

Skills for Inclusive and Sustainable Growth in Developing Asia-Pacific

An International Consultative Forum

12–13 December 2011
Asian Development Bank, Manila, Philippines





Background and Rationale of the International Consultative Forum

The growing prominence of Asian economies and corporations, together with globalization and technological innovation, are leading to long term changes in trade, business and labor markets. A number of Asian economies have reached or are approaching middle income levels. Some Asian countries have pursued policies of industrial upgrading and diversification towards more sophisticated products which add value and increase labor productivity, while others have pursued service-led growth. Countries in Asia need to align skills and training policies with economic and industrial policies to sustain growth, productivity and competitiveness, and address problems of unemployment and underemployment, particularly among the youth. A re-engineered, modernized and innovative skills development system, contributing to employability and sustainable livelihoods is called for.

The Asian Development Bank has a significant and potentially increasing engagement with its developing member countries (DMCs) in the skills sector. Asia's ongoing structural transformation will require changes in the skills set of the region's workforce. Appropriate investments and forward looking strategies are needed.

The Consultative Forum aims to strengthen the link between policy and practice and to enable interactions between researchers, practitioners, developing country representatives and the private sector in the area of skills development for employability. It will review recent trends and prospects for skill development, promising policy developments and innovative approaches to the delivery of skills training that strengthen employment outcomes.

The Forum will facilitate identification and analysis of gaps and challenges in the skills sector, particularly the skills mismatch with jobs and consider most appropriate ways forward. Forum participants will deliberate upon policy options for matching skills with jobs and skills development for economic growth; private-public partnerships and industry partnerships to increase the quality and relevance of skills training, work force development strategies; competency based training systems and the role of qualification frameworks, standards and certification in skill training; and skill training in the context of greening economies. The Forum is a key step in the development of a skills framework that can be used for identifying promising strategies for skills development and implementing actions in ADB DMCs on the basis of a shared understanding amongst key stakeholders.

Day 1: 12 December 2011

- 08:45 – 09:30AM **Opening Session: Introductions, Keynote address**
- 10:00 – 11:30AM **Panel Session 1 — Key issues, challenges and prospects concerning skills development for employability and sustainable livelihoods in the Asia-Pacific region: meeting the pressing demands of a dynamic region**
- 11:45AM – 01:15PM **Panel Session 2 — The role of the private sector and private-public partnerships for skills development for employability: responding to demand-side forces and industry partnerships**
- 02:15 – 03:45PM **Panel Session 3 — Skills development for employability and inclusive growth: emerging strategies and priorities in Asia's developing economies**
- 04:15 – 05:45PM **Panel Session 4: Qualifications Frameworks, standards and certification in improving the quality and relevance of skills and measuring adult skills and competencies**

Day 2: 13 December 2011

- 08:30 – 10:00AM **Panel session 5: Beyond institutional skill development: the importance of soft skills, job placements, counseling and skill forecasting and the role of private providers**
- 10:30AM – 12:30PM **Panel Session 6: Special Panel on India and the People's Republic of China (PRC)**
- 01:30 – 03:00PM **Panel session 7: Implications of green growth strategies for skills development for employability: how are education and training systems responding to the greening of economies?**
- 03:30 – 04:30PM **Concluding Session: Consolidation and Future**

PROGRAM

Day 1: Monday, 12 December 2011

08:15 – 08:45AM **Registration**

08:45 – 09:30AM

Opening Session

Chair: Mr. Xianbin Yao, Director General, Regional and Sustainable Development Department (RSDD), ADB

Opening Speech

Mr. Stephen Groff, Vice President (Operations 2), ADB

Keynote Speech — *Borderless Solutions to Today's Talent Mismatch, World Regions Find Powers in Talent Corridors*

Mr. Rommel G. Roque

Director - Sales and Marketing, Asia Pacific and Middle East, ManpowerGroup Inc.

