



International Labour Office

*ILO/Korea First Technical Meeting of the  
Regional Skills Network Partner Institutions*

**SIVAT, Incheon, Korea, 22-25 NOVEMBER 2005**

# **FINAL REPORT**



**HRD Korea, Government of Korea  
ILO/Regional Office for Asia and the Pacific  
Regional Skills and Employability Programme (SKILLS-AP) , ILO Bangkok**



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## *Foreword*

This *First Technical Meeting of the Regional Skills Network Partner Institutions* has made excellent progress in identifying concrete needs for constituents and ways that the network and the ILO through its new regional skills initiatives could respond. A major factor in the success of this meeting were the inputs, discussion and guidance received from participants at the *First Planning Meeting of Lead Institutions in the Regional Skills Network*, held in Bangkok in August 2005. As a number of participants noted, the perceptive and thoughtful comments from participants in the planning meeting on the vision for the network, the structure and content of the key descriptive documents, and the participants' suggestion to focus on the content issues had been heard and reflected in the revised Cooperation Framework presented at this meeting.

There is a widespread perception in the region that globalization and economic integration are making learning and training policies even more important. A well-trained work force is the key to provide domestic firms with a competitive edge, and workers require higher level of skills to adapt to accelerating technical and market changes. But this presents a major challenge to many countries in the region, which education and training policies alone cannot address. Their effectiveness and success depends on a number of policies that structure the incentives firms and workers have to demand and supply skills. In this context, the new Human Resources Development Recommendation (R.195), adopted at the 2004 International Labour Conference, provides effective guidance for future education, training and lifelong learning policies to assist member states deal with these complicated issues. The ILO's Decent Work Strategy, together with its Global Employment Agenda, provided the framework for the discussions at this meeting. There is a strong potential for collaboration and exchange of ideas within Asia, considering the numerous ways economies of all sizes and stages of development have approached skills development.

The ILO, for its part, is working to improve the quality of its response to constituent demands by creating a new *Regional Skills and Employability Programme (SKILLS-AP)*, building on the earlier work of the *Asia and Pacific Skills Development Programme (APSDEP)*, which has developed a range of technical information and materials, and which was generously supported by the Government of Japan since its inception. The SKILLS-AP programme will continue the work of supporting regional level initiatives, including those supported by donors, and will in addition help ensure that skills development work in individual countries is defined and undertaken collaboratively so that constituents receive the benefit of ILO's whole capacity to meet their needs. A common skills workplan uniting both regional and country specific support, carried out by ILO in the region, including inputs from HQ and Turin Centre, will be one way to improve service.

For constituents, the creation of the SKILLS-AP programme and the revitalization of the ILO Regional Skills Network in Asia and the Pacific will be a first step in assisting countries in the region to access information and share expertise and knowledge through networking, technical cooperation and joint programmes. The *First Technical Meeting* provided an eloquent demonstration of the need for and the value of such an approach. Constituents were quickly able to identify items of common interest, on which the different perspectives of countries and the social partners provided useful input to national strategies, and to wider concerns such as migration policy. Small countries were able to identify useful models and approaches to common concerns such as building qualifications frameworks, and

larger more developed countries found the perspectives of developing countries valuable to their own concerns both as trading partners and as providers of technical assistance.

The first meeting provided a solid foundation for future development in the coming years. I congratulate all participants for making the meeting a success, and look forward to the next meeting which, because of the progress made during this first meeting, will include substantive technical discussions on a priority area identified by constituents. The strong support of the Government of the Republic of Korea for these meetings, and to skills development in the region, is greatly appreciated. The staff of HRD Korea and especially Dr. Jung-Woo Yi and Mr Youngil Cho, and the staff of the SIVAT Centre, had a major role in ensuring the smooth and effective functioning of the meeting, without which little progress could have been made.

I would like to take this opportunity to thank Mr Trevor Riordan, Manager, Training Policies, SKILLS, ILO Geneva, who planned and organized this meeting with support of colleagues in the region. Special thanks also to Ms Anne Richmond SRO Bangkok, who designed and led the working group processes within the meeting, and prepared this report. Thanks also to Mr David Lythe and to Mr Alex Gorham, consultants, and the Mr. George Jadoun, ILO Turin Centre and, for their excellent contributions to the meeting. Finally I would like to thank Ms Wipusara Rugworakijkul who provided the secretariat support to the meeting and Ms Anyamanee Tabtimsri who assisted in the preparation for the meeting.

Shinichi Hasegawa  
ILO Regional Director  
Asia and the Pacific

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**ILO/Korea First Technical Meeting of the Regional Skills Network  
Partner Institutions  
(Incheon, Republic of Korea, 22 – 25 November, 2005)**

**Report of the Meeting**

**Introduction**

The main objectives of the first technical meeting were: to consider the skills challenges facing countries in the region and discuss the extent to which national training systems are able to respond; to discuss the key features of the Regional Skills Network; the networking and technical cooperation programmes of participating countries, and how these practices can more effectively assist other countries; a proposed new website and internet-based networking tool; and consider a draft Cooperation Framework for the Network; to facilitate new alliances and forms of collaboration, and technical cooperation among the different partner institutions in the Network.

As a first step, the meeting sought to produce a common understanding on the Cooperation Framework and to identify issues for future work by the Regional Skills Network, and for the ILO in support, which would in turn be translated into both plans for and among Network participants, and workplans for the ILO at HQ, Regional and Country level.

Participants from all 28 ILO member States in Asia and the Pacific: Afghanistan, Australia, Bangladesh, Cambodia, China, Fiji, India, Indonesia, Iran, Japan, Kiribati, Republic of Korea, Lao PDR, Malaysia, Mongolia, Nepal, New Zealand, Pakistan, Papua New Guinea, the Philippines, Samoa, Singapore, Solomon Islands, Sri Lanka, Thailand, Timor-Leste, Vanuatu, and Vietnam were invited, and all were able to participate except Timor Leste. Representatives of Employers' and Workers' Organizations, as agreed by the Governing Body took part. One third of the participants were women. This was the first occasion that participants could recall in which virtually all member States were represented at an ILO Skills meeting, and illustrated the relevance of the issue to member States.

Participants prepared country papers covering: a brief description of the national training policy and system; an assessment of the demand and supply of skills, and whether the country's workforce skills are improving to meet the demand; the networking and technical cooperation experience within the country/institution for developing the knowledge and skills of the workforce; and specific research or training capacity which could be of use to the Network. These papers provide much valuable comparative information and will be made available through the Network website. The further publication of these papers will be considered at a later stage.

**Inaugural session**

Following registration and brief meetings of each of the tripartite groups to select chairs for the programme, the meeting was opened with speeches from Ms Lin Lean Lim, ILO Deputy Regional Director and Mr. Chul-Gyun Jung, Director General International Cooperation Bureau, Ministry of Labour, Republic of Korea. Ms. Lim welcomed the participants and expressed her satisfaction that all countries except Timor Leste had been able to be present,

noting the meeting as a milestone occasion, bringing all the countries together to discuss challenges on skills development in the region and to jointly determine how to identify common solutions and work together to implement them. She expressed the ILO's appreciation for the support of the Government of the Republic of Korea, HRD Korea and the Ministry of Labour for hosting the meeting, and to Mr. Jung for honouring the meeting with his presence.

