9th ADBI-OECD-ILO Roundtable on Labour Migration in Asia
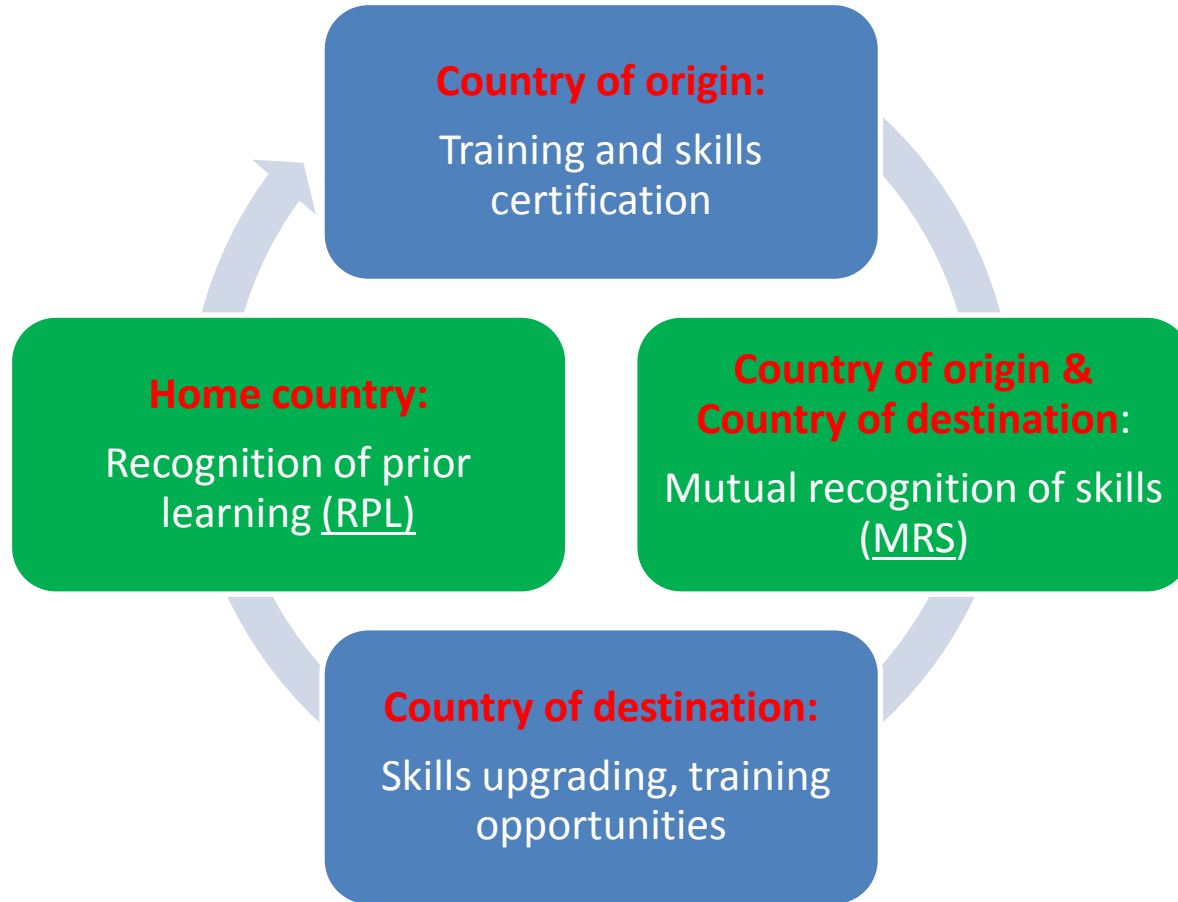
Enhancing the Mobility and Skills of Migrant Workers through Skills Recognition in ASEAN

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ilo.org/asiapacific   twitter.com/iloasiapacific   flickr.com/iloasiapacific   youtube.com/ILOTV   facebook.com/ILO.ORG

Skills and migration cycle

Country of origin:
Training and skills certification

Country of origin & Country of destination:
Mutual recognition of skills (MRS)

