



Participants of the Regional Technical Meeting on Skills Recognition for Migrant Workers.

Introduction.....	1
Regional Activities:.....	2
Community-Based Rehabilitation.....	2
HRD for Competitiveness.....	2
Skills Development in the Workplace.....	2
Skills Recognition for Migrant Workers.....	3
Improving Qualification Systems.....	3
Productivity & Employment Growth.....	4
Country News:.....	4
TVET Reform in Bangladesh.....	4
TVET Australia.....	4
Other Activities:.....	5
Inclusive Vocational Training.....	5
Australian Business Volunteers.....	5
New Knowledge Management System.....	5
The Politics of Partnerships.....	6
OECD Reviews of VET.....	6
CBT at ITC.....	6
HRD Korea Host Major Conference.....	6
Staffing News:.....	7
Anne Richmond.....	7
Arthur Sheers.....	7
Lily Lee.....	7
Publications:.....	7

INTRODUCTION

Welcome to this third edition of the SKILLS-AP Newsletter. In this issue we highlight some recent conferences on skills recognition, qualification frameworks, community-based rehabilitation and the outcomes of the recent International Labour Conference. The new plans for information sharing are described in our plans for the new Knowledge Management System and also the plans for using Australian Business Volunteers within the region.

In this Newsletter we are pleased to announce two reports from the meeting of the Regional Skills Network in Korea in April 2008. In 2009 we will see the development of new competency standards for construction, agriculture and manufacturing, together with a new range of resources to highlight examples of policies and practices operating in the various countries. These policy models will be presented in clear concise format so that they can be easily translated and used for discussions within the member countries. We will also see the development of the renovated website and online discussion forums using the new portal developed for our Regional Skills Network.

REGIONAL ACTIVITIES: COMMUNITY-BASED REHABILITATION



The First Asia-Pacific Community-Based Rehabilitation (CBR) Congress was to be held in Bangkok from 9th to 11th December 2008. However, the Congress was postponed due to the political situation in Thailand. The Congress will now take place from 18th to 20th February 2009.

The major theme of the Congress will be “Community-based Inclusive Development: persons with disabilities and their families”. Experiences will be shared to form a network that is regularly updated with new trends in CBR within the context of the Asia and Pacific Decade of Disabled Persons (2003-2012) and the Convention on the Rights of Persons with Disabilities (CRPD).

CBR by UN definition is “a strategy within community development for the rehabilitation, equalization of opportunities and social integration of all people with disabilities”. It calls for the full and coordinated involvement of all levels society: community, intermediate and national. It is implemented through the combined efforts of all relevant sectors – educational, health, legislative, social and vocational – and aims at the full representation and empowerment of people with disabilities.

Leading experts from across the world will be sharing their experiences and assisting one another. Persons with disabilities, their families and organizations are encouraged to participate in the Congress to share their wealth of experiences. For further information a special website has been created at www.cbr-asiapacific.org.

The ILO, together with other UN organizations and NGOs, will bring together implementing agencies, policy-makers and representatives of disabled people’s organizations (DPOs) from all over the Asia-Pacific region to promote community-based inclusive development.

HRD FOR COMPETITIVENESS

The Asia-Pacific Regional Meeting of Employers on the Contribution of Human Resources Development to Competitiveness was scheduled to be held from 1st to 3rd December 2008. However, this meeting was also postponed to 2009 due to the political situation in Thailand. The exact dates have not yet been confirmed.

The meeting will discuss a range of issues including employability and skills development. It will include references to partnerships between employers and training organizations, workplace learning, work experience programmes and on-job training. The participants will include employer representatives from 22 countries.

The meeting will seek to move forward the agenda of the Asia-Pacific employers to make the region an attractive and better place to do business in, and to promote social and economic development for its people. The meeting aims to provide participants with an overall picture of what is happening with respect to the human capacities aspect of competitiveness in the Asia-Pacific region, and what the figures are telling us with respect to likely trends. The human resources scenario will be considered specifically, and participants will relate what they learned from their respective national experiences.

Another objective of the meeting is for Asian and Pacific employers’ organizations to better understand the skills crisis and to take action in that respect, as appropriate in their respective countries and regionally, supporting each other where necessary.

At the end of the meeting it is hoped that participants will have identified effective strategies to overcome the skills crisis which is critical to making the economies of the region the most dynamic and competitive in the world, and to offering the people of the region the best living standards available.

SKILLS DEVELOPMENT IN THE WORKPLACE

The Regional Workshop and Study Programme for Skills Development in the Workplace is planned to be held from 27th January to 6th February 2009 at the Overseas Vocational Training Association (OVTA) in Chiba, Japan.

The workshop will explore ways to support human resources development systems and workplace learning in collaboration with private sector organizations or industries. The workshop will discuss strategies to strengthen the partnerships among partner organizations in the Regional Skills Network. The study programme will include case studies and visits to companies that participate in the Japan International Scheme in Hiroshima and Kyoto. The discussion will focus on ways the skills obtained by trainees can be effectively used after they have returned to their home countries. In addition, the workshop will include information about other systems with practical activities in workplace learning and training. The workshop and the study programme are being held as a response to the growing

interest to the Human Resources Development using “Workplace Learning” within private sector organizations.

SKILLS RECOGNITION FOR MIGRANT WORKERS



Participants of the Skills Recognition for Migrant Workers Meeting.

In collaboration with the Government of the Republic of Korea, SKILLS-AP organized the *ILO/SKILLS-AP/Korea Regional Technical Meeting on Skills Recognition for Migrant Workers* from 25th to 27th November 2008 at the Amari Watergate Hotel in Bangkok, Thailand.

The aim of this meeting was to compare and discuss the suitability of Regional Model Competency Standards (RMCS) to assist in the skills migration process.

This meeting followed an earlier meeting in April 2007 where the Regional Model Competency Standards (RMCS) for Manufacturing were provided to four ‘sending’ countries: Philippines, Sri Lanka, Thailand and Vietnam. A number of countries have compared the RMCS against their own national standards and identified differences. The Government of Korea subsequently decided to add Cambodia, Indonesia and Mongolia as these countries also send workers to Korea to this project.

The meeting discussed whether the RMCS for the manufacturing sector can be used by Korean employers to



Group discussions being held with the representatives from government, employers’ and workers’ group.

assess skills prior to workers returning to their home countries. Discussion focused on whether the RMCS was suitable as a tool for translating national skills standards from sending countries and whether it could be used to identify the competencies required by employers in receiving countries. The meeting also took into consideration the usefulness of the RMCS for countries where standards do not exist or where they require updating. Participants discussed whether they need additional guidance in the development of national manufacturing competency standards.

IMPROVING QUALIFICATION SYSTEMS



Participants of the meeting in Songkhla.

SKILLS-AP, in collaboration with the Government of Thailand, organized the *Regional Technical Meeting on Improving Skills Recognition and Quality and Qualification Systems* for countries within the Indonesia-Malaysia-Thailand Growth Triangle (IMT-GT) and the countries of the Greater Mekong Sub-Region (GMS). The meeting was held at the BP Samila Beach Hotel