Ms. Lim introduced some issues and ideas for participants to consider in their discussions over the following days. She observed that enhancing skills development and training was a core area for ILO research, policy advice and action, as well as being the subject of ILO instruments, most recently Recommendation 195 on Human Resources Development: Education, Training and Lifelong Learning. Describing the present times of complexity, globalized production systems, and borderless labour markets, she commented that this is accompanied by growing un- and under-employment and labour shortages, illustrating the importance of human resources for competitiveness in the global economy.

She noted that the 14<sup>th</sup> Asian Regional Meeting (ARM) would be held from 29 August to 1 September 2006 in Busan, Korea, again with the support of the Government of Korea. This meeting will focus on making decent work an Asian goal and, specifically, on how constituents can work together to meet the challenge of global development for all and the elimination of poverty now and in the future. The four themes to be covered in the ARM are: enhancing competitiveness, productivity and jobs; promoting youth employment; managing labour migration; and good governance. She described the centrality of skills development to each of the first three issues, and observed the wealth of knowledge and expertise within the region, and called on participants to better make use of their experiences, using the strength and capacities across the region to strengthen the region as a whole.

The ARM forms one of the contexts for the meeting, a meeting which offers constituents the opportunity to better define their goals and needs with respect to skills and human resource development. Within the ILO, the ARM will set the agenda for the support and activities demanded of the Office. To ensure better use of resources and more effective service, the Office was intending to coordinate its planning and work plans, for example, through a new regional skills and employability programme for the region: SKILLS-AP. SKILLS-AP builds on the firm foundations established by APSDEP, including the strong and generous support by the Government of Japan and the network of relationships between constituents and institutions concerned with training in the region. Finally, referring to the present meeting, she commented that networks function when their purpose is clear and members see practical benefits for being involved. She therefore urged the meeting to focus on the substance not the organizational details of the network – identifying if possible the actions to be taken to achieve results. The ILO was prepared to facilitate and support the work of the network, but it is the participants who will determine its success or failure. She wished the participants success in their deliberations.

Mr. Chul-Gyun Jung welcomed the participants and thanked them and the ILO staff for their interest and commitment to the issues. He observed that human resources was of keen interest to governments, workers and employers. In Korea, skills innovations, the promotion of vocational and technical education and training and a focus on lifelong learning had been key parts of the national agenda and strong contributors to Korea's economic growth. He agreed that vocational training was a common priority for countries in Asia-Pacific, recalling that the prior meeting, in Bangkok, had identified preliminary issues and challenges which this group

could further develop and translate into areas for action. He said that there were potential benefits for both developed and developing countries, and looked forward to the meeting bringing the network into reality. Finally, he expressed the wish that all participants would have a chance to experience and enjoy Korea.

## **Introductory session**

The introductory session was chaired by Dr Jung Woo Yi, HRD Korea. He welcomed the participants to SIVAT and explained that the session would provide for participant introductions, a short film introducing HRD Korea, and a review of the programme. Following the film, Mr. Trevor Riordan described the objectives for the meeting and the format, which would include presentations in plenary and working groups. The objective of the meeting was to identify the issues most relevant to countries, the framework for cooperation and the concrete ways for participants to exchange information and support. The meeting would conclude with a final 'statement of common understanding' ensuring that all participants had immediate results in hand.

## **Technical session 1: Introduction to the Regional Skills Network - feedback from the First Planning Meeting in Bangkok**

The session was chaired by Ms. Kah-Wei Mui-Kok (Workers, Singapore). She introduced Mr. Riordan, ILO and the panelists, and explained that the speakers would brief the participants on the Bangkok meeting from their perspectives. Mr. Riordan started the session by reviewing the process to date. The initial meeting in Bangkok had been held to test the idea of a network before asking for broader commitments from constituents. The meeting had provided very clear guidance on the ideas and instruments being discussed at the present meeting. He set the context for the meeting: the establishment of an ILO strategic framework for skills development in the region, intended to respond to the existing and emerging common needs and issues, and to better use the limited resources available to the ILO. The role of the network was to ensure members had easy access to new ideas and to practical experience about what works and what doesn't. The ILO's work should be more coherent: by working within a strategic framework the Office should be better able to respond to constituents. Another important aspect was ensuring that skills development and human resources policies and actions are undertaken as part of broader economic and social development work, at the national level and for the region as a whole.

Among the many useful points of guidance from the Bangkok meeting that the Office had sought to reflect within the revised documents for this meeting and in the structure of the meeting, were the calls for a clear vision of the network and its function, the policy framework (which is essentially Recommendation 195), the actions to be undertaken, the level of facilitation and support provided by ILO, and a clear definition of participation. He observed that the Bangkok meeting had included mainly developed countries and the materials developed reflected their views, he called on all countries present to ensure that the final output from the meeting would reflect the views of all countries. He reviewed the list of issues identified at the first meeting and noted in the report, stressing that the focus of the present meeting would be to make this a comprehensive and prioritized set, with practical measures to address them.

Ms. Areeya Rojvithee (Government, Thailand) observed that the Thai government sees human resources development as an asset to the nation, and therefore fully supports the SKILLS-AP programme. The Bangkok meeting had been relatively small but it had underscored the benefits of cooperation between countries. Thailand would work in the spirit of regional cooperation and extend support to others, as it was already doing through the Ministry of Foreign Affairs, providing assistance in Asia, to Pacific Islands and to Africa. The results of this meeting would help the Thai government to formulate its own cooperation plans.

Mr. Park Jin-Soo (Employers, Korea) commented on the many issues involved in skills development in Asia, and the potential for using IT and other means to build and maintain networks. He reminded participants that key issues with any endeavor were who pays the cost and who does the work to maintain, calling on the present meeting to address these issues. Bangkok had provided a good starting point for this task.

Ms. Kah-Wei Mui-Kok (Workers, Singapore) departed from her role as chair to speak from the perspective of the workers. She reflected on the fact that words and language may be confusing – people may use different words for the same thing, or the same words for different things. For example, an employer might see ‘training’ as skills formation only for the current task, while a worker might see ‘training’ referring also to future work and to work outside the company. She agreed that the Bangkok meeting had reached important points of understanding: first, that all countries shared some challenges – older or younger workers, wage levels, lack of access, skills assessment. Consequently all could benefit from exchanging information. Secondly, all participants shared the perspective that training was not a goal in itself, but a process leading to higher productivity, and hence to an improved economy, higher wages and long term sustainability.

In discussions, a number of issues were raised. The government member from the Philippines stressed the need to differentiate the purpose and services of the ILO network from others in the region, and the relationship between it and bilateral arrangements already in place. The government member of Thailand agreed on the need to distinguish but stressed that the countries who are members of multiple bodies, as Thailand is being a member of APEC and ASEAN, have a responsibility to ensure that work is not duplicated. Mr. Riordan agreed, stressing as well that the ILO network was intended to be primarily technical rather than political. The employer member from Sri Lanka noted that social dialogue was critical for overcoming the differences in language between workers and employers, and that employer and worker participation in the network was important.

