

**G20 Development Working Group (DWG)
Human Resource Development Pillar**

**Progress Report
ILO, OECD, UNESCO and the World Bank¹
3-5 May 2012**



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Submitted to the G20 DWG; Los Cabos, May 2012

1. This report summarizes progress in each major deliv

Tajikistan, which had been invited by the European Training Foundation (ETF). There were also representatives from the German Ministry for Economic Cooperation and Development, the Korean Ministry of Foreign Affairs and Trade, the *Mexican Consejo Nacional de Normalización y certificación de competencias laborales*, CONOCER, as well as experts from the European Training Fund, ILO, OECD, UNESCO, UNCTAD, WHO and the World Bank.

Confirmation and validation by the LICs, as well as the other countries present in the workshop, of the usefulness and relevance of the conceptual framework in the report and the proposed list of indicators, with only some minor amendments put forward. The countries present at the workshop welcomed the report and considered that it would serve as a useful benchmark for the further development of their own systems of skills indicators for guiding policy.

The workshop also provided a good opportunity to deepen the collaboration with WHO to develop indicators of health outcomes that could be linked to skills development based on household health surveys.

The participants considered the sessions on information sharing about the development of surveys to collect relevant data (including various types of household and enterprise surveys) as very useful.

Key priorities in capacity building and the main challenges involved were clearly identified by each of the countries participating in the workshop.

The workshop provided an excellent and well-received opportunity for countries to gain a useful insight into concrete examples of the types of initiatives that the German and Korean authorities have been involved in with partner countries to support and promote the development of TVET and improve its linkages to employability and productivity.

7. Overall, the workshop confirmed that the IOs' report on skills indicators will serve as a useful guiding role for LICs and other countries in improving their own statistics on skills for employment according to a common and comparable template. Indeed, a number of countries indicated that as a result of the workshop they intended to include questions in their forthcoming labour force surveys to collect the information required to produce the proposed indicators. The report should also serve as a useful federating device and common template for the collection of data on skills by all of key IOs involved in this area.
8. Finally, the workshop also provided a good opportunity to hold discussions with the UNCTAD representative about how to increase the coordination and links between the work on the HRD pillar and the work on the Private Investment and Job Creation (PIJC) pillar. Agreement was reached on a number of steps to strengthen cooperation between these pillars, including:

Identifying the common challenges both pillars face with respect to data availability.

Strengthening collaboration on Bangladesh which is a common pilot country for both pillars, particularly with respect to outcome indicators related to employment and productivity.

9. The next steps in the implementation of action 1 include:

- The interim report on skills indicators will be finalised by the end of this year, including: the outcomes of the discussions at the workshop; a summary of the key capacity-building priorities that were identified by each of the pilot countries; guidelines on key skill-related questions to include in household and employer surveys; and a stock-take of the data availability for each of the proposed indicators.

- As part of Action 2 under the HRD pillar, countries will be encouraged and provided with some technical support to take concrete steps towards improving the definition, collection and use of indicators on skills supply, demand and mismatch, along the lines of the conceptual framework, within their national action plans on skills for employment.
- A final report with the full database will be prepared for end 2014.

Action 2 Enhance National Skills Strategies on Skills for Employment

11. On 3 February, the ILO received written formal agreement from the Ministry of Education of Bangladesh to join the set of pilot countries under the G20 HRD pillar, together with Benin and Malawi. Work continues in Haiti to coordinate efforts by the principal international organizations working on skills and employment and to include government representatives in knowledge-sharing events given the interest expressed in becoming the fourth pilot country.
12. Since the beginning of the year, inter-ministerial workshops in Cotonou (April 2012) and Dhaka (March 2012) established the foundation for Action Plans through which the IOs and other agencies could coordinate support for implementing national strategies on skills for employment. This followed the example set in the first workshop in Lilongwe (October 2011).
13. The three national workshops used similar templates in preparing draft Action Plans. Each one began with ministry officials articulating national objectives and policies on education and training for employment, productivity and development. The workshop participants mapped existing support from IOs and bilateral agencies against these priorities – identifying gaps and areas of potential overlap and reviewed the existing institutional mechanisms for inter-ministerial and inter-agency coordination. The draft Action Plans have been set out in matrix format listing 5-7 objectives with their relationship to national priorities and a set of deliverables for each that identify national responsibility and IO support with specific time lines. Where funding is not yet available the deliverable is listed as tentative.
14. **Bangladesh.** On 24-25 March, the ADB, ILO and World Bank co-organized a series of workshops with the Ministry of Education and the Ministry of Labour to define a coordinated Programme of Support through which the IOs can help operationalize the National Action Plan for the Implementation of the National Skills Development Policy (NSDP). The NSDP was formally adopted in January.
15. The Government's TVET Reform project, funded by the European Commission with technical support by the ILO, has been instrumental in developing the NSDP, which is to be implemented through the National Skills Development Council (NSDC). The ADB and the World Bank are providing substantial support to the Ministry of Education and the NSDC over the next few years, raising the opportunity for substantial gains from improved coordination among the three projects. The ADB and the Government will commence design of a major skills development project in 2012 which will provide support to the implementation of the NSDP.
16. The NSDC is crafting an Action Plan for the implementation of the national skills development policy to set out responsibilities for all relevant agencies and stakeholders, including time-bound targets and performance measures over a 5-year period. Based on the discussions with representatives of industries, employers' and workers' associations, NGOs, training institutions, government ministries and international and bilateral agencies (including from Canada, Germany, and the UK), the G20 pilot country Programme of Support is likely to specify actions that will support that Action Plan by: strengthening inter-project coordination; improving inter-ministerial coordination under the NSDC; building capacity to collect better information on skills indicators through labour market information systems; and facilitating participation by

Bangladesh decision-makers and stakeholders in knowledge sharing events organized under the G20 HRD pillar.