Country of destination:
Skills upgrading, training opportunities
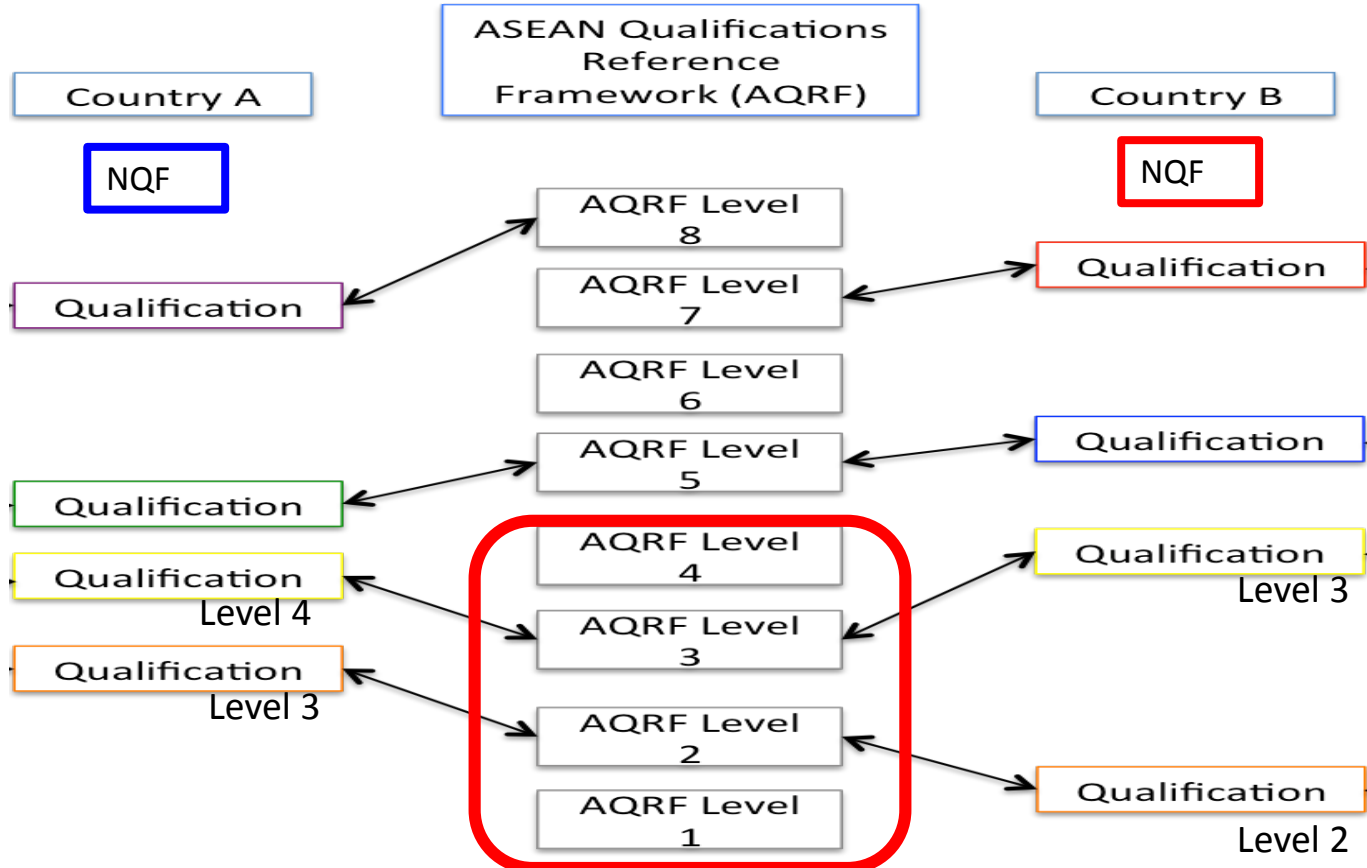
Home country:
Recognition of prior learning (RPL)