Ms. Lim commented on the potential added value of the network, ensuring that it focused on practical work and actions to complement and extend existing technical cooperation and bilateral support. She gave the example of migration, where both sending and receiving countries have complementary interests in recognition of qualifications and skills, and a regional network could potentially contribute to the development of means to address this more effectively than bilateral meetings. She noted that while concerns about competitive advantage were genuine, there were national advantages from such collaboration as well. She also cited the example of Pakistan following the earthquake: the potential for assistance was not always at the ‘high end’ – there are often, sadly, practical needs at the basic level.

The government member from Bangladesh noted a number of issues for his country in the network – limited internet and IT access, and the interest in facilitating access to employment abroad for skilled Bangladeshi workers. Ms. Lim confirmed that participation in the network

and access to services would be inclusive and responsive to the needs of participants, it would not rely solely on IT. The government member of Nepal gave an example from her country of certification of workers who have achieved skills through informal training, a model that might be of interest to others. She also noted that Nepali migrating workers could benefit from better labour market information from potential destination countries. The government member of Samoa urged participants to focus on the ‘meat’ – the practical issues the network would deal with.

## **Technical session 2: Knowledge and skills development in Asia and the Pacific - Issues and challenges**

Ms. Sangeeta Niranjana (Employers, Fiji) chaired the session, which comprised a presentation by Mr. David Lythe on key issues and challenges, and presentations from government representatives from four countries in different sub-regions, together with perspectives from workers and employers. In summary, Mr Lythe identified three challenges facing countries in knowledge and skills development: being strategic; building a competitive workforce; and tackling economic empowerment and poverty reduction. In the area of strategy, he emphasized the need for countries to think coherently about interlocking issues including basic skills, location of training, qualifications frameworks, and ensuring labour market needs are fed back into training systems. Too often piecemeal approaches waste scarce resources and time, and confer little lasting benefit. On ensuring the development of a competitive workforce, he noted positive examples such as Sri Lanka where there was strong industry leadership. Internationally competitive quality of production depended on equally high skill standards for workers – but it was possible to be selective about approaches like qualification structures and, as the example of South Africa showed, not all industries require international accreditation. Means of recognizing skills acquired more informally were also important. On economic empowerment and poverty reduction, he referred to a recent newsmagazine article reporting 1.9 billion people in Asia living in poverty despite economic growth, and noted that the many good models of community based training and development were available and needed to be applied more widely. He said that it was important to ensure that young people made wise career choices, not training for jobs that don’t exist, and that governments and social partners ensure there are pathways for learners to allow them to progress over time. This, he noted, connected back to the original point on being strategic.

Mr. Zhu Bing (Government, China) described how China’s transition from a planned to market economy over the past 30 years, and its process of engagement with the world economy, had led to many new challenges. For example, questions of quality of production were important, but in the context of China’s goal of harmonious development, it was also important to improve the situation for rural people and farmers, and to reduce poverty and income disparities. From now to 2010, China foresaw significant industrial restructuring, creating new occupations, and a high demand for skills, which current training approaches were struggling to match. National qualification systems were being implemented, with over 6 million qualifying annually, but this is only a small proportion of the total need. To respond to the needs, China was using means such as distance education and regional qualification schemes. A key concern was the impact of internal migration: ensuring that for workers migrating within China their skills would be recognized and their rights protected. He noted that the regional network would provide access to many ideas and innovative approaches that China could benefit from.

Ms. Milagros Dawa-Hernandez (Government, Philippines) gave a presentation focusing on the Government's approach to supporting and encouraging overseas migration of skilled Filipino workers as an economic strategy. As the Philippines have one million new labour market entrants annually, a significant number of jobs must be found either in the rural and self employment sectors, or overseas. Hence, the government and training systems have supported an approach that responds to international labour market needs, provides training and ensures accreditation at international levels, and manages migration and remittances, while promoting the 'Global Filipino Worker' as a quality 'brand' to prospective foreign employers. Within the Philippines, the national qualifications framework is inclusive and allows for smooth transitions and recognition between all levels and types of education, allowing individuals to easily change from one field to another and gain credit for past learning. This encourages a flexible, adaptable workforce and reinforces life long learning.

Dr. T.A. Piyasiri (Government, Sri Lanka) presented some illustrative information concerning vocational training and employment in Sri Lanka. He noted that the majority of employed workers did not have formal vocational training, whereas of unemployed workers, ¼ did have vocational training, which could indicate a mis-match in training, or weak connections between vocational training and employers. In some vocational areas, such as Agriculture and Carpentry, post-training employment was virtually 100 per cent whereas for other areas, notable clerical and data entry, employment rates were very low. The demand for university places was high relative to the spaces available, and while TVET capacity was larger, the number of spaces in higher level qualifications was low. Sri Lanka has a National Vocational Qualifications Framework which establishes standards, curricula, competency based assessment, certification and quality management for over 45 occupations. Yet there remain gaps, with continuing unemployment, particularly for women, dependency on foreign employment which is still a majority unskilled, inadequate capacity in higher education and training, and a persistent 'white collar' preference among labour market entrants which does not reflect jobs available.

Mr. David Lambukly (Government, Vanuatu) described the steps that were being taken to address the employment issues in Vanuatu, a small country with a predominantly young population. He listed challenges facing the country including: need to better coordinate training to match labour market needs; poor perception and image of vocational training and skilled trades work; lack of data; qualifications for the country and gaining recognition of the qualifications outside the country; improvements in curricula and teacher training; and making the best use of limited funds, especially given the fact that Vanuatu has three official languages.

Mr. K.L. Chandratillake (Employers, Sri Lanka) added that from an employer view while vocational and technical skills were important, the so-called 'soft skills' of leadership, teamwork, initiative and the like are equally important, and yet this is often overlooked in discussions. He observed that there were many rural and community based training approaches, many delivered by NGO's, focused on 'empowerment', but he was not sure what the impact actually was, and called for studies to better define empowerment and track the impact of such programs. He also stressed that such training should be linked to formal training and recognition systems to ensure that trainees were able to get recognition for their learning and bridge to further training and qualification. He reminded the meeting that while the development of human capital is important in itself, it should also lead to the creation of social capital, and skills training systems should understand this, giving as an example "we should train carpenters – but also train human beings who can work with others".

Mr. Jovencio G. Avenido (Workers, Philippines) talked about the Philippines Technical Education and Skills Development Authority (TESDA) and how it brings together educators, employers and workers to ensure skills development. From the perspective of workers, some of the most important issues to be addressed include: borderless labour markets, with the potential for benefits to both sending and receiving countries; the need for global safety nets and global means to ensure workers have a voice; the potential for unions to play a greater role in training, if barriers to their capacity (chiefly resources) were addressed; and how changing patterns of employment are creating outsourced and contract workers who do not have access to more conventional means of skill development and recognition.