09:30 – 10:00AM

Photo Session and Refreshment Break

10:00 – 11:30AM

Panel Session 1 — *Key issues, challenges and prospects concerning skills development for employability and sustainable livelihoods in the Asia-Pacific region: meeting the pressing demands of a dynamic region*

Co-Chairs: Mr. Vinod Thomas, Director General, Independent Evaluation Department, ADB and Mr. Xianbin Yao, Director General, RSDD, ADB

Key issues, challenges and prospects concerning skills development for employability and sustainable livelihoods in the Asia-Pacific region: headline trends and pressing concerns
[\(Power Point Presentation\)](#)

Lead Speaker: Mr. Rupert Maclean, Chair Professor, Department of International Education and Lifelong Learning, Hong Kong Institute of Education, Hong Kong

Discussants:

1) [Skills development in Australia: Enhancing an industry led competency-based system through an emphasis on workforce development and demand-based funding \(Power Point Presentation\)](#)

Mr. Robin Shreeve, CEO, Skills Australia

2) [Education for Employment: the Canadian Experience \(Power Point Presentation\)](#)

Mr. Paul Brennan, Vice President, International Partnerships, Association of Canadian Community Colleges, Canada

3) [Moving from “retired” to “re-hired” in employability: What can we learn from retirees in retirement? \(Power Point Presentation\)](#)

Mr. James Yonghwee Lim, Academic Advisory Board Member, Management Development Institute of Singapore

11:30 - 11:45AM

Refreshment Break

11:45AM - 01:15PM

Panel Session 2 — *The role of the private sector and private-public partnerships for skills development for employability: responding to demand-side forces and industry partnerships*

Chair: Mr. Sultan Hafeez Rahman, Director General, South Asia Department, ADB

Pathways and modalities for private sector partnerships to meet large scale demand for highly skilled workforce in line with national goals and objectives ([Power Point Presentation](#))

Lead Speaker: Mr. Dilip Chenoy, Managing Director and Chief Executive Officer, National Skills Development Corporation, New Delhi, India

Discussants:

- 1) [Toyota Automotive Education Program: Responding to the Challenges of Producing a Pipeline of Globally-Competitive Technicians](#) (**Power Point Presentation**)

Mr. Ronald Gaspar, Manager and Education Sector Head,
Toyota Motor Philippines Foundation, Philippines

- 2) [Understanding Gaps and Mismatches for Youth Employment and the Role of Private-Public Partnership](#) (**Power Point Presentation**)

Ms. Grace Colet, Country Manager, JobStreet.com Philippines,
Inc.

- 3) [How can skills development be orientated towards life-long learning and higher growth rates?](#) (**Power Point Presentation**)

Mr. Marcus Powell, Director, Centre for Employment Initiatives,
United Kingdom

01:15 - 02:15PM

Lunch Break

02:15 - 03:45PM

Panel Session 3 — *Skills development for employability and inclusive growth: emerging strategies and priorities in Asia's developing economies*

Chair: Mr. Kunio Senga, Director General, Southeast Asia Department, ADB

Policy dilemmas and policy options for matching skills with jobs and skills development for economic growth, competitiveness and avoiding the middle income trap – experiences of implementing TVET programs in South Asia ([Power Point Presentation](#))

Lead Speaker: Mr. Brajesh Panth, Lead Education Specialist,
South Asia Department, ADB

Discussants:

- 1) [TVET is a Proactive and Effective Response to Inclusive and Sustainable Growth](#) ([Power Point Presentation](#))

Ms. Wang Xiaojun, Secretary-General, China Association of
Workers' Education and Vocational Training, PRC

2) *Priorities for skills development in Viet Nam* ([Power Point Presentation](#))

Ms. Nguyen Thi Hoang Nguyen, Vice Head of Research, Vocational Training Policy Division, General Department of Vocational Training, Viet Nam

3) *Skills for Employability in the Philippines* ([Power Point Presentation](#))

Ms. Maria Susan Dela Rama, Executive Director, Planning Office, Technical Education and Skills Development Authority, Philippines

03:45 - 04:15PM

Refreshment Break

04:15 - 05:45PM

Panel Session 4 — *Qualifications framework, standards, and certification in improving the quality and relevance of skills and measuring adult skills and competencies*

Chair: Mr. Jouko Sarvi, Practice Leader (Education), RSDD, ADB

[The Australian Qualifications Framework: The National Standard for Qualification Outcomes](#)
([Power Point Presentation](#))

Lead Speaker: Ms. Ann Doolette, Executive Director, The Office of the Australian Qualifications Framework Council, Australia

Discussants:

1) [Partnership with the Stakeholders in Assuring Quality in Skills Development: Stories of the Hong Kong Council for Accreditation of Academic and Vocational Qualifications](#) ([Power Point Presentation](#))

Mr. Sam Ho, Registrar, Hong Kong Council for Accreditation of Academic and Vocational Qualifications, Hong Kong