1. **Mutual Recognition of Skills (MRS)**

Institutional Framework for Skills Recognition in ASEAN -1

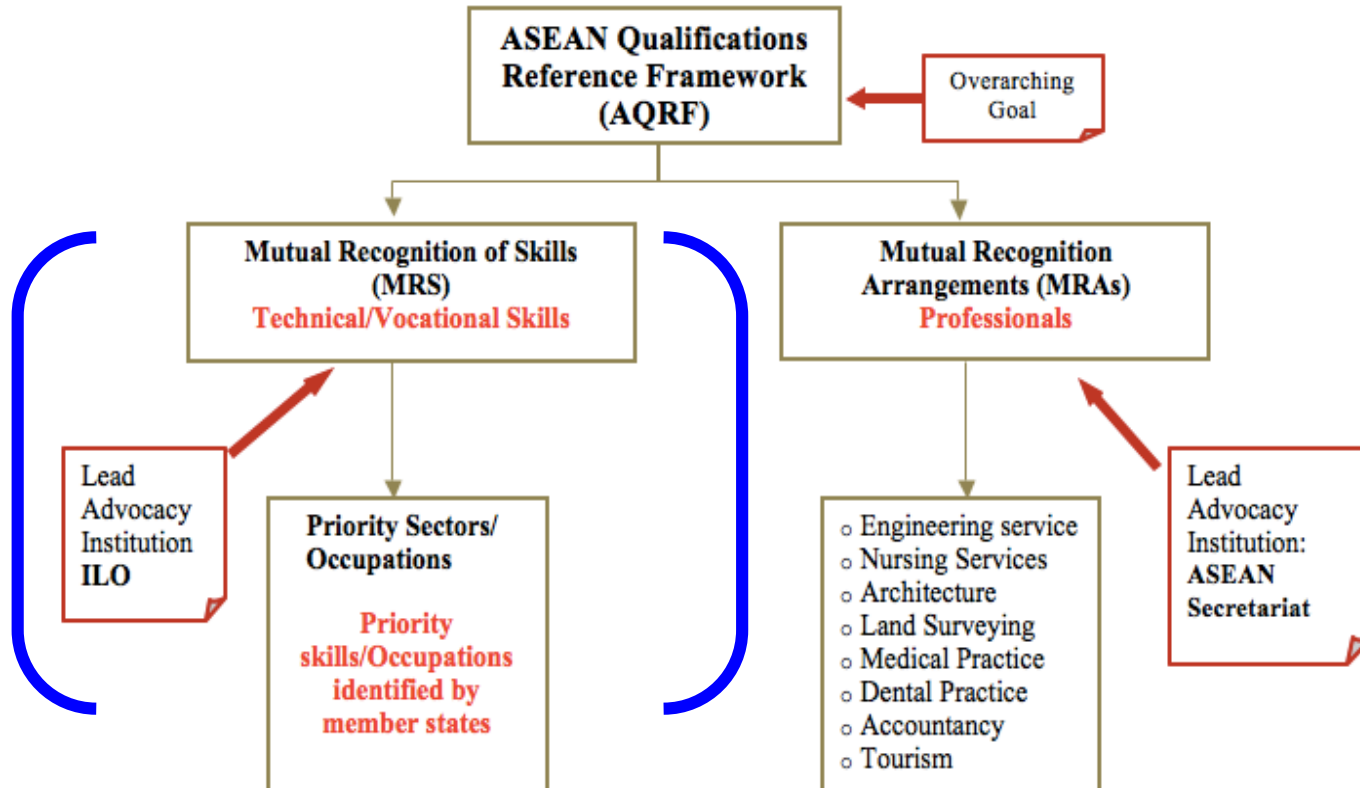## AQRF and relationship to different countries' qualifications

AQRF Level Descriptors

	Knowledge and Skills	Application and Responsibility
	Demonstration of knowledge and skills that:	*The contexts in which knowledge and skills are demonstrated:*
Level 4	• is technical and theoretical with general coverage of a field • involve adapting processes	• are generally predictable but subject to change • involve broad guidance requiring some self- direction and coordination to resolve unfamiliar issues
Level 3	• includes general principles and some conceptual aspects • involve selecting and applying basic methods, tools, materials and information	• are stable with some aspects subject to change • involve general guidance and require judgment and planning to resolve some issues independently
Level 2	• is general and factual • involve use of standard actions	• involve structured processes • involve supervision and some discretion for judgment on resolving familiar issues
Level 1	• is basic and general • involve simple, straightforward and routine actions	• involve structured routine processes • involve close levels of support and supervision

Institutional Framework for Skills Recognition in ASEAN -2 : MRA & MRS

ASEAN Institutional Framework for Skills Recognition

ASEAN Qualifications Reference Framework (AQRF) ← Overarching Goal

Mutual Recognition of Skills (MRS) — Technical/Vocational Skills

Mutual Recognition Arrangements (MRAs) — Professionals

Lead Advocacy Institution ILO

Priority Sectors/Occupations — Priority skills/Occupations identified by member states