In discussions, a question was raised about drop-out rates in the Philippines, to which the representative replied that the rate was very high which was why the system concentrated on multiple means of re-entry. Another participant noted the common theme of vocational education being seen as a '2<sup>nd</sup> choice', despite the number of job opportunities in skilled occupations. Other issues raised in discussion included means of linking non formal training to formal training and accreditation systems, approaches to reducing the mismatch between training and labour market needs, and what sort of training was needed to address the development of social capital – for example citizenship and effective career counseling.

### **1st Working Group session: Priority issues for technical cooperation in the region**

Mr. Ivan Neville (Government, Australia) chaired this working group, which was introduced by Ms Anne Richmond of ILO SRO-Bangkok. Ms. Richmond explained that there would be three mixed working groups, representing participants from a range of countries and including governments, workers and employers. The task of the groups would be to identify priority issues for technical cooperation. Each of the working groups would have a chairperson, and would be assisted by a facilitator to document their decisions using a matrix 'template'. The initial task would be to identify issues, and countries' interests in learning, sharing, or both. A subsequent exercise would re-check the issues, and then discuss the best means to exchanging information and support for each issue, and potential barriers. Finally, the groups would meet in plenary to consolidate the issues and determine priorities. Working group chairs were: Mr. Kornet Sapulai (Government, Papua New Guinea), Mr. Stephen Balzary (Employers, Australia) and Mr Indira Putra Ismail (Workers, Malaysia). The exercise took place over two sessions, evening and the following morning, and produced a collective matrix that was word processed and distributed to participants to be used during the second working group. The final matrix is found in Annex 5. Participants found the process useful and were able to collectively agree on common themes and priorities arising from the individual group work.

### **Introduction to the draft Cooperation Framework for the Regional Skills Network**

Mr. Lloyd Woods (Workers, New Zealand) chaired this session. He commented that the Bangkok meeting had discussed the first draft of the Framework, and that there had been extensive revision to it, in line with the comments made on the first draft. He hoped that the text could be adopted without major changes. Mr. Riordan briefly introduced the document, noting that it had also been presented at the opening of the present meeting. He emphasized that the policy framework for the document was Recommendation 195, and that as this

represented the words and decisions of the member States of the ILO it was paramount. He also addressed the concerns raised at the Bangkok meeting emphasizing that the network was not meant to be exclusively an internet website, confirming that the network was the partner organizations from member States of the ILO in the region and gave as an example the people in the room, who would use many different ways to communicate.

In discussion some clarification on words and references within the paper was sought, for example, the reference to the example table in the draft would be replaced with a reference to the matrix developed by the present meeting, and the matrix included. The chairperson then asked if there was any objection to agreeing to the framework with the minor amendments, and it was agreed unanimously.

## **2nd Working group session: Discussion of draft Cooperation Framework and matrix**

Ms. Richmond then introduced the process for the working groups which would focus on the matrix (as the other text of the Framework had been agreed), in order to identify concrete actions to be taken, in what priority, with the support of which countries. As with the first working groups, there were three chairpersons: Ms. Kah-Wei Mui-Kok (Worker, Singapore); Mr. Koroi Kalisiana (Government, Fiji) and co-chairs Mr. Yohanes Haryono Darudono (Employer, Indonesia) and Ms. Clare Gotlucky (Government, New Zealand), assisted by three facilitators. The outputs of the three groups were then consolidated to create the final matrix, found in Annex 5.

The chair, Mr. Lloyd Woods, invited Mr. Riordan and the chairs of the working group to provide general comments on their group and on the completed matrix. Mr. Riordan applauded the high degree of interest, the strong support, and the evidence of participants' interest and ownership in the issues and activities listed in the matrix. The challenge would now be to programme the work to be done. He said that over the next several months the ILO would follow up with those indicating interest and support to develop more concrete plans.

Ms. Kah-Wei Mui-Kok (Workers, Singapore) reviewed the priorities her working group had identified, which were well reflected in the final matrix. National qualifications frameworks were a priority for many countries, and technical workshops were seen as a good way to provide support. The group was eager to see the good ideas and models for access by special groups accessible and widely shared as this was of interest to many, and many good approaches were readily available.

Mr. Koroi Kalisiana (Government, Fiji) stated that the workshop was proving to be a practical demonstration of regional cooperation – for example Fiji and Sri Lanka had found common issues to discuss, here in Korea. His group's focus had been Qualification Frameworks, and it was useful to observe that within the region there already existed a range of models and approaches, in different stages of development from start up to reform, and this offered and invaluable knowledge bank to others. In the area of soft skills, he commented that this was often an area where trainers forgot to stay updated themselves, and where staying abreast of industry and community needs, and fresh approaches to learning, were useful. Other issues included means to encourage people to take training – since those who 'do not know what they do not know' may be resistant, and ways to ensure training is relevant through better labour market information.

Ms. Clare Gotlucky (Government, New Zealand) spoke on behalf of her group and co-chair Mr. Yohanes Haryono Darudono (Employer, Indonesia) noting the wide range of interests among countries but the clear emergence of mutual recognition of national qualifications as a top priority for all, encompassing both the development or strengthening of national frameworks and the development of regional mutual recognition. The importance of good labour market information and role different parties could play in this was another issue. The groups had particularly noted potential for partnerships – facilitate by the ILO – to match large and small countries, high and low technology countries for practical support. These three priority areas would be a good start for the network and for ILO, moving to other issues as these were underway.

## **Introduction to the key elements of the new website and new training technologies**

Mr. Yohanes Haryono Darudono (Employer, Indonesia) chaired this session, in which Mr. Riordan demonstrated the ILO website which would support the network, and Mr. Alex Gorham made a presentation on new training technologies and ways in which the International Training Centre of the ILO, Turin (ITC) was supporting such developments. Mr. Riordan demonstrated the website, illustrating the links to reference material in the R. 195 database, which provides over 1,000 national examples of ways countries have implemented approaches responsive to the recommendation; and other features of the site. He confirmed that the ILO SKILLS-AP would manage the content of the site. In showing sample country information, he asked participants to consider what level and type of information and links they would like to see on the site, and provided them with the location and password to access the development site. The website was open to all, but at the moment existed only on the development server.

Mr. Gorham reviewed the mandate and structure of the ITC Turin, recalling that the main clients were ILO constituents and national training centres as Turin focuses on the skills of trainers rather than being a centre for learners. New training technologies tend to emphasize ways to reach learners at a distance, and in different circumstances. In response to questions Mr. Gorham explained that the ITC did considerable work training trainers in community based training, mainly in the field rather than in Turin, that they design and deliver modular training packages with institutions, and that they use a competency based approach to the design and delivery of training and of evaluations of skills.

## **Presentation and discussion of the Statement of Common Understanding**

Ms. Areeya Rojvithee (Government, Thailand) chaired the final technical session, whose focus was to draft a statement of common understanding. To facilitate tripartite agreement, working groups for each of the three groups were formed, and the chairs of these groups then met to agree on a final text. Ms. Rojvithee acted as chair of the Government group, Ms. Kah-Wei Mui-Kok chaired the Workers group, and Mr. Stephen Balzary the Employers group. The final text was presented to the whole group by the three chairs. Ms. Rojvithee noted that the Government group had suggested numerous edits for clarification and simplicity, and had ensured that the reference to ILO responsibility for maintaining the website was included. She thanked the workers and employers for their willingness to discuss and agree on the Government's proposals. Ms. Mui-Kok commented that the statement captured the discussion of the previous three days, and noted that the workers group had added references to ensuring

that skills are recognized, and to decent work, both of which the Governments and employers had supported. Mr. Balzary stated that employers were happy with the document, and that employer points with respect to mutual recognition of qualifications in the context of quality national systems and a change in the structure of the document had been agreed to by workers and governments.

