



SKILLS
PATHWAYS
ASIA
INDIA
AUSTRALIA
MALAYSIA
JAPAN
THAILAND
NEPAL
PHILIPPINES
PAKISTAN
CAMBODIA
SINGAPORE
KOREA
NEW ZEALAND
VIETNAM
MONGOLIA
PR CHINA
ENTERPRISES
SMES
DESIGN GREEN
PARTNERSHIPS TRAININGS
EMPLOYMENT INTEGRATION
JOBS

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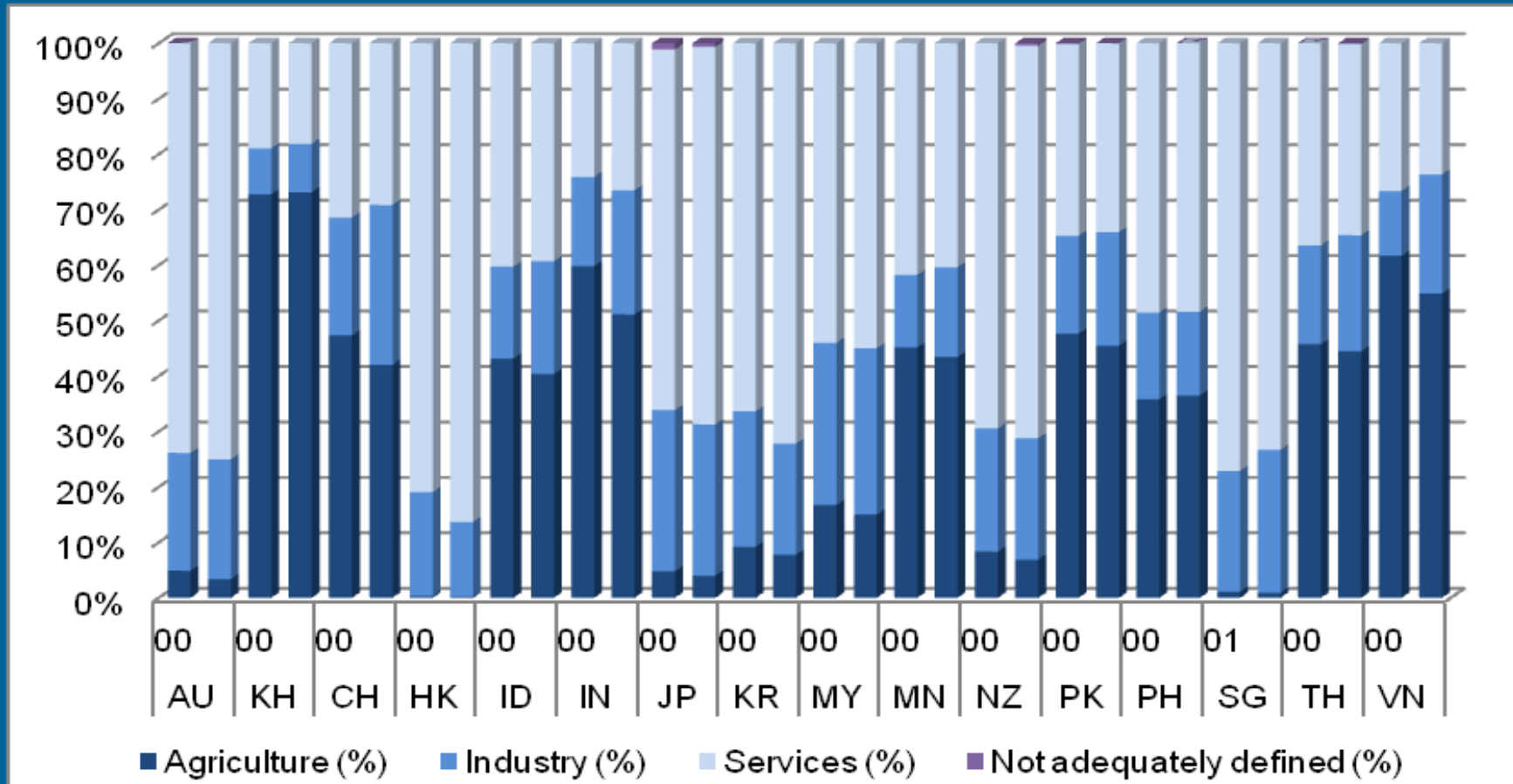
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Skills Challenges