Lead Advocacy Institution: ASEAN Secretariat

- Engineering service
- Nursing Services
- Architecture
- Land Surveying
- Medical Practice
- Dental Practice
- Accountancy
- Tourism
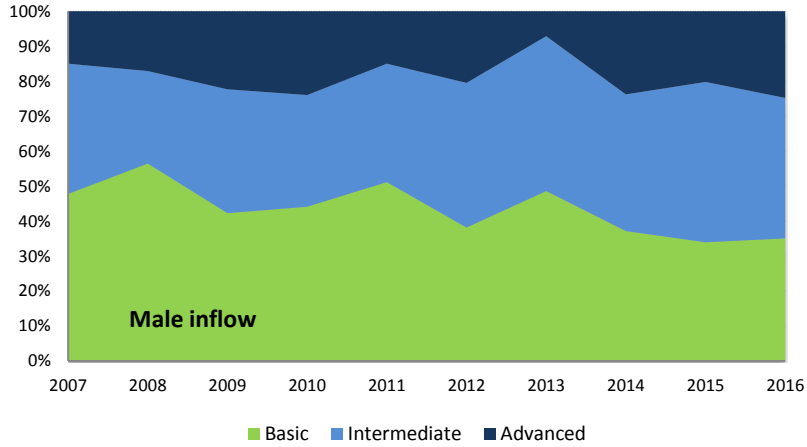
LO-led MRS Initiative: Rationale
Support the AEC's vision of Freer flow of skilled workers

- Address Just **labour mobility** and improve job prospects
- Increase the pace and breadth of **policy reform**
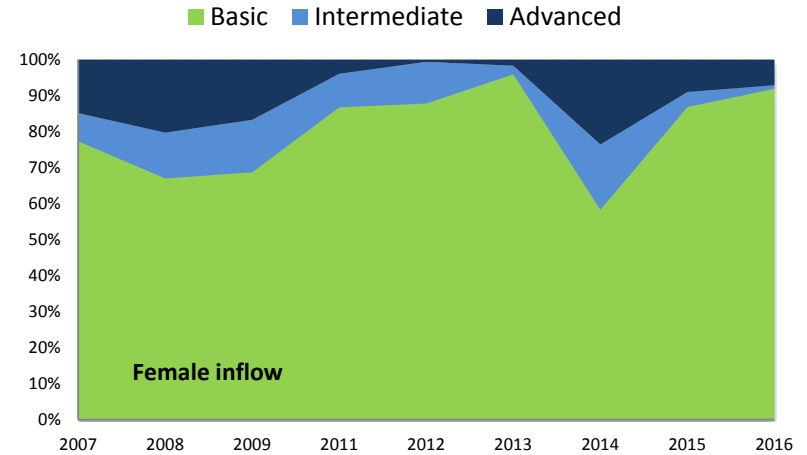- Increase **investment in education** and training
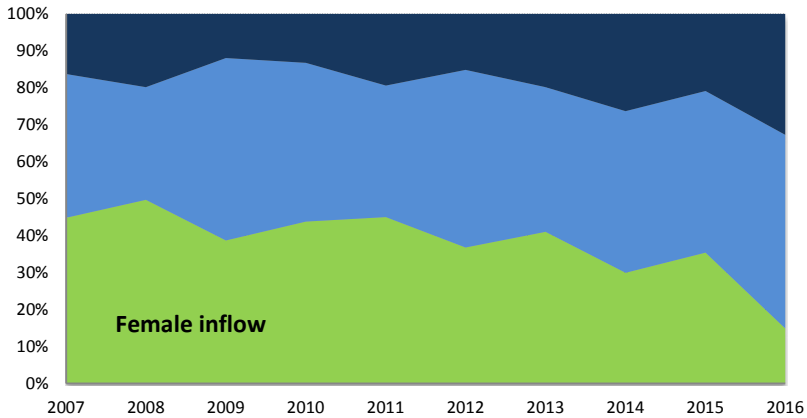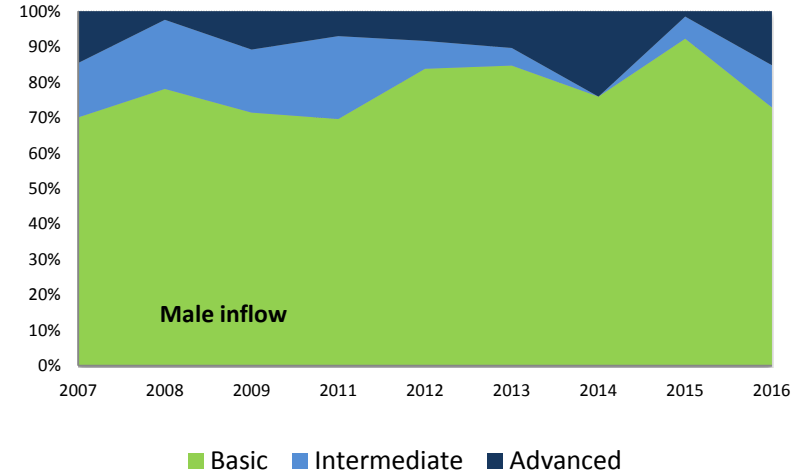- Complement MRA