Mr. Riordan thanked the chairs and the groups for their constructive and positive collaboration, and said that with this document, the framework, and the matrix there was now very clear guidance on how the ILO could support constituents in the region. He confirmed that there would be follow up as the Office creates a more detailed workplan, and seeks clarification on the level and kinds of support available. He stated that a report of the workshop would be available within 2-3 weeks, and that the full materials from the workshop would be on the website, and would be published if there was demand. The next meeting of the network will be in Chiba, Japan in March 2006, it was to be a planning meeting but with the excellent progress made at the present meeting, it would instead focus on one of the technical issues identified in the matrix.

## **Closing session**

The closing session was co-chaired by ILO and by HRD Korea.

Dr. T.A. Piyasiri (Government, Sri Lanka) speaking on behalf of governments, noted that all governments see skills development as a priority – as the key to economic development, social well being and poverty alleviation. At the same time, skills development policies must be integrated with other economic issues and not remain isolated. A globalized economy and wide movement of workers means that many issues become regional require regional solutions. Countries want to retain some competitive edge, but they also want to share their expertise and knowledge to build greater coherency. Looking at the issues identified in the meeting, he observed that countries at different stages could benefit from the experiences of others, and that this exchange would benefit the region as a whole. He said that governments recognize the important roles of workers and employers in skills development. Governments have a primary responsibility to ensure a person can earn a living – whether inside or outside their country. But as the main beneficiaries of a skilled workforce, employers too have a role and a responsibility to increase the availability of skills training. Workers' organizations as well have a role in encouraging workers to improve their own skills. The regional network will facilitate such sharing of information and support at every level. He stressed that the agreements reach at the present meeting implied commitment by governments to share and to seek knowledge, and demonstrated their support for the network. He thanked the government of Japan for their support of the forerunner APSDEP, and the government of Korea for their support for the present meeting, and to all participants and staff.

Mr. K.L. Chandratillake (Employers, Sri Lanka) confirmed the lessons learned in the meeting: that there is an ongoing need for employers to participate in skills development at all levels from needs identification, through design and to delivery; and that social dialogue is a vitally important tool for advancing human resources development, and improving labour market relations. Finally, the meeting illustrated the importance of cooperation – for example, systems of mutual recognition were true 'win' – 'win' opportunities. He thanked the hosts and the team for their support. Mr. Ramawtar Algamkar (Workers, India) confirmed that the meeting had identified important issues, and thanked the hosts and organizers.

Dr. Jung-Woo Yi, speaking on behalf of HRD Korea, congratulated the participants on the successful outcome of the three day meeting, which had clarified many key issues and identified productive areas for future work. It had illustrated to all participants the value and mutual benefit of sharing information and expertise. He thanked that staff of the ILO and HRD Korea for their support. Mr. Riordan joined the appreciation for HRD Korea and its staff, the ILO staff and consultants, and all the participants for making the meeting a success. He observed that for the ILO it was a strong endorsement of the idea of a regional skills programme and network and the issues it can address. He went on to say that although it was a challenging agenda of issues, it represented very clear direction from constituents. Finally, he noted that the benefit of the meeting was not just in the content but in the practice of networking – from Afghanistan to Vietnam, the expertise and experience needed were all in the room and participants now had contacts throughout the region.

## Annexes

### Annex 1: Programme

#### ***ILO/Korea First Technical Meeting of the Regional Skills Network Partner Institutions, Incheon, the Republic of Korea***

***22 – 25 November, 2005***

#### **PROGRAMME**

**Tuesday, 22 November 2005**

<b>0800 – 0830</b>	Registration
<b>0830 – 0930</b>	Individual meetings of Government, Employer and Worker participants
<b>0930 – 1000</b>	<b><i>Inaugural session</i></b>  Addresses: Ms Lin Lean Lim, ILO Deputy Regional Director Inauguration by Mr Jung, Chul-Gyun, Director General, International Cooperation Bureau, Ministry of Labour, Republic of Korea
<b>1000 – 1030</b>	Tea/coffee break
<b>1030 – 1130</b>	<b><i>Introductory session</i></b>  Chairperson: Dr Jung Woo Yi, HRD Korea Introduction of participants Introduction to Korea – HRD Korea Programme and arrangements for the meeting
<b>1130 – 1230</b>	<b><i>Technical session 1: Introduction to the Regional Skills Network - feedback from the First Planning Meeting in Bangkok</i></b>  Panel Chairperson: Ms Kah-Wei Mui-Kok, Director, Skill Development Department, National Trades Union Congress, Singapore  Introduced by: Mr Trevor Riordan, ILO SKILLS-AP Panel members: Participants from the Bangkok Meeting - Ms Areeya Rojvithee, Senior Expert on Skill Development, Department of Skill Development, Ministry of Labour, Thailand - Mr Jin-Soo Park, Subject Specialist, Korea Employers' Federation, Korea - Ms Kah-Wei Kok, Director, Skill Development Department, National Trades Union Congress, Singapore  Questions and comments

<b>1230 – 1400</b>	LUNCH
<b>1400 – 1530</b>	<p><b><i>Technical session 2: Knowledge and skills development in Asia and the Pacific - Issues and challenges</i></b></p> <p>Panel Chairperson: Ms Sangeeta Niranjana, President, Fiji Employers' Federation</p> <p>Introduced by: Mr David Lythe, ILO Consultant</p> <p>Panel members:</p> <ul style="list-style-type: none"> <li>- Mr Zhu Bing, Deputy Division Chief, China Employment Training Technical Instruction Center, China</li> <li>- Ms Milagros Dawa-Hernandez, Deputy Director General, Technical Education and Skills Development Authority, Philippines</li> <li>- Dr T.A. Piyasiri, Director General, Tertiary and Vocational Education Commission, Ministry of Skills Development, Vocational &amp; Technical Education, Sri Lanka</li> <li>- Mr David Lambukly, Executive Officer, Vanuatu National Training Council, Vanuatu</li> <li>- Mr K L Chandratillake, Head of Training, the Employers' Federation of Ceylon, Sri Lanka</li> <li>- Mr Jovencio G. Avenido, Assistant Treasurer, Trade Union Congress of the Philippines, Philippines</li> </ul> <p>Questions and comments</p>
<b>1530 – 1600</b>	Tea/coffee break
<b>1600 – 1730</b>	<p><b><i>1<sup>st</sup> Working Group session: Priority issues for technical cooperation in the region (three mixed working groups)<sup>1</sup></i></b></p> <p>Panel Chairperson: Mr Ivan Neville, Assistant Secretary, Labour Supply and Skills Branch, Department of Employment and Workplace Relations, Australia</p> <p>Introduced by: Ms Anne Richmond ILO SRO-Bangkok</p> <p>Chairperson Working Group:</p> <p>Group A: Mr Kornet Sapulai, Acting Assistant Secretary, Policy &amp; Research Division, Department of Labour &amp; Industrial Relations, Papua New Guinea</p>

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<sup>1</sup> This Working Group discussion will identify the priority issues for skills development in the region, building on the issues identified in the Bangkok Meeting and the Sub-regional perspectives from this meeting. The Working Groups will explore the issues from two perspectives: (i) key skills issues on which technical assistance is needed by countries, and (ii) the experience and good practices on skills that countries/institutions can bring to the Network.

