

**Session 1**  
**Employability: Education, skills development and technology**  
**Bridging knowledge gaps**

*“Globalization should essentially be the internationalization of knowledge: the greatest inequality and the greatest misery is ignorance”*

- 1) Access to quality education is a universal human right and the pre-condition to decent work. It is also the best answer to eliminate child labour. Education is key to personal development, builds the foundations of employability and promotes both economic and social progress. Focusing on basic education alone is not enough, though. Employability should be promoted through a holistic to education and training, thereby increasing both participation and labour market relevance of technical vocational education and training (TVET).
- 2) Lifelong learning is the only way for skills to keep pace with fast changes in technology and work organisation brought about by globalization. Economies pay a high premium to skills that enhance the capacity to secure and retain work, move to different jobs, and cope with changes in technology and labour market conditions. Education and training systems need to provide not only technical skills but also new key competencies or “employability skills” such as those relating to communication, acquisition and application of new information, and teamwork. These skills need to be nurtured throughout the individual’s working life. Governments should develop and maintain National Qualification Frameworks (NQFs) that enable recognition of prior learning and accumulation of learning throughout life.
- 3) Education and training policies and systems are often not interconnected and do not provide skills that are relevant to the labour market. Policy coherence and more effective coordination across systems and institutions, including relevant ministries, should be sought at all levels of education, training and lifelong learning. Together with relevant regional and multilateral institutions, the ILO and UNESCO should enhance cooperation to help member States achieve greater policy coherence on these issues.
- 4) Second chance programmes are an important means of remedying education and labour market failures. Active labour market policies offering an integrated package of services including literacy and remedial education for dropouts, labour market training, career guidance and counselling, and entrepreneurship training should be provided to promote labour market inclusion of people who have missed out prior stages of education and training or who are in need to enhance their employability while moving to other jobs.
- 5) Sustained action to improve employability is a shared responsibility among a wide range of actors, requires a common vision and effective partnerships. The

international community should assist the public sector, industry, trade unions, parents and communities in fostering public-private partnerships at national and local levels to deliver education and training that matches the needs for competitiveness of companies with workers' aspiration to decent work.

- 6) The social partners have an important role to play in making education and training more relevant to the labour market. Social dialogue on national skills policies and strategies, from the stage of formulation to their implementation, has proven effective in crafting solutions that bridge the gap between schools and the world of work.
- 7) Globalization brings with it the need to expand and share knowledge on national education and training experience around the world. The ILO should act as a catalyst in collecting and disseminating knowledge on good practices among governments, the social partners and other interested stakeholders.

To conclude: *“Learning to be, learning to know, learning to do and learning to live together are critical for bridging the knowledge gaps”*