Education Profile of Migrant Workers by gender, 2007-2016

ILO's Main Areas of Work on MRS:

- **Phase 1**: Towards a Mutual Recognition of Skills (MRS) in CLM, 2014-15

- **Phase 2**: Towards a MRS in CLM countries for AEC 2015 and beyond, 2014-18

- **Phase 3**: Moving towards the Mutual Recognition of Skills' Implementation in ASEAN, 2018-20

Project Components and Activities (2014-17) Cambodia, Lao PDR & Myanmar

Technical Assistance

- Expert/Specialist support: CS/SS development
  - Consultation meetings
- Country to country support (e.g. Thailand & Philippines)
  - Research: Industry engagement
    - Benchmarking/referencing

Capacity building

- Competency/skills standards development
- Training of trainers/assessors
  - Curriculum development
- Industry engagement on TVET
  - Skills recognition

Project Components and Activities (2014-17) Cambodia, Lao PDR & Myanmar

Tool/guide development

- **Regional Model Competency Standards**
- **Competency/standards and curriculum**
- **Communication/advocacy tool**

ASEAN-level collaboration

- **RSTWG**
- **Support to SLOM/ALMM activities**
- **ASEAN Guiding Principles for QA and Recognition of Skills Certification Systems**
- **AQRF-TVET Project**

Key Deliverables by Outputs

Skills/competencies for MRS developed by priority occupations in CLM
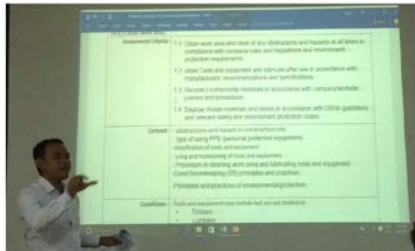

Masonry, building electrical wiring, automotive servicing


Bricklaying, plastering

Welding, electrician, carpenters, sewing machine operator, room attendant, waiter/waitress, tour guides

Key Deliverables by Outputs (con't)

