



# 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





### **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 model is being sought to progress beyond middle income levels. While many countries are investing in the expansion of 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 a 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 – 09:00AM

**Welcome Remarks:**

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

**Opening Remarks and Book Launch: *Skills Development for Inclusive and Sustainable Growth in Asia and the Pacific***

Mr. Bindu Lohani, Vice President, Knowledge Management and Sustainable Development, Asian Development Bank

Mr. Yeo Kwon Yoon, Executive Director, Asian Development Bank

09:00 – 09:15AM

**Introduction to Key Note Speaker:**

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

**Key Note Address: *Role of Skills for Competitiveness in Asia***

Prof. Michael J. Enright, Director, Enright, Scott & Associates and Professor, School of Business, University of Hong Kong

09:15 – 09:30AM

**Tea / Coffee Break**

09:30 – 11:30AM

**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) *Building the Right Skills and Turning Them Into Better Jobs and Better Lives: The OECD Skills Strategy*

Ms. Cristina Martinez-Fernandez, Senior Policy Analyst, Local Economic and Employment Division (LEED), Organisation for Economic Co-operation and Development (OECD), Paris

- 2) *UNESCO World TVET Report 2013: Expanding Quality Learning for Work and Life*

Prof. Rupert Maclean, Chair Professor, International Education, The Hong Kong Institute of Education

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- 3) [Youth and Skills: Highlights from an Education for All \(EFA\) Report and Implications for the Asia-Pacific](#)  
Mr. Gwang-Chol Chang, Chief, Education Policy and Reform Unit, United Nations Educational, Scientific and Cultural Organization (UNESCO), Bangkok
  - 4) [2013 World Development Report on Jobs](#)  
Mr. Truman Packard, Lead Economist. The World Bank, Washington
  - 5) [The World at Work: Jobs, Pay and Skills for 3.5 Billion People](#)  
Ms. Anu Madgavkar, Senior Fellow, McKinsey Global Institute, Mumbai
  - 6) [Skills Development in Time of Continuing Job Crisis: Findings from the World of Work Report 2012 and other reports and Implications for Effective Skills Strategy](#)  
Ms. Akiko Sakamoto, Senior Skills and Employability Specialist, International Labor Organization, Bangkok

#### Q & A

*Session description and expected outcomes:* 2012 is a year of several major Technical and Vocational Education and Training (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 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 skills 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.

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11:30 – 11:45 AM     **Tea / Coffee Break**

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11:45AM - 01:15PM     **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, Asian Development Bank

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**Panelists:**

- 1) [Decentralizing Power to Community Colleges, Employers and Learners: Lessons from Canada in Responding to Complex and Rapid Change](#)  
Mr. Rudy Sabas, Manager for Marketing and Development, International Partnerships, Association of Canadian Community Colleges, Ottawa
- 2) [India: The Growing Skills Challenge for a Rapidly Growing Economy](#)  
Dr. Santosh Mehrotra, Director-General, Institute of Applied Manpower Research, Planning Commission, India
- 3) [The Skills Development Reform Roadmap in ADB's Developing Member Countries](#)  
Ms. Shanti Jagannathan, Senior Education Specialist, Asian Development Bank
- 4) [Information and Communications Technology \(ICT\) for Skills Development: Building for the Future](#)  
Mr. Vis Naidoo, Vice President, Commonwealth of Learning, Canada

**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?

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01:15 – 02:15PM

**Lunch**

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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, Asian Development Bank

**Panelists:**

- 1) [Talent Transformation](#)  
Mr. Alfredo Ayala, Chairman, Business Processing Association Philippines

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2) *Education, Allocation and Collaboration – A Three-Pronged Approach to Sustainable Growth in the Philippine Maritime Industry*

Mr. Gerardo A. Borromeo, Chief Executive Officer, Philippine Transmarine Carriers, Inc.

3) *The Role of the Private Sector for Entrepreneurship Development*

Mr. Jeffrey Avina, Director, Citizenship and Community Affairs, Microsoft Foundation, Middle East and Africa

4) *The Role of the Private Sector in Creating Demand Driven Skills for Youth*

Mr. Richard Curtain, Curtain Consulting, Australia

### 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, Public-Private Partnerships (PPPs) for skills development, skill levies, partnerships for joint curriculum and course development will be explored for their effectiveness.