- Building up a system for training or creating a training market
- Reducing skills mismatches and increasing the links between training and industry needs
- Upgrading outdated training systems and under-qualified instructors
- Increasing industry participation and ownership
- Persistent high degree of informality

Skills demand *by sector*

Skills demand in Asia: employment by aggregated sector in 2000 and 2010

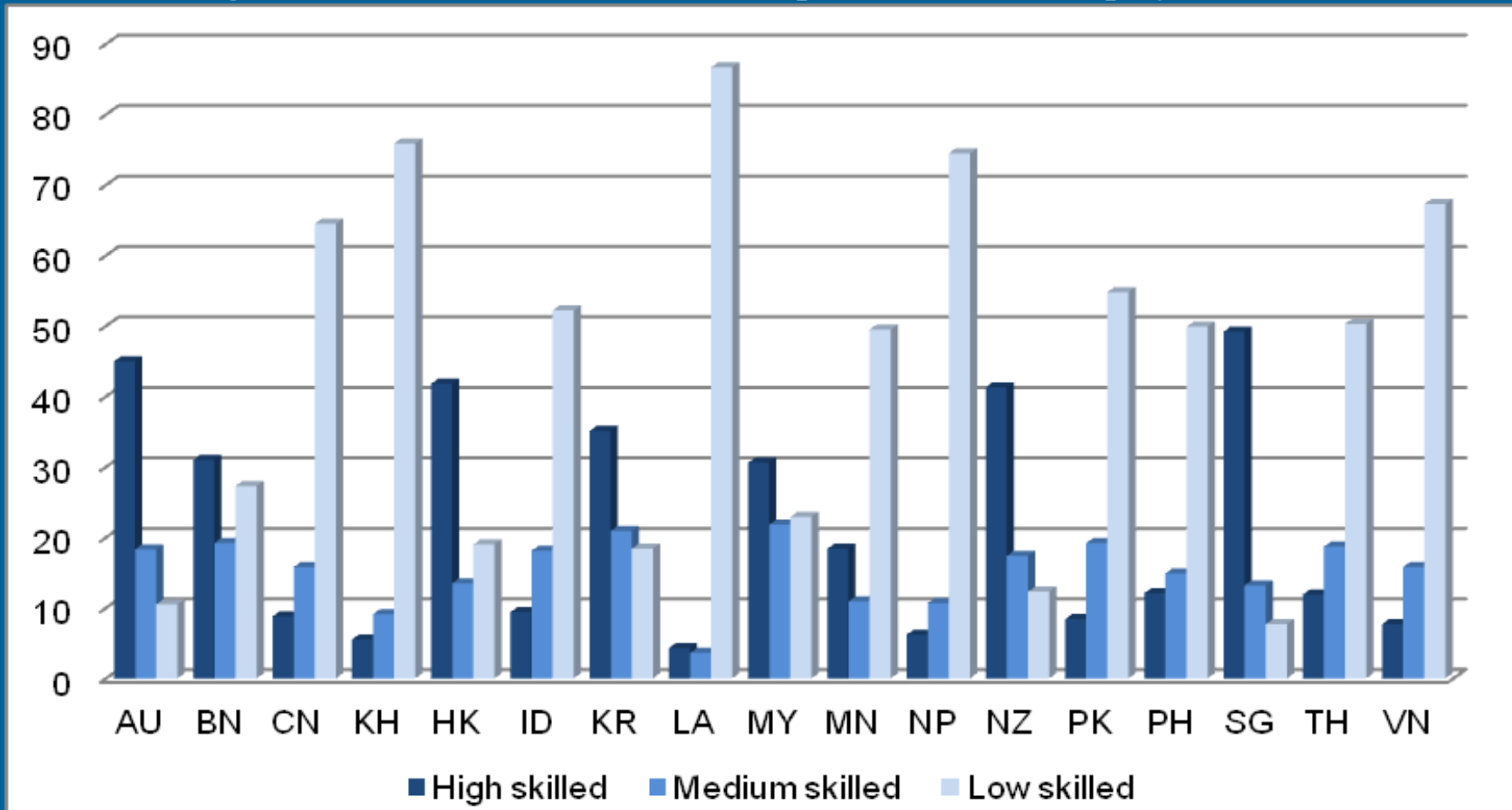


Note: Australia (AU); Cambodia (KH); China (CH); Hong Kong, China (HK); India (IN); Indonesia (ID); Japan (JP); Korea (KR); Malaysia (MY); Mongolia (MN); New Zealand (NZ); Pakistan (PK); Philippines (PH); Singapore (SG); Thailand (TH); and Viet Nam (VN). Data for Singapore from 2001. Data