

The Role of the Private Sector in creating demand driven skills for youth

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Background

- Grappling with how to identify demand for skills in the Pacific region over last two years
- Small states: Micronesia, Marshall Islands, Tuvalu, Timor-Leste & Tonga
- Demand for skills is weak as economies are small & not growing
- Finding out about domestic demand reveals little







Identifying demand for skills

- Two major sources of demand stand out
- The first major source of demand comes from regional economies - Australia and New Zealand
- The second major source of demand for skills comes from donors and the large infrastructure projects they fund





Identifying demand for skills from migration opportunities

- Australia & NZ have skills-based migration entry for permanent, temporary & seasonal or temporary migration for work
 - However, more needs to be done to link demand for skills in Australia & NZ to opportunities to acquire skills
 - Australia Pacific Training College set up in 2006 to do this but has not had one graduate migrate to Australia
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Identifying demand for skills from infrastructure projects

- In countries, the obvious source of demand for skills is from large infrastructure projects
- But skilled workers imported for term of the project
- Low skilled work given to domestic workers
- Little or no skills transfer






Identifying demand for skills from infrastructure projects

- Why cannot donors include skills transfer provisions in procurement process?
- This was done successfully for the London Olympics
- The construction of the sites set out from the beginning to provide places for apprentices





Skills transfer by procurement - London Olympics

- Exceeded revised 350 target (457 by end of June 2011) during economic recession & contraction in the construction sector.
 - Achieved a Black, Asian Minority Ethnic people take-up rate of 12 per cent against a national average of five per cent
 - Engaging over 1,000 young people through the programme's outreach work, promoting apprenticeships as a career choice, signposting the correct industry pathway and assessment process.
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Skills transfer by procurement - London Olympics

- Six per cent of the apprentices were women, twice the industry average.
- Apprenticeship Plus Programme designed to add value to the traditional apprenticeship experience by providing modular sessions in three areas - managing self, managing finance, and entrepreneurship





Skills transfer by procurement - London Olympics

- An innovative delivery mode:
 - Involvement of contractors with little existing experience of apprentices & the training college providing the technical training on-site, as opposed to a traditional day or block release arrangements. This resulted in a reduction in time away from the workplace.
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