Group B: Mr Steve Balzary, Director, Employment and Training, Australian Chamber of Commerce and Industry, Australia

Group C: Mr Indera Putra Ismail, Vice President, Malaysian Trades Union Congress, Malaysia

**1800 – 2000** Welcome dinner hosted by HRD Korea

**Wednesday, 23 November, 2005**

**0900 – 1030** *1<sup>st</sup> Working Group session: Priority issues for technical cooperation in the region (continued)*

**1030 – 1100** Tea/coffee break

**1100 – 1230** ***Synthesis of the Working Group discussions***

Panel Chairperson: Mr Ivan Neville, Assistant Secretary, Labour Supply and Skills Branch, Department of Employment and Workplace Relations, Australia

Facilitated by Ms Anne Richmond, ILO SRO Bangkok  
Feedback from the Working Groups

**1230 – 1400** Lunch

**1400 – 1500** ***Introduction to the draft Cooperation Framework for the Regional Skills Network***

Panel Chairperson: Mr Lloyd Woods, National President of ASTE, New Zealand Council of Trade Union, New Zealand

Introduced by: Mr Trevor Riordan, ILO SKILLS-AP

Open discussion

**1500 – 1530** Tea/coffee break

**1530 – 1730** ***2<sup>nd</sup> Working group session: Discussion of draft Cooperation Framework (three mixed working groups)***

Chairperson Working Group:

Group A: Ms Kah-Wei Mui-Kok, Director, Skill Development Department, National Trades Union Congress, Singapore

Group B: Mr Koro Kalisiana, Manager Technical Training, Ministry of Labour, Industrial Relations and Productivity, Fiji

Group C: Co-Chairs  
Mr Haryono Darudono, Vice Secretary General, the Employers' Association of Indonesia, Indonesia

Thursday, 24 November, 2005

<b>0900 – 1000</b>	<b><i>Presentations of the Working Groups and discussion</i></b>  Panel Chairperson: Mr Lloyd Woods, National President of ASTE, New Zealand Council of Trade Union, New Zealand
<b>1000 - 1030</b>	Tea/coffee break
<b>1030 – 1200</b>	<b><i>Introduction to the key elements of the new website and new training technologies</i></b>  Panel Chairperson: Mr Haryono Darudono, Vice Secretary General, the Employers' Association of Indonesia, Indonesia  Introduced by: Mr Trevor Riordan ILO SKILLS-AP and Mr Alex Gorham, ILO Turin Centre  Open discussion Lunch
<b>1200 – 1330</b>	
<b>1330 – 1500</b>	<b><i>Individual Meetings of Government, Worker and Employer Participants to discuss the Common Understanding</i></b>
<b>1500 – 1530</b>	tea/coffee break
<b>1530 – 1600</b>	<b><i>Presentation and discussion of the Common Understanding</i></b>  Panel Chairperson: Ms Areeya Rojvithee, Senior Expert on Skill Development, Department of Skill Development, Ministry of Labour, Thailand  Introduced by: Mr Trevor Riordan, ILO SKILLS-AP Panel Members: Chairpersons of the constituent groups - Ms Areeya Rojvithee, Senior Expert on Skill Development, Department of Skill Development, Ministry of Labour, Thailand - Mr Steve Balzary, Director, Employment and Training, Australian Chamber of Commerce and Industry - Ms Kah-Wei Mui-Kok, Director, Skill Development Department, National Trades Union Congress, Singapore
<b>1600 - 1630</b>	<b><i>Closing session</i></b>  Chairpersons: Dr Jung Woo Yi, HRD Korea Mr Trevor Riordan, ILO SKILLS-AP  Statements by: Spokepersons for the constituent groups

- Dr T.A. Piyasiri, Director General, Tertiary and Vocational Education Commission, Ministry of Skills Development, Vocational & Technical Education, Sri Lanka
- Mr K L Chandratillake, Head of Training, the Employers' Federation of Ceylon, Sri Lanka
- Mr Ramawtar Algamkar, General Secretary, Indian National Trade Union Congress, Chattsgarh, India

**1800 – 2000** Farewell reception hosted by the ILO

**Friday, 25 November, 2005**

**0900 – 1800** **Visits to Korean industry and training/networking institutions**

Work Information Center (equipped with Work-Net)<sup>2</sup>

HRD Korea Head Quarter

Lunch

Ubiquitous Dream Hall

Seoul City tour (Num Dae Mun Market)

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<sup>2</sup> Work Information Centre is a type of data warehouse and equipped with Work-Net by which 168 employment security centres are connected nationwide. Job-seekers/ -providers exchange job information through Work-Net

## Annex 2: List of Participants



### PROVISIONAL LIST OF PARTICIPANTS

Name	Title & Organization	Address	Country	Tel/Fax	E-mail	
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## **Annex 3: Statement of Common Understanding**

**ILO/Korea First Technical Meeting of the Regional Skills Network Partner Institutions,  
Incheon, Republic of Korea**

**22 – 25 November, 2005  
Statement of Common Understanding**

### **Human Resources Development**

The world of work is changing rapidly. Globalisation and economic integration increasingly require reform of the skills development and recognition systems in many countries in the Asia-Pacific region. A well-trained workforce is the key to establishing the nation's competitive edge in products and services. Workers increasingly require higher levels of skills to adapt to accelerating technical and market changes and these skills need to be recognized. This presents a major challenge to many countries in the region.

Given the global workforce there is an increasing need for mutual recognition of qualifications and skills supported by quality national training systems within member States.

The new ILO HRD Recommendation (R.195)<sup>3</sup> provides effective guidance to member States as they seek to develop the knowledge and skills of their workforces so as to achieve competitive advantage and higher productivity; while at the same time promoting social inclusion and poverty reduction in a fair society with decent work.

The HRD Recommendation states that ILO member States “should, based on social dialogue, formulate, apply and review national human resources development, education, training and lifelong learning policies which are consistent with economic, fiscal and social policies.” These policies should reflect the need for coordinating formal, non-formal, institutional and workplace-based learning and training as well as skills development in villages and the community for people with special needs. The result should be that national economic and social development includes a supportive, innovative and responsive human resources development system.

Human resources development policies and programmes cannot alone address all the economic and social challenges facing nations in the region. They should go hand-in-hand with economic, employment and related policies to establish, in an equitable manner, the new knowledge and skills-based society in the global economy.

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<sup>3</sup> Recommendation concerning human resources development: education, training and lifelong learning, adopted by the International Labour Conference, 2004.

## **Regional Skills Programme and Network**

Countries in the Asia-Pacific region face many challenges in terms of skills development and sometimes find it difficult to respond to the skill needs of their workforces. Some challenges are similar, some different, and some complementary. It can be difficult for nations to obtain the latest information on labour market and skill needs, innovative training policies, practices and system reform. Across the region there are good examples of how nations have addressed these challenges. There are, however, few networks to facilitate the sharing of such good experiences, information and advice.

Section X of the HRD Recommendation (R.195) provides clear guidance for the regional skills programme and network on international and technical cooperation. It stresses that these forms of cooperation should “promote national capacity building to reform and develop training policies and programmes, including developing the capacity for social dialogue and partnership building in training”.

It is agreed that ILO constituents across the region will share their knowledge and experience in order to optimise human resources development processes and promote decent work. This will help constituents to improve the skills and well-being of people to improve the economy and facilitate development of the region as a whole. The new ILO Regional Skills and Employability Programme (SKILLS-AP) and Regional Skills Network partner organizations will facilitate this process. The SKILLS-AP programme builds on the earlier work of the Asia and Pacific Skills Development Programme (APSDEP) which was generously supported by the Government of Japan since its inception. The important work done through APSDEP should provide a sound technical basis and a wealth of information and knowledge for the new programme.

SKILLS-AP and the Regional Skills Network partner organizations will:

- Share information, knowledge and experiences
- Support networking and technical cooperation
- Support research on key regional skills issues
- Develop a range of practical programmes and networking activities
- Facilitate new alliances and forms of collaboration, and technical cooperation with and among different partner organizations in the network.

SKILLS-AP and the Regional Skills Network will serve as a common platform for better cooperation and services to all member states in the region on skills issues. Capacity building and effective utilisation of social dialogue on training, education and skills development will be key features of the programme and network.

## **Cooperation Framework**

*A Framework for Cooperation on Skills Development for Asia and the Pacific* has been agreed. This Framework comes out of a shared commitment to cooperation, recognising that all partner organizations in the region have information and experiences to share which will be valuable to others. The Framework also recognises the inter-dependent nature of the economies in the region, and the role that human resources development can have in national development.

## **Priority Issues**

Partner organizations have identified a number of priority issues for action through the regional skills programme and network including the development of national qualifications frameworks, international benchmarking of skill standards, incorporation of ‘soft skills’ in training, labour market information, providing skills training to workers in the informal economy, and developing effective approaches to provide access to skills development for specific groups. These are outlined in the Cooperation Framework.

These issues will be addressed through a range of activities including, for example:

- Workshops, seminars and technical meetings
- Research
- Pilot projects at regional, sub-regional and country level
- Training courses
- Exchange of knowledge, information and resources
- Activities to solve common problems
- Fellowships or exchanges of staff
- Opportunities for country-to-country technical assistance and advice

## **Website**

The website of the SKILLS-AP will support the Network and will be maintained by ILO with input from partner organizations.

## **New Training Technologies**

Member States recognize the important role of technology in supporting training and capacity building activities in the region. Consequently the use of new training technologies, suitably adapted to individual country conditions, will be promoted and encouraged both as a means of enhancing individual learning outcomes and as a tool for improving the effectiveness of trainers and their institutions and of skill-related education and training.

## **Annex 4: Framework for Cooperation and Matrix of areas for Technical Cooperation.**

### **A FRAMEWORK FOR COOPERATION ON SKILLS DEVELOPMENT FOR ASIA AND THE PACIFIC**

#### **1. The need**

Many countries in Asia-Pacific faces similar challenges in terms of skills development: ensuring training matches labour market needs; finding effective means to recognize individuals' skills; ensuring that the costs of training are not unfairly distributed; and ensuring that there is fair and equitable access to training and skill development so that the overall level of productivity in the country is improved, along with the employability of workers. Equally, across the region there is a wealth of examples of how different countries have addressed these challenges over time and in response to changing circumstances. Effective means of understanding, documenting and sharing these experiences can help ensure that decision makers and implementers minimize risk and maximize the value of investments which are inevitably limited.

#### **2. The vision**

That constituents across the region share their knowledge and experience, to optimize the human resource development processes across the region, thus improving the skills and well being of people and increasing the economic development of the region as a whole.

This vision comes out of a commitment to cooperation rather than competition, recognizing that all constituents in the region have information and experiences to share which will be valuable to others, and that each can benefit from the experiences of others in making their own decisions. It also recognizes the inter-dependent nature of the economies of the region, and specifically the role that skills and human resource development have on those economies.

#### **3. Policy framework**

The ILO's Recommendation concerning Human Resource Development: Education, Training and Lifelong Learning (R.195) provides the policy framework for ILO's work on skills development. It points the way by emphasizing, in its Part X, the qualities that international and technical cooperation in human resource development should emphasize. These suggest the benefits that arise from regionally focused collaboration, for example, the potential to address issues of migration, links to regional economic integration policies and strategies, and the relevance of national examples.

Information exchange and collaboration, however valuable, does not happen without facilitation. Evaluations of the APSDEP programme and subsequent consultations confirm that there is a need for a dedicated programme whose task is precisely to identify needs and match this with available knowledge in the most effective way possible. Consequently, a new ILO Regional Skills and Employability Programme (SKILLS-AP), building on the earlier work of APSDEP, will be established with the task of facilitating the identification of information needs, collaboration opportunities and other practical ways to realize the vision.

#### **4. Practical action**

A range of practical activities and programmes will developed by SKILLS-AP with and for network members, which would include:

- workshops, seminars, technical meetings on specific activities related to skills development;
- research on key skills issues in the region
- pilot projects at regional, sub-regional and country level
- training courses on specific skills topics
- exchange of knowledge, information and training resources between and among member states with common interest;
- activities to solve common problems;
- fellowships or exchange of staff between network members to improve the level of skills of instructors, administrators, web and computer technicians etc.
- opportunities for country-to-country technical assistance and advice

#### **5. Participation**

All constituents, as well as technical and research institutes and related organizations, within the Asia-Pacific region will have the opportunity to become Partner Institutions in the network, responsible for participating to the extent and in the manner most valuable to them. To ensure effective in-country coordination, governments will act as Focal Points, ensuring national presence in the network and within the country ensuring that current and potential members of the network are aware of it.

#### **6. Information and knowledge sharing**

SKILLS-AP would also ensure that all participants in the network have access to information from a wide variety of sources, including network members, on:

- relevant events;
- comparative data;
- new research and publications on skills
- international best practices on skills
- case studies;
- skill development policies and strategies;
- training packages and material;
- competency standards, skill recognition and certification;
- technical resources, including experts and consultants.

#### **7. Means and tools**

There will be a range of ways and means in which information and assistance can be exchanged. A partial listing of selected skills issues, means of action and potential partners, developed in the ILO/Korea First Technical Meeting of the Regional Skills Network Partner Institutions, Incheon, 22 to 25 November, 2005, is shown in Annex A.

