



Skills for Inclusive and Sustainable Growth in Developing Asia-Pacific

An International Forum

11-12 December 2012

The Asian Development Bank
in collaboration with
Korea Eximbank



Skills Development





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Background and Context of the Forum

Skills development is a pressing concern for developing countries in Asia and the Pacific in the context of efforts to sustain (and increase) existing growth rates, to improve global competitiveness and to promote equity and inclusive growth. Skills for more and better jobs is a key priority. Research based evidence clearly shows that improved skills training will increase workforce participation and improve earnings of poor communities, thus reducing inequalities. While the 'farm to factory model' helped many Asian countries do well in global markets and reduce poverty, a new 'factory model' is being sought to progress beyond middle income levels. While many countries are investing in expanding tertiary education and skills development for employability, there is a far greater need now than ever before to address skills-jobs mismatches and the shortage of talent for promoting innovation and creativity.

Technical and vocational education and training (TVET) is now occupying a more influential place in development priorities because of the need for a highly skilled work force to help drive growth, particularly in knowledge based industries. Global trends such as the rising prominence of services in global trade, a greater reliance on domestic demand compared to external markets and the cross border movement of both low and high skilled workers, accentuate the pressure on skills development systems. Growth in Asia has been accompanied by worsening inequalities. Developing countries need to assure greater workforce participation for poor communities and improved employment for informal sector workers. Developing countries must also go beyond 'business as usual' approaches to skills development and adopt innovative, forward looking strategies.

This International Skills Forum builds on the discussions and outcomes of the first ADB International Skills Forum in December 2011. It aims to take forward the discourse with government representatives, institutional heads, researchers, business leaders and private sector representatives concerning skills development for employability and sustainable livelihoods. A number of low income and middle income countries currently implementing major technical and vocational skills development and training programs and reforms are expected to participate. The Forum will facilitate harnessing new ideas and innovative approaches to skills development. Participants will discuss effective policies and strategies that offer practical and timely solutions to skills development challenges in developing countries.

The Forum is preceded by a one-day workshop in which participants will discuss findings from recent research studies and case studies on skills in Asia. The workshop will deliberate on the question of whether there is need for a unique skills development model for Asia.

Day 1 **Tuesday, 11 December 2012**
SCANNING GLOBAL TRENDS AND PERSPECTIVES IN SKILLS AND JOBS

08:00 – 08:25AM **Registration**

08:30 – 09:15AM **Welcome Remarks:** Mr. Jouko Sarvi, Chair, Education Sector Community of Practice, Asian Development Bank

Opening Remarks: Mr. Bindu Lohani, Vice President, Knowledge Management and Sustainable Development, Asian Development Bank (TBC)

Key Note Address: Prof. Michael J. Enright, Director, Enright, Scott & Associates and Professor, School of Business, University of Hong Kong: ***Role of Skills for Competitiveness in Asia***

09:15 – 11:00AM **Panel Session 1: Findings from Recent Global Reports on Skills and Jobs and Implications for the Asia and Pacific Region**

Moderator: Prof. Kenneth King, School of Social and Political Science, University of Edinburgh

Panelists:

- 1) Mr. Sylvain Guigère, Head, Local Economic and Employment Division, Organisation for Economic Co-Operation and Development, Paris (Better Skills, Better Jobs, Better Lives 2012)
 - 2) Prof. Rupert Maclean, Chair Professor, International Education and Director, Centre for Lifelong Learning Research and Development, The Hong Kong Institute of Education (UNESCO World TVET Report 2013)
 - 3) Mr. Gwang-Chol Chang, Chief, Education Policy and Reform Unit, United Nations Educational, Scientific and Cultural Organization, Bangkok (Global Monitoring Report 2012 on Skills)
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- 4) Mr. Truman Packard, Lead Economist. The World Bank, Washington (World Development Report 2013 on Jobs)
 - 5) Ms. Anu Madgavkar, Senior Fellow, McKinsey Global Institute, Mumbai (The World at Work, 2012)
 - 6) Ms. Akiko Sakamoto, Senior Specialist on Skills Development Policy and Systems, International Labor Organization, Bangkok (ILO World of Work Report 2012 and other recent reports)