2) [Experience of Designing and Implementing the National Vocational Qualifications Framework of Sri Lanka](#) ([Power Point Presentation](#))

Mr. T.A. Piyasiri, Director General, Tertiary and Vocational Education Commission, Sri Lanka

3) [Measuring the Skills of the Adult Population](#) (**Power Point Presentation**)

Mr. Richard Desjardins, Analyst, Indicators and Analysis Division, Directorate for Education, Organisation for Economic Co-operation and

05:45PM

End of Day 1

06:00PM

Reception

Venue: Cafeteria Mezzanine, Special Facilities Block, ADB HQ

Day 2: Tuesday, 13 December 2011

08:30 - 10:00AM

Panel Session 5 — *Beyond institutional skill development: the importance of soft skills, job placements, counseling and skill forecasting and the role of private providers*

Chair: Mr. Christopher MacCormac, Senior Advisor, Office of the President, ADB

Beyond Institutional Skill Development Challenges and Opportunities Skills for Sustainable and Inclusive Growth ([Power Point Presentation](#))

Lead Speaker: Mr. Manish Sabherwal, Chairman, Teamlease Services Pvt. Ltd., India

Discussants:

1) [Beyond Institutional Skill Development: The importance of “soft skills”, job placements, counseling and skill forecasting](#) ([Power Point Presentation](#))

Ms. Sally Sinclair, CEO, National Employment Services Association, Australia

2) [Demand orientation of TVET to address employability and inclusion and its implication for training of trainers](#) ([Power Point Presentation](#))

Mr. Harry Stolte, Team Leader, Human Capacity Development (HCD) in TVET / UNEVOC Centre Magdeburg, Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH, Germany

3) *Role of private providers in education and priorities for ADB private sector operations*

Ms. Jane Brett, Investment Specialist, Private Sector Operations Department, ADB

10:00 - 10:30AM

Refreshment Break

10:30 - 12:30PM

Panel Session 6 — Special Panel on India and People's Republic of China (PRC) ([Power Point Presentation](#))

Perspectives of two Asian Giants, India and PRC on skills for inclusive growth and South-South cooperation

Chair: Mr. Rajat Nag, Managing Director General, ADB

Speakers:

Mr. Dilip Chenoy, Managing Director & CEO, National Skills Development Corporation, India

Ms. Wang Xiaojun, Secretary-General, China Association of Workers' Education and Vocational Training, PRC

Mr. Manish Sabherwal, Chairman, Teamlease Services Pvt. Ltd., India

Mr. Huang Chunlin, Vice President, Zhejiang Technology Institute of Economics, PRC

Panelists from ADB:

Mr. Juzhong Zhuang, Deputy Chief Economist, Economics and Research Department, ADB

Mr. Ayumi Konishi, Senior Advisor, Strategy and Policy Department, ADB

Mr. Sungsup Ra, Director, South Asia Department, ADB

12:30 – 01:30PM

Lunch Break

01:30 – 03:00PM

Panel Session 7 — *Implications of green growth strategies for skills development for employability: how are education and training systems responding to the greening of economies?*

Chair: Mr. Edgar Cua, Deputy Director General, East Asia Department, ADB

[Green Growth and Implications for Skills Development in TVET for Sustainable Development \(Power Point Presentation\)](#)

Lead Speaker: Mr. John Fien, Professor of Sustainability, Royal Melbourne Institute of Technology University, Australia

Discussants:

1) [TVET for Green Growth: An infant issue in PRC \(Power Point Presentation\)](#)

Mr. Huang Chunlin, Vice President, Zhejiang Technology Institute of Economics, PRC

2) [Skills training in Korea—responding to greening initiatives \(Power Point Presentation\)](#)

Mr. Namchul Lee, Director General, Korea Research Institute for Vocational Education and Training

3) [Skills for green jobs – a Global view \(Power Point Presentation\)](#)

Ms. Akiko Sakamoto, Senior Specialist on Skills Development Policy and Systems, International Labour Organization

03:00 – 03:30PM

Refreshment Break

03:30 – 04:30PM

Panel Session 8 — Concluding Session: Consolidation and Future

Chair: Mr. Xianbin Yao, Director General, RSDD, ADB

Key Messages from the Forum: ADB Team

Response from Panelists

Closing Speech

Mr. Bindu Lohani, Vice President (Knowledge Management and Sustainable Development), ADB

Key Messages from the Forum (Power Point Presentation)

04:30PM

End of Forum