17. Means of supporting priority objectives within the NSDP are also expected to be agreed, for example, to strengthen Industrial Skill Council, to connect NGOs' job training in the informal economy to the national skills development system, or to incorporate training needs and provision in strategies for sustainable development. Further work is also expected on linking training provider networks with industry development plans to better focus skills formation towards supporting the realization of national development plans. Coordination opportunities seem particularly acute in several technical areas where all the projects are active, such as competency standards, teacher training, gender equity in TVET, data collection and management information systems; and training quality assurance. Additional coordination in data collection is being discussed, as noted above, on employment and productivity outcomes of private investment and job creation.
18. The draft Programme of Support for 2012-13 will be refined and finalised through consultation among the three technical cooperation projects with the NSDC over the next few months. The

23. The development of the Action Plan anticipates the possibility that Government representatives might have the opportunity of reporting on this process and of their expectations for eventual results at the Mexico Summit. Coordinating between the Government organizers of the workshop with their representatives to the Summit will be a priority should this opportunity materialise.
24. **Malawi.** The planning workshop for the Pilot Country Action Plan took place in Lilongwe in October 2011, as reported previously. The IOs have taken the following steps in support of the Action Plan drafted during that inter-ministerial technical workshop: UNESCO has mobilised external resources, including from the Korean government and the multi-donor programme Capacity Building for Education for All (Cap-EFA) which will include coordination support for the implementation of the Action Plan. The ILO has designated some internal resources for technical support to the Action Plan to expand the mapping of agency support and to conduct a participatory review of existing inter-ministerial coordination mechanisms. It has raised external resources to work with the National Statistics Office to undertake a School to Work Transition Survey aimed at identifying skill needs of potential employers and the education and training needs and employment aspirations of young people. The AfDB has continued capacity-building work with the aim of providing financial support to undertake the first national Labour Force Survey. There are ongoing opportunities to incorporate testing of the skills for employment indicators in these surveys.
25. The finalisation of the Action Plan and agreement on a new implementation schedule will proceed as appropriate following the current transition of Government.
26. **Haiti.** In a letter to the ILO Director-General dated 18 April, the Secretary of State for Skills Development conveyed the Government's decision to join the set of pilot countries under the G20 HRD pillar. This decision reflects the Government's commitment towards skills development for "strong, sustainable and balanced growth" as part of its broad strategy for Education, Employment, Environment, and the Rule of Law. A Presidential Commission for Skills Development has been established to define policies for this sector, comprising the relevant ministries and training institutions as well as representatives of employers' and workers' organizations. The Plan of Action for the G20 initiative on HRD will define a set of priorities through which the International Organizations can coordinate their support to this new strategy and its implementation
27. Based on preliminary consultations with officials in the education and the labour ministries, including during the Turin workshop on skills indicators, efforts had already begun to coordinate new project proposals with support already underway (UNESCO, IADB, ILO) in order to look for synergies and develop coordination mechanisms as in the other pilot countries, as well as to explore resource mobilisation with interested donor agencies. Priority is being placed now on moving from crisis response to institutional development and to link job training to emerging efforts to attract investment and leverage job creation.

Cross-cutting deliverables

28. Additional deliverables under the HRD Pillar have been agreed through the decisions of the DWG in the cross-cutting priority areas of knowledge sharing and green growth.
29. **Knowledge-sharing platform.** The development of a "global public-private knowledge sharing platform on skills for employment" (Global KSP) was included in the road map submitted by the four international organizations and accepted by the DWG at its March 2011 meeting in Paris. Options for the Global KSP were initially discussed by the DWG at its meeting in Cape Town in July and next steps in its development were agreed at its 31 January meeting in Mexico City. These steps included how the KSP would contribute to the DWG's knowledge sharing pillar and meet the expectation expressed by the G20 labour and employment ministers at their meeting in

Paris on 26-27 September 2011 for the ILO as well as the OECD, as appropriate (...) “*to establish a knowledge-sharing platform to promote skills development in line with the G20 Training Strategy*”.

30. As stated previously, the objective of the KSP is to collect case studies, research findings, strategy papers from policymakers, vocational education and training (TVET) institutions, the private sector, academic institutions, bilateral agencies, as well as IOs, that have experience using skills development to improve employability, productivity, and social development and who are interested in learning from others’ experience. This website is expected to share the answers that governments, employers, workers and international organizations are finding to the question of what works to bridge the world of education and training to decent and productive work. The G20 Training Strategy is the guiding framework for organizing the content.
31. The initial prototype, developed in November 2011, served as a first step towards visualizing what the future website could look like. This prototype has been tested and improved based on inputs received from stakeholders (G20 DWG discussion on 31 January, ILO staff, an initial focus group of employers, and discussions with IO partners in December 2011) and based on

expected to be on financing training, tentatively scheduled for December 2012 at the ILO's International Training Centre (Turin, Italy).

37. ***Skills for green growth.*** At the 19-20 March meeting of the G20 DWG (Seoul, Korea), the discussion on green growth included the question of how national skills development systems can contribute to sustainable development strategies, in terms of unlocking employment potential and in terms of avoiding skill shortages and bottle