Q & A

Session description and expected outcomes: 2012 is a year of several major TVET reports on Skills and Jobs, The session will take stock of major global trends that developing countries in Asia need to take into account in planning skills development. The panelists will draw out key information and insights from these recent world reports on skills, talent and jobs and what they mean for TVET policy makers and practitioners. Unemployment continues to be a major challenge and the mismatch between skills and jobs has further worsened in recent times. The panel will examine the most pressing concerns emerging from these reports for the Asia and Pacific region and how policy makers and practitioners in Asia can concretely tailor skills policies to address them. In this session, speakers will deliberate on whether the solutions are different for middle income and low income countries; and how skill training policies can contribute to better employment and inclusive growth. Policies for effectively aligning skills development policies with economic and industrial policies and labor market and social protection policies will be explored.

11.00 - 11.30 PM **Tea / Coffee Break**

11:30AM - 01:00PM **Panel Session 2: Responding to Major Global Trends and Complex Development Challenges: How Effectively are Education and Training Systems Adapting?**

Chair: Mr. Robert Wihtol, Director General, East Asia Department (TBC)

Panelists:

- 1) Mr. Paul Brennan, Vice President, International Partnerships, Association of
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Canadian Community Colleges, Ottawa: The Role of Community Colleges in Re-Branding Technical and Vocational Education and Training

- 2) Dr. Santosh Mehrotra, Director-General, Institute of Applied Manpower Research, Planning Commission, India: The Challenge of Skills Development and the Demographic Dividend
- 3) Ms. Shanti Jagannathan, Senior Education Specialist, Asian Development Bank: The Skills Development Reform Roadmap in ADB partner countries
- 4) Mr. Vis Naidoo, Vice President, Commonwealth of Learning, Canada: ICT for Skills Development – Prospects in Asia

Q & A

Session description and expected outcomes: this session will review the extent to which, and how, education and training policies are responding and adapting to major global trends. There is a need, more than ever before, to re-brand and re-position TVET and skills development in overall education systems. Community colleges are being considered as an important avenue to improve the prestige and relevance of TVET. Skills development also needs to respond to the trend towards the greening of economies, the implementation of climate change commitments and low carbon development patterns. What is the role of community colleges in ensuring the relevance of training for job markets and also to brand TVET better for greater acceptability? What are the new opportunities in harnessing advanced ICTs in delivering skills development in an effective and cost-efficient manner? What does the 'new world of TVET' look like?

01.00 – 02:15PM **Lunch**

02:15 - 03:45PM **Panel Session 3: Youth, Skills, Job Readiness and Employment: The Role of the Private Sector**

Chair: Mr. Ayumi Konishi, Deputy Director General, Pacific Department (TBC)

Panelists:

- 1) Mr. Alfredo Ayala, Chairman, Business Processing Association, Philippines:
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Public-Private Partnerships for Skills Development for Next Generation BPO Sector

- 2) Mr. Gerardo A. Borromeo, Chief Executive Officer, Philippine Transmarine Carriers, Inc.: The Role and Contribution of the Private Sector in Training Youth for Jobs – Case Study of the Maritime Industry
- 3) Mr. Jeffrey Avina, Director, Citizenship and Community Affairs, Microsoft Foundation, Middle East and Africa: The Role of the Private Sector for Entrepreneurship Development
- 4) Mr. Richard Curtain, Curtain Consulting, Australia: Trends in Youth Labor Markets in Asia and the Pacific – Implications for Policy

Q & A

Session description and expected outcomes: While unemployment and the skills mismatch is an overall problem, young populations have been hit the hardest, with 75 million unemployed youth in 2010. There is a growing ‘inflation’ of qualifications arising from an increasing demand for college and university educated workers so the educational attainment of youth needs to be higher than ever before. The employment market is clearly giving signals that non-cognitive and ‘soft skills’ are increasingly important to succeed in labor markets: areas such social intelligence, a positive work ethic and values, problem solving and team work. Another major issue is how skills development and jobs are matching the aspirations of youth, which appear to be far greater than can be fulfilled by labor markets. Stronger links with the private sector will help in market-relevant skills development. Innovative approaches are required, with the explosion of on-line courses being an example of emerging trends. This session will focus on issues from the demand side and deliberate on innovative measures to increase jobs and employability for youth. Different types of industry partnership in skills development such as apprenticeships, industry-academy partnerships, PPPs for skills development, skill levies, partnerships for joint curriculum and course development will be explored for their effectiveness.