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03:45 – 04.00PM      **Tea / Coffee break**

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

**Chair:** Dr. Tom Karmel, Managing Director, National Centre for Vocational Education Research, Australia

**Panelists:**

1) *Skills Development for Migration: Challenges and Opportunities in Bangladesh*

Mr. Chowdhury Mufad Ahmed, Project Director for Skills Development Project, Ministry of Education, Bangladesh

2) *Investing in Skills for Domestic Employment or Migration? Observations from the Pacific Region*

Ms. Sunhwa Lee, Principal Social Development Specialist, Pacific Department, Asian Development Bank

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- 3) *Regional Cooperation in Cross-Border Skills Development*  
Ms. Kerstin Nagels, Deutsche Gesellschaft für Internationale Zusammenarbeit (German Development Corporation, GIZ), Indonesia
  - 4) *Cross-Border Investment and Skills Development: The Role of the Private Sector in Circulating Labour for Inclusive Development*  
Ms. Sue Parker, GEMS Education Solutions, Abu Dhabi

#### **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, there is 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?

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06:00 – 08:00PM

#### **Reception**

Venue: ADB Courtyard

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**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 Global Stage for Country Presentations](#) (Paper: [A Review of Key Reports in TVET Skills Development and Jobs](#))

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

**Q & A**

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) [Addressing the Challenges of Bringing Philippine TVET to the 21<sup>st</sup> Century Workplace](#)

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

2) [Strengthening the Vocational Higher Education in Indonesia](#)

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

3) [Importance of Skills Development for Economic Growth in Middle Income Countries: Major Strands of Policy Reforms for Skills Development](#)

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

4) [Skills Policy Framework for the Next Decade in the People's Republic of China](#)

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

**Q & A**

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*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, skills forecasting systems, private-public partnerships to implement alternative models for skills delivery, and skills measurement systems for more effective and efficient skills development. 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.

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10:30 - 10:45AM      **Tea / Coffee Break**

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10:45 - 12:00PM      **Panel Session 6: Skills Development for the Disadvantaged and for Inclusive Growth: The Role of Policy, Partnerships and Programs**

**Chair:** Mr. Bart Édes, Director, Poverty Reduction, Gender and Social Development Division, Regional and Social Development Department, Asian Development Bank

**Panelists:**

- 1) *Skills Development: Problems, Policy, Partnerships, Programs and Prospects for Sustainable and Inclusive Growth*  
Dr. Mukti Mishra, President, Centurion University of Technology and Management, India
  
- 2) *Policy and Reform Priorities for Skills Development in Cambodia*  
Mr. Oeun Tep, Deputy Director General, Directorate General of Technical Vocational Education and Training, Ministry of Labour and Vocational Training, Cambodia
  
- 3) *Challenges and Opportunities for Skills Development in South Asia*  
Mr. Brajesh Panth, Lead Education Specialist, South Asia Department, Asian Development Bank
  
- 4) *Skills Development for the Disadvantaged and for Inclusive Growth in Vietnam: The Role of Policy, Partnerships and Program*  
Mr. Minh Hoai Do, Deputy Director, Official Development Assistance (ODA)-Funded Vocational Training Projects Management Unit, General Directorate of Vocational Training, Ministry of Labour and Social Affairs, Viet Nam

**Q & A**

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*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.

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12:00 – 01:30PM      **Lunch Break**

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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) Dr. Byoung Jun Song, President, Korea Institute for Industrial Economics and Trade
- 3) Mr. Lee Mun Chan, Principal and Chief Executive Officer, Nanyang Polytechnic, Singapore
- 4) Dr. Tom Karmel, Managing Director, National Centre for Vocational Education Research, Australia
- 5) Dr. Michaela Baur, Head of Section, Technical Education, Vocational Training and Labour Markets Economic Development and Employment, German Development Corporation, Germany

**Q & A**

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*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 in 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.

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

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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 developing member countries. 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, Chair, Education Sector Community of Practice, Asian Development Bank

**Moderated Panel:** A few participants of 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 / Vote of Thanks:** Ms. Shanti Jagannathan, Senior Education Specialist, Asian Development Bank

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05:30PM      **End of Forum**

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