RMCS developed and used by CLM for developing national standards

- Welding services
- Core competencies
- Mechanical services
- Agriculture/Aquaculture
- Garment
- Tourism & Hospitality
- Domestic work
- Manufacturing
- Guidelines on RMCS
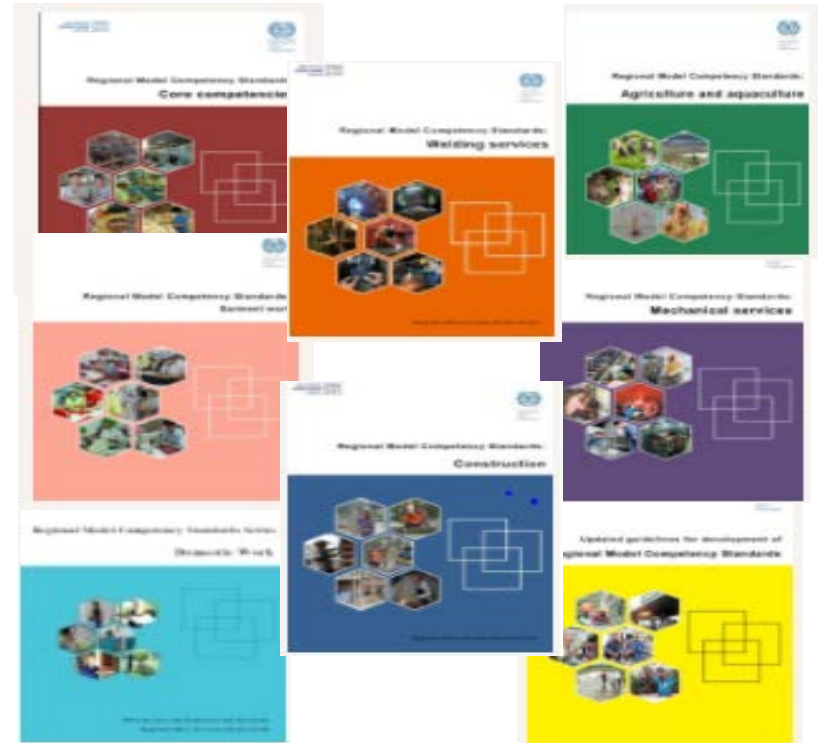
Key Deliverables by Outputs (con't)

Collaboration with ASEAN Secretariat and Developing Communication Strategy/Plan

- MRS integrated as a component of **ASEAN Labour Minister's Workplan** 2016-20
- **RSTWG** – established in 2015 and meets annually, effective mechanism for regional dialogues (i.e. TVET, AQRF, RMCS, Skills Standards)
- Promoting: the *ASEAN Guiding Principles for Quality Assurance and Recognition of Competency and Certification Systems*
- On-going national consultations **driving forward MRS**
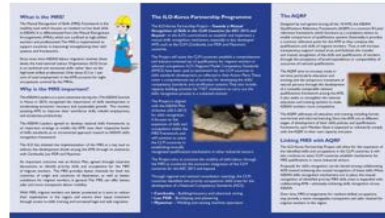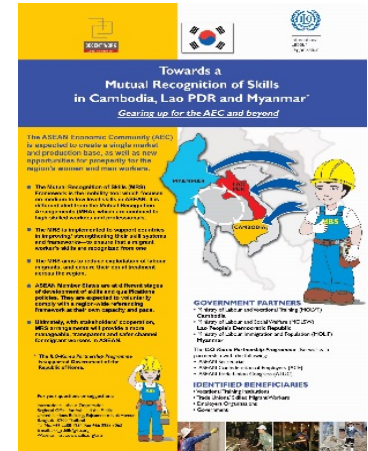
Key Deliverables by Outputs (con't)

Industry participation schemes in TVET

- Training Programme on Curriculum Development for the Construction Sector
- Training Programme on Curriculum Development for the Automotive Sector
- Industry Engagement on TVET
- Workshop on the Development of National Skills Recognition
- Formulation of proposal including capacity building for vocational training in Asia-Pacific (demand-led)

Moving towards the Pilot Implementation

- The work on MRS has so far focused on improving the 'readiness' for MRS at the national level, or building of institutional mechanisms at the regional level (e.g.AQRF)
- Significant progress has been made at the technical front at the national level
- However, the adequacy of these mechanisms, or national level progress have not been tested between countries.
- While MRS is a regional arrangement, however, pilot implementation can start with limited numbers of occupations/skills, and first between two countries
- The pilot would be a collective learning exercise, officially as a SLOM activity

Three agreed pilot implementation of MRS

1. Thailand with Cambodia, Lao People's Democratic Republic and Myanmar with masonry/bricklaying as the primary area of choice for the mutual recognition process

2. Thailand, Vietnam and the Philippines with a focus on transport and logistics skills development

3. Indonesia, Philippines, Malaysia and the ASEAN Secretariat to work on the integration of the mutual recognition of skills processes with the "ASEAN Guiding Principles for Quality Assurance and Recognition of Competency Certification Systems".

