, the following section outlines the ranked importance of key real estate topics as perceived by graduates in TVET program within their working environments. These rankings reflect the areas that practitioners consider most relevant to their daily responsibilities and challenges in the field.

# Practical Application and Curriculum Alignment

## Relevant Practical Skills Gained

- Valuation techniques and site inspections reinforced report writing and property assessments.
- Practical learning bridged the gap between theory and practice, showing real-world applications.

## Areas for Improvement

- Discrepancies between academic valuation formulas and industry practices.
- Need for greater exposure to industry professionals for real-world insights.





# Identified Gaps in the TVET Curriculum

## Gaps in Practical Experience

- Insufficient job opportunities and hands-on learning highlighted by participants.

## Curriculum Relevance to Brunei's Industry

- Content lacks specificity to Brunei's real estate practices.
- Participants called for stronger industry partnerships and facility upgrades.

## Need for Advanced Qualifications

- Suggestions to introduce higher-level programs (e.g., HND) for better career progression.



# Program Effectiveness

## Technical Skills Developed

- Property valuation, site inspections, legal knowledge.
- Critical thinking, research abilities, and software skills (e.g., Excel, AutoCAD).

## Short Courses Impact

- Property Valuation, Legal Practices, Land Law, Health, Safety, and Environment (HSE), Management and Marketing, as well as professional codes and ethics
- High satisfaction in Sessions 1 (78% - 33 participants) and 3 (87% - 16 participants) for content delivery.
- Short courses enhance career readiness and skill development.

## Challenges Identified

- Discrepancies between academic content and industry practices.
- Limited industry exposure for graduates and participants.



# Key Takeaway

01

## **Align Curriculum with Industry Needs**

Strengthen partnerships with employers for smoother education-to-career transitions. Address gaps in curriculum through consistent updates and real-world practices.

02

## **Enhance Professional Exposure**

Increase industry interaction through internships, mentorships, and guest lectures. Offer advanced qualifications (e.g., HND) to support career progression.

03

## **Improvements and Collaboration**

TVET programs are effective in providing foundational and practical competencies. Continuous improvements and stronger collaboration will prepare graduates for evolving industry demands.

# Thank You!

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