for Viet Nam from 2006; Cambodia, China and Pakistan for 2008; Australia, Hong Kong, China, Malaysia, Mongolia, New Zealand, the Philippines, Singapore and Thailand for 2009.

Source: Based on ILO (2011), *Key Indicators of the Labour Markets (KILM)*, 7th edition, ILO, Geneva.

Skills demand *by occupation*

Shares of high-, medium- and low-skilled occupations in total employment



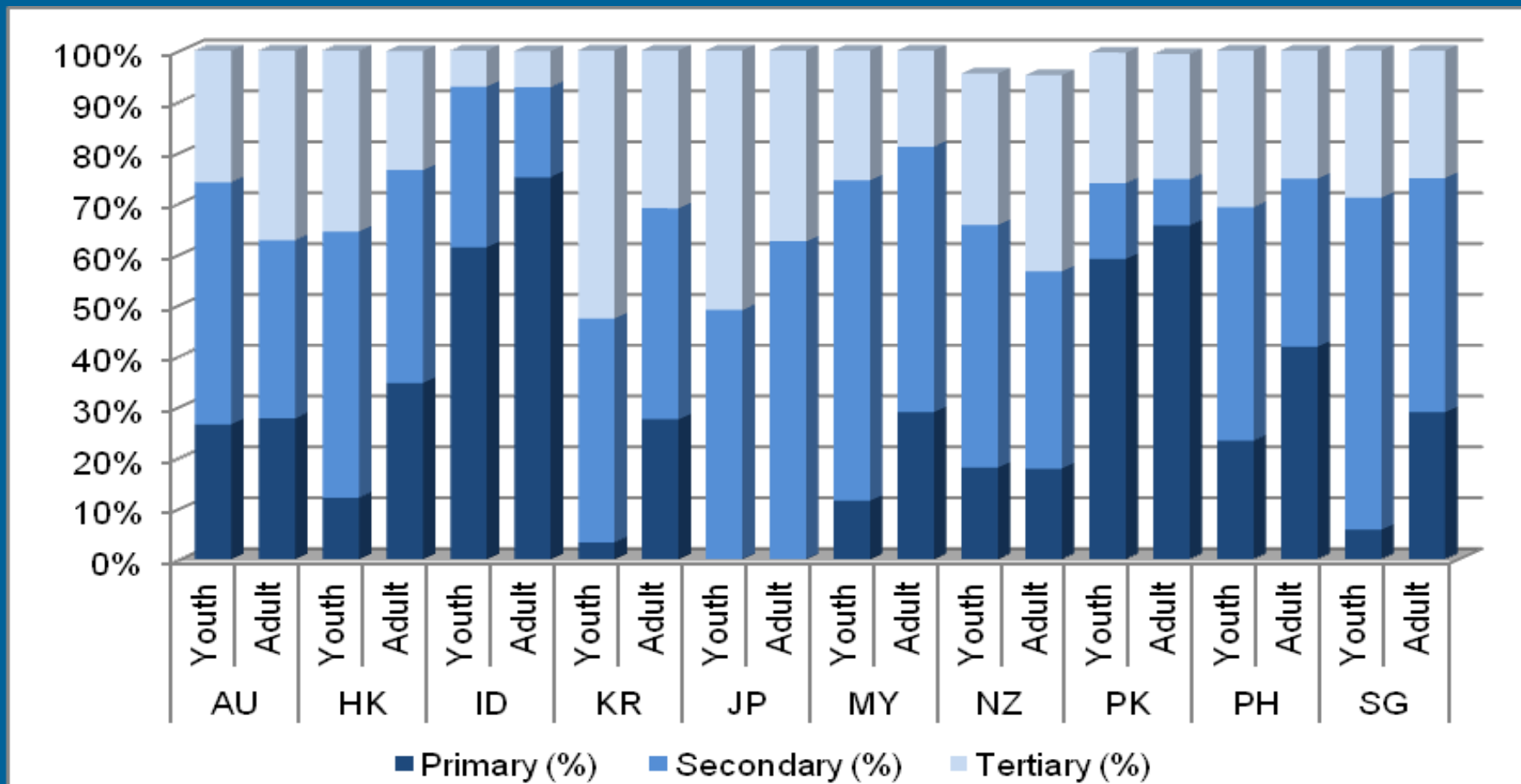
Note: Australia (AU); Brunei Darussalam (BN); China (CH); Cambodia (KH); Hong Kong, China (HK); Indonesia (ID); Japan (JP); Korea (KR); Lao People's Democratic Republic (LA); Malaysia (MY); Mongolia (MN); Nepal (NP); New Zealand (NZ); Pakistan (PK); Philippines (PH); Singapore (SG); Thailand (TH); and Viet Nam (VN).

