

# Thailand Teacher Training Coupons

How to create teacher training system for the 4<sup>th</sup>  
industrial revolution

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# Historical Context

- Teacher training was very centralized. (Central planning)
- Bureaucrats would select courses, providers, schools and participants.
- This system is likely to get the same courses, same providers, same teachers or even same hotels and conference rooms year in and year out.
- New courses can't be scaled up. End in pilots! A few good showpieces

**This clearly doesn't work:**

**It's inefficient, untimely and vulnerable to  
corruption**

# Thailand Teacher Training Coupon

## Key Components:

- **Systemic** changes and **concrete** actions
- **Decentralize and empower** teachers
- **Demand-based and market-driven:** Teachers choose. Providers compete. Government regulate.
- **Cohere and align** with career paths and incentives.

# Teacher Training Coupon:

Teachers choose. Providers compete.

## Concrete Actions

Every teacher gets **10,000** Any providers can join as long as they meet st



**(\$300) baht annually** to spend on training courses and



Professional Learning Established **online course** Community (PLC).



Established **shopping website** **Teacher Development Institute** in charge of setting up teacher



development criteria and Link **Teacher Training** to standards.

**Promotion**

## Partners

**Universities**

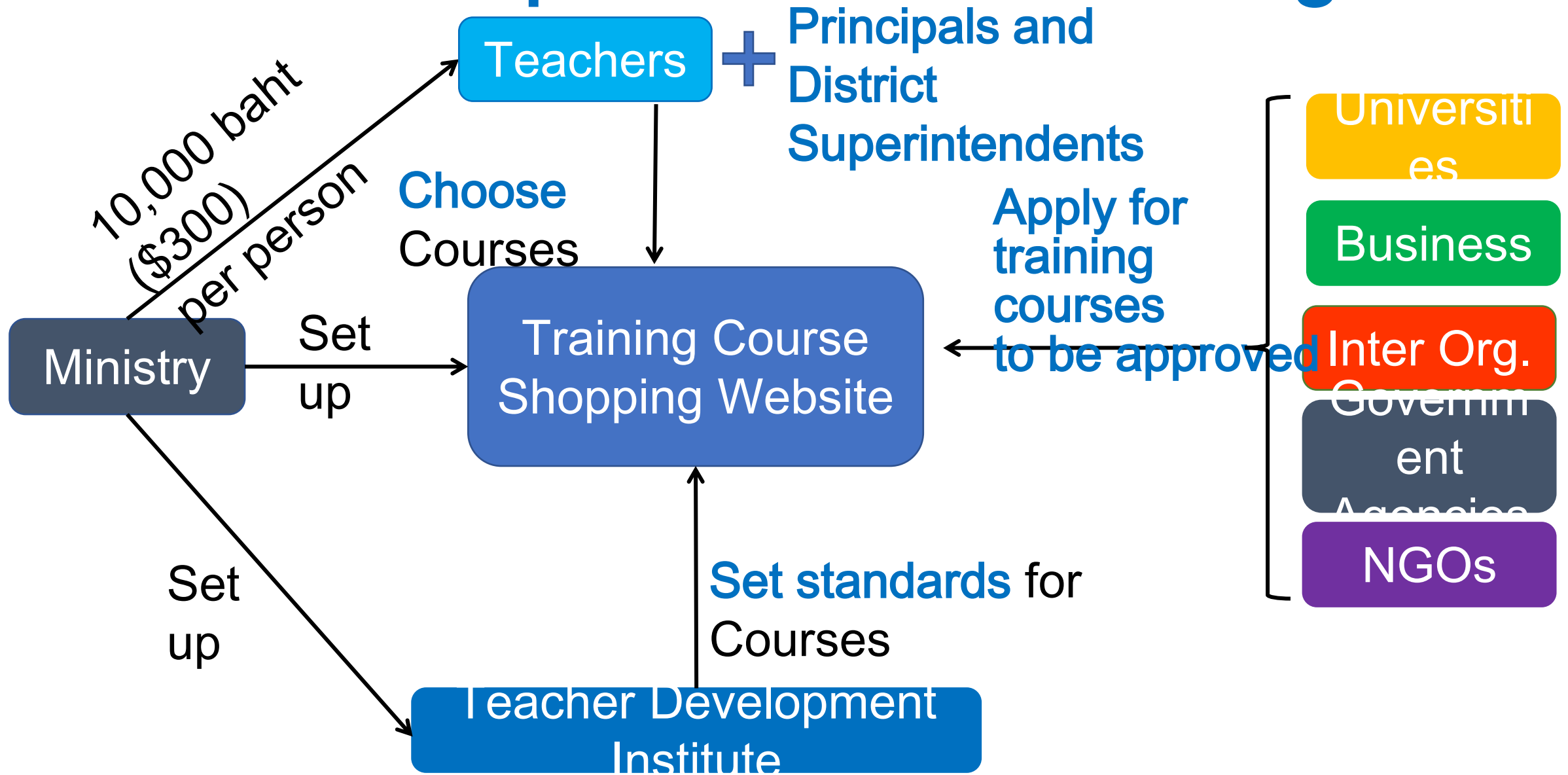
**International Organiz**

**Government agencies**

**NGOs**

**Companies**

# Now: Teachers choose. Providers compete. Government regulate.



# Cohere and align with career promotion

## Teaching + Training + PLC

- Each year **Thailand = Promotion** spends 35 billion baht (\$1.1 billion) as a top-up to state school teachers with higher expertise level. **The top-up gets bigger with higher level of expertise**
- Training is required for teacher to be **promoted** and to **maintain expertise level**.

Expertise level	Baht (dollar) per month
Practitioner	-
Professional (L1)	3,500 (\$110)
Senior Professional (L2)	11,200 (\$360)
Expert (L3)	19,800 (\$630)

# Changes

## Before

## Now

1. Central planning
2. Same providers
3. Same schools
4. Inefficient
5. Vulnerable to corruption
6. Does not meet demands of teachers
7. No clear standards
8. No incentives to train

1. Decentralized decision making
2. New providers, new courses
3. Every teacher is eligible to enroll in training
4. Efficient use of resources
5. Very little room for corruption
6. Teachers choose what courses to enroll
7. Clear standards



# Teacher Training Coupon: Results

320,000 teachers (out of 400,000) enrolled within 2 weeks.  
2,000 courses from 1500+

providers  
Several million hits at our ministry training website as oppose to 1 or 2 hits per day previously

Teacher Satisfaction



Truly represents e-government

# Future Development

- **Extend the system** to private schools, vocational and non-formal teachers
- **Higher standards for courses:** Paedagogy-Subject Knowledge
- **Invite new high capability partners** to provide more courses
- **Develop online training courses**