Further challenges ahead

1. Need to take the issues and work of MRS beyond technical level discussion and beyond education and training sector

2. MRS does not automatically lead to workers obtaining better job –employers need to appreciate the skills/certificate of the workers and willing to pay for the skills premium
   -one of the success factors for MRS is to respond to specific skills shortages

2. Recognition of Prior Learning (RPL)

Development of new skills while abroad
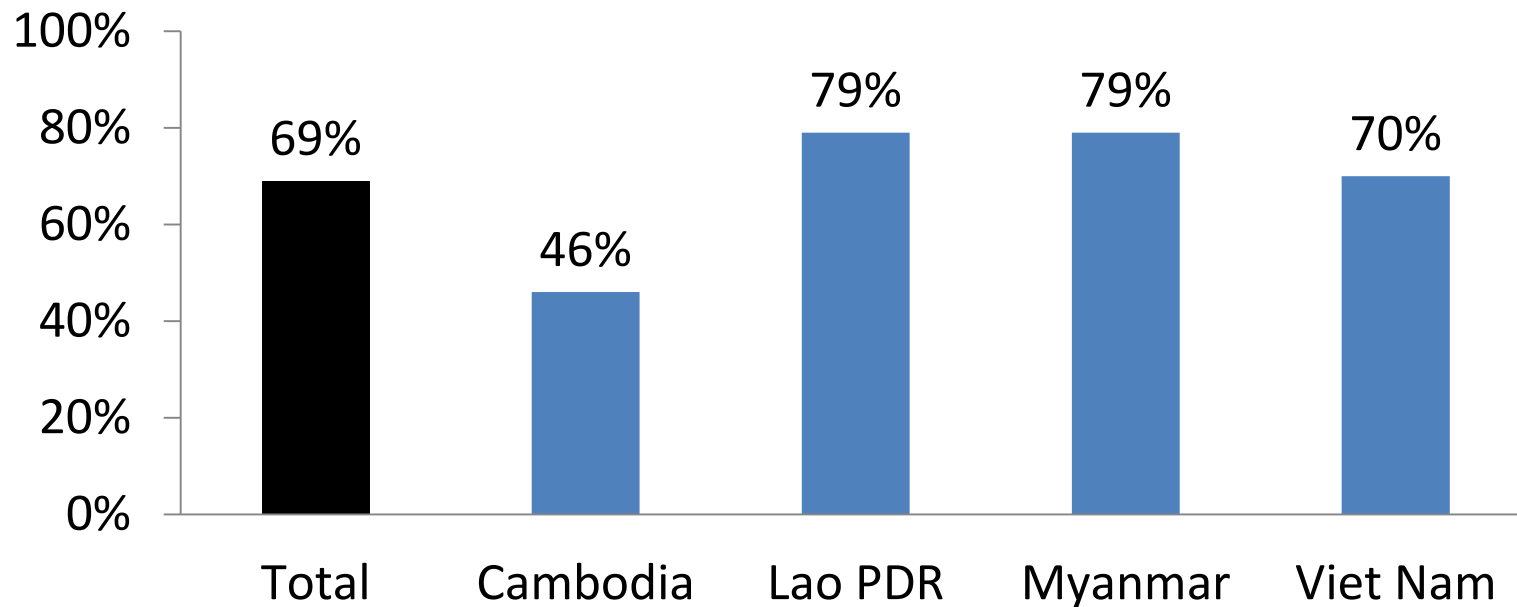
Source: ILO's Survey of **1,808 low skilled migrant workers** from Cambodia, Lao PDR, Myanmar and Viet Nam upon their return from Thailand or Malaysia.

Type of skills training received at destination

Type of training received	TOTAL n=1808 (%)	KHM n=457 (%)	LAO n=450 (%)	MMR n=451 (%)	VNM n=450 (%)
Language training	10	4	4	31	1
Literacy or numeracy	5	4	3	11	2
Formal skills training	1	2	-	3	1
Non-formal skills training	4	-	2	-	14
On-the-job skills training	40	15	65	24	55
Other	2	-	-	8	-
None	50	84	34	52	31

Development of new skills while abroad

- **69 per cent** of migrant workers brought back new skills from their time abroad.

- **But only 16 per cent were able to apply them upon returning home!**

- The work migrants do abroad seldom translates directly back to employment in their country of origin.

- The results indicate that countries of origin should be more concerned about **wastes skills of return migrants**, as their newly acquired expertise appears to be under-utilized.

- **The skills recognition systems (i.e. RPL) that are either absent or not fully utilized.**

Thank you

For further information:

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MRS as a complement to the AQRF referencing