Data for Brunei Darussalam and Nepal is for 2001; China for 2005; Lao People's Democratic Republic for 1995; Malaysia for 2009; and Viet Nam for 2004. For ISCO 88: higher skilled (professionals, technicians and associate professionals, clerks); medium skilled (craft and related trade workers, plant and machine operators and assemblers); low skilled (agriculture and elementary occupations).

Source: Based on ILO (2011), *Key Indicators of the Labour Markets (KILM)*, 7th edition, ILO, Geneva.

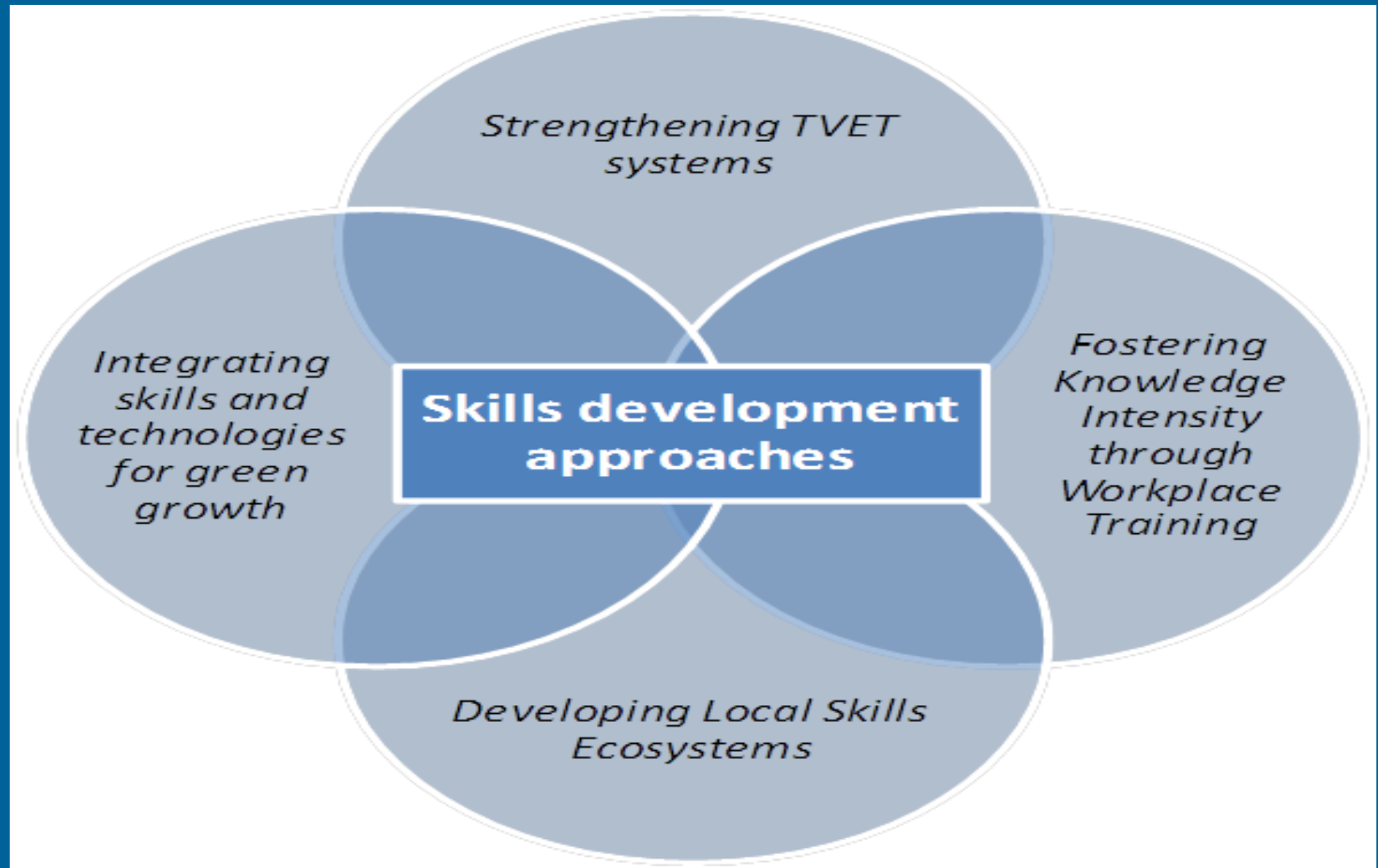
Skills supply

Educational attainment by labour force (age cohort), 2008



Notes: Australia (AU); Hong Kong, China (HK); Indonesia (ID); Japan (JP); Korea (KR); Malaysia (MY); New Zealand (NZ); Pakistan (PK); Philippines (PH); Singapore (SG). The “youth” category is aged 15-29 and “adult” aged 30 and over, except for Japan and Singapore where youth is 15-35 years old and adult is 35 and over., and for Australia where adult is 30-64. ILO’s *Key Indicators of the Labour Markets* (KLIM) primary level includes ISCED-97 level 1) basic education, and 2) lower secondary education; secondary level includes 3) upper secondary, and 4) post-secondary non-tertiary; and tertiary includes 5) first-stage tertiary, and 6) second-stage tertiary education. For Japan, “primary” includes secondary. Data for Korea is for 2007. Source: Based on ILO (2011), *Key Indicators of the Labour Markets* (KILM), 7th edition, ILO, Geneva.

Skills development approaches



Emerging policy lessons

- *More investment in skills infrastructure and governance...*
- *...while addressing the composition of skills and jobs,*
- *...promoting more knowledge intensity in the workplace,*
- *...and integrating skills strategies for the organised/unorganised sector at the local level*

THANK YOU

- **Employment and Skills Strategies in Southeast Asia – OECD ESSSA Initiative**
www.oecd.org/cfe/leed/employment/esssa
- **and clearspace site (open access)**
<https://community.oecd.org/community/esssa>