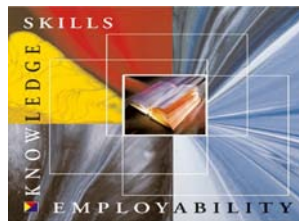
Effective means of ensuring network members have access to information and can participate in events and dialogues will be developed by SKILLS-AP in consultation with the network. A new website will be one important means. SKILLS-AP will ensure, however, that ways to

ensure full participation of network members who have limited internet access will also be developed as a priority.

ISSUE	INTEREST IN		MEANS	BARRIERS	ACTIVITY/PRIORITY	SUPPORT		
	LEARNING	SHARING						
National systems of qualification and recognition that are internationally valid; and the mutual recognition of qualifications and skills between countries in the region. Quality assurance systems to ensure validity of certification.	Achieving Mutual Recognition & skills and qualifications	ALL	Philippines; A/NZ, Thailand	Workshop, technical assistance, fellowships	Funding	1: Technical workshop on Qualification Frameworks in the broader context of quality assurance and regional recognition: staged process beginning with information collection, analysis and dissemination, followed by technical workshop to explore key topics in depth, building the basis for development of regional recognition framework.  2: Specific topic to be addressed within the above (linked to quality assurance): new skills for trainers, new approaches for learning, e.g. coaching / mentoring to deliver soft skills.  3: Workshop on approaches to testing and examinations (later)	Australia, New Zealand, Thailand, Philippines, Singapore and India indicate potential for support.	
	How to develop a national qualifications framework	Vietnam, Bangladesh, Solomon, Mongolia, Indonesia, Kiribati, India, Malaysia	New Zealand, China, Philippines, Thailand	Workshops	Funding			
	Regional Competency standard (Asia)	All	All	Workshop, technical assistance, fellowships	Funding			
	Accreditation of migrant worker skills	Australia, Iran, Laos, India Afghanistan, Bangladesh	Australia,	Links to specialized agencies i.e. IOM for info, experience and expertise	Inter-agency cooperation needed			Singapore, Sri Lanka
	International benchmarks, concerning training and recognition and mutual recognition of qualifications	all	all	Access to models, evaluations of other country approaches, and views of tripartite partners for their views; support for preliminary study and assessment before study tours; funding to support reform or development programs; consultancies (access to quality consultants); bilateral agreements	Quality of consultants, funds, capacity to do initial policy and research work, issues are often handled bilaterally			
	National Qualifications Frameworks	all	all					
Quality assurance of training providers and of qualifications achieved	all	all						
Sustained availability of quality skills development services in countries; including solid financing, financial support of employers, and continuing refreshment of training approaches and trainer skills.	How to promote and develop private sector training in the workplace	ALL	Thailand, Malaysia Regional employer	Workshop	Funding incentives	2: Develop web-based program on public-private partnerships in skills development	ILO-Turin	
	Help improve training facilities in less developed economies	Bangladesh, Solomon, Indonesia, Kiribati, Mongolia	Malaysia, Philippines, Thailand	Training, workshops	donor assistance required	1: Facilitate country-country partnerships for advice and support in specific areas		
	Involvement of employers and the private sector in skills development	Sri Lanka, Vanuatu, Laos, Solomon Islands	all	Provision of information on good practice in region e.g. IMC's (India) SD councils (Pakistan) CII's (India)	Financing of training program			
	Financing Skills Development	all	all	Training program using ILO materials	Fund to organize training			
	Training for new fields, content and delivery methods							
	Skills of trainers - use of new and effective approaches	Solomon Islands		Relates to the location of training - in workplaces, private sector etc. Access to information on methods, training of trainers.				

ISSUE		INTEREST IN		MEANS	BARRIERS	ACTIVITY/PRIORITY	SUPPORT
		LEARNING	SHARING				
Useable Labour Market information and other mechanisms to ensure that training provided meets national and international employment demand, currently and in the future.	Relevance to demand: of students, of employers, and for the long term; for national and international employment			Access to skill and competency requirements of other countries; exchange of experts; information on means that have been taken nationally to ensure relevance (Training Boards, Sector Councils etc., and evaluations of them)	LMI is not the total answer and is not always right in detail or over time. High cost to create LMI where it doesn't exist.	2: Compile and make available country level data on LM needs, with annual updates.  3: Technical support to countries to improve LMI systems  3: Research on experiences with linking demand mechanisms with supply decisions: range of approaches and the resulting impacts.	Australia  Nepal, Cambodia, Sri Lanka, Singapore, Korea
	Lack of gender equality in vocational training	All	Philippines, Thailand, Malaysia, Bangladesh	Workshops to develop good practice guide	Funding	2: Collate and disseminate existing research, experiences and models.	SKILLS-AP with input from network countries
Effective approaches to ensure skills development for specific groups: transfer of information and models between countries with similar or complementary situations.	Special target groups	all		Share information on approaches e.g. TREE, EOW (for women)	Training in CBT is expensive	2: Launch pilots/demonstrations in additional countries on request and where funds available.	SKILLS-AP
	Effective means of ensuring skills development for specific groups of people: women, youth, older workers, workers in transition, high- and lower-skill migrants, informal and rural workers. Issues include access, realistic career/work advice and location of learning (at and before work)	New Zealand, Nepal, Japan, Sri Lanka, Solomon Islands		Availability of existing reports and studies - 'digested' for easy access. Facilitation w-w and e-e exchanges of views. Facilitate specialist groups around common interests (e.g. countries with aging workforces; countries with migrant workforces, etc.)	Prioritize issues/groups for most strategic, ensure non-government views are sought and included in discussions, loss of professional capacities in some countries, funding (need for external support depends on the group of countries interested in an issue), language prevents easy access to information.	2: Study tours to functioning models where appropriate.  1: Access and links on website	

ISSUE		INTEREST IN		MEANS	BARRIERS	ACTIVITY/PRIORITY	SUPPORT
		LEARNING	SHARING				
Soft Skills'	New skill areas 'soft' skills - developing curricula and establishing standards: areas include entrepreneurship, life skills, leadership, and links to realistic work expectations.	ALL	All	Exchange of training modules as they are developed, develop regional framework for core skills and menu of implementation approaches	Ownership of training modules	2: Employer-led workshop on leadership and entrepreneurship.  1: Work towards region-wide framework of measurable competencies in employability skills, through initial research and meeting to agree on understanding of employability skills, followed by plan to progress to competency definition.  3: Research on practical ways to stimulate life long learning for people in work.	Employer organizations in region, ACT/EMP, Indonesia  Australia, Employers  New Zealand
Very small countries	How to facilitate training in countries where numbers are small	NZ, Kiribati, Solomon	Thailand,	Research workshop	ILO facilitation	2: Facilitation of large-small country assistance partnerships  2: Pilot Community Based Training if interest and funds available.  2: Study on strategic approaches to skills development, other examples (Caribbean)	Big : China, Malaysia, India Small :Solomon Islands, Kiribati
Policies for financing for training for both in- and out-migrant workers	Policies for financing for training for both in- and out-migrant workers			Exchange of policies on how to recoup funds e.g. remittance policies.			



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