03:45 – 04:00PM **Tea / Coffee break**

04:00 - 05:30PM **Panel session 4: Skills Development in the Context of Rising Regionalism**

and a Borderless Workforce

Chair: Mr. Edgar Cua, Deputy Director General, East Asia Department (TBC)

Panelists:

- 1) Mr. Chowdhury Mufad Ahmed, Project Director for Skills Development Project, Ministry of Education, Bangladesh: Policies and Perspectives for Skills Development for Migration
- 2) Ms. Sunhwa Lee, Principal Social Development Specialist, Pacific Department, Asian Development Bank: Investing in Skills for Migration: Issues in the Pacific
- 3) Ms. Kerstin Nagels, GIZ, Regional Cooperation in Cross-Border Skills Development: Issues for ASEAN
- 4) Ms. Sue Parker, GEMS Education Solutions, Abu Dhabi: Role of the Private Sector and Circulating Labor for Inclusive Development

Q & A

Session description and expected outcomes: What are the challenges and opportunities emerging from the growing importance of the regional movement of people in the work force? While national authorities and institutions grapple with ensuring adequate quality and relevance in skills development, the growing movement of labor and talent across country borders. Private sector operators are also seeking business opportunities to collaborate across international boundaries. How should national skills development systems address these trends?

05:30PM

Reception

Venue: ADB Courtyard

Day 2 **Wednesday, 12 December 2012**
FROM POLICY TO ACTION – REALITY CHECK AT THE COUNTRY LEVEL

08:30 – 09:00AM **Introduction to the Day:** Mr. Jouko Sarvi, , Chair, Education Sector Community of Practice, Asian Development Bank

Setting the Stage for Country Presentations: Prof. Kenneth King, School of Social and Political Science, University of Edinburgh

09:00 – 10:30AM **Panel Session 5: Importance of Skills Development for Economic Growth in Middle Income Countries - Major Strands of Policy Reforms for Skills Development**

Chair: Mr. Lee Mun Chan, Principal & Chief Executive Officer, Nanyang Polytechnic, Singapore

Panelists:

- 1) Ms. Irene Isaac, Deputy Director General for Sectoral TVET, Technical Education and Skills Development Authority, Philippines

- 2) Mr. Dadet Pramadihanto, Chairman, Polytechnics Directors Forum, and Director, Electronics Engineering Polytechnics Institute of Surabaya, Indonesia

- 3) Mr. Wijesooriya Arachchilage Jayawickrama, Acting Secretary, Ministry of Youth Affairs and Skills Development, Sri Lanka

- 4) Ms. Wang Xiaojun, Secretary General, China Association of Staff and Workers Education and Vocational Training, People's Republic of China

Q & A

Session description and expected outcomes: Skills development can be an avenue for industrial upgrading and improved competitiveness in knowledge based industries. Skills development for higher

productivity of the work force is a key measure for moving up the value chain in manufacturing or services. This panel will identify key strategies required to align skills development priorities with economic development plans and will highlight the most prominent challenges that need innovative responses. Likely topics to be discussed include quality assurance systems in skills development, including the development and use of national qualification frameworks, skill forecasting systems, private-public partnerships to implement alternative models for skills delivery, and skills measurement systems for more effective and efficient skills development systems. In order to have a creative workforce to best serve knowledge economies, tertiary level skills are required. Many developing countries are in the process of strengthening skills for higher order manufacturing.

10:00 - 10:30AM **Tea / Coffee Break**

10:30 - 12:00PM **Panel Session 6: Skills Development for the Disadvantaged and for Inclusive Growth: The Role of Policy, Partnerships and Programs**

Chair: Ms. Ma. Carmela Locsin, Deputy Director General, South Asia Department, Asian Development Bank (TBC)

Panelists:

- 1) Dr. Mukti Mishra, President, Centurion University of Technology and Management, India: Vertical Integration of Skills Development for the Disadvantaged – a Case Study from Odisha
 - 2) Mr. Him Laov, Director General, Directorate General of Technical Vocational Education and Training, Ministry of Education and Culture, Cambodia: Policy and Reform Priorities for Skills Development in Cambodia
 - 3) Mr. Brajesh Panth, Lead Education Specialist, South Asia Department, Asian Development Bank: Skills Development in South Asia-Insights from regional research
 - 4) Mr. Minh Hoai Do, Deputy Director, ODA-Funded Vocational Training Projects Management Unit, General Directorate of Vocational Training, Viet Nam: Transforming Vocational Training and Skills Development for Economic Growth in Vietnam
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Q & A

Session description and expected outcomes: Skills and training are a priority for assuring decent work. The challenge is heightened when it concerns the large informal sector. People living in rural areas face challenges in gaining opportunities for good quality and accredited training that improves their job prospects. Women, youth and minority groups living in the hinterland require specific affirmative action. Partnerships and community based approaches to skills development are required. A decentralized and context-specific approach is difficult to plan and implement. This panel will facilitate discussions on successful partnerships in training for jobs for the poor and vulnerable, and initiatives that link training with industry needs. It will address the most urgent reforms needed to strengthen skills development for informal markets and small and medium enterprises that increase opportunities for work force participation by the poor. The growing concerns about inequality in the region necessitates approaches that improve opportunities for the poor and vulnerable in order to strengthen inclusive growth. Partnership in financing skills development and new funding modalities will be discussed.

12:00 – 01:30PM **Lunch Break**

01:30 - 03:30PM **Panel Session 7: Learning from Successful Skills Development Systems: Best Practices from the Republic of Korea, Germany, Australia and Singapore**

Chair: Mr. Rajat Nag, Managing Director General, Asian Development Bank

Panelists:

- 1) Dr. Young Bum Park, President, Korea Research Institute for Vocational Education and Training
 - 2) Mr. Lee Mun Chan, Principal and Chief Executive Officer, Nanyang Polytechnic, Singapore
 - 3) Dr. Tom Karmel, Managing Director, National Centre for Vocational Education Research, Australia
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- 4) Dr. Byoung Jun Song, President, Korea Institute for Industrial Economics and Trade

 - 5) Dr. Michaela Baur, Head of Section, Technical Education, Vocational Training and Labour Markets Economic Development and Employment, German Development Corporation, Germany

 - 6) Dr. YungChul Kim, Director General, Lifelong and Vocational Education Bureau, Ministry of Education, Science and Technology, Republic of Korea

Q & A

Session description and expected outcomes: This session will include a review of major policies and experiences from Korea with regard to successful initiatives concerning skills development for structural transformation, industrial upgrading, skills development for high technology industries, overarching policies and incentives for industry-academy partnerships, and skills for the greening of economies. In this session, the experience of Korea will be supplemented with other successful TVET development systems. Australia, Germany and Singapore. Focusing on the key drivers of success in each of these models, representatives of developing member countries will get to hear the most promising initiatives, policies and practices that have met with the greatest success. The speakers will also highlight important lessons that are relevant for developing countries and the replicability of successful models in their contexts.

03:30 – 04:00PM **Tea / Coffee Break**

04:00 – 05:30PM **Concluding Panel Session: Key Lessons Learned, Way Forward and Next Steps**

The Forum is a key step in identifying specific components of a skills development framework that can be applied to the context of countries in Asia and the Pacific. In this session, it is proposed to use the discussions of the Forum to identify promising strategies for skills development and specific actions to be implemented in ADB DMCs. This session will facilitate the building of a shared understanding amongst key stakeholders of the most urgent reforms and actions needed. This session will also take stock of whether there is a case for

developing a specific model for skills development that is suited to the context of Asia and the Pacific and elements of a possible ADB skills development framework.

Chair: Mr. Jouko Sarvi, Education Community of Practice Leader, Asian Development Bank

Moderated Panel: Several presenters during the Forum will be invited to give their views and insights, in the light of their own experience and the various presentations during the Forum. They will elaborate on what they regard to be the key messages from the Forum and identify 2-3 main areas for future action.

Closing Speech: Mr. Seethapathy Chander, Director General, Regional and Sustainable Development Department, Asian Development Bank

05:30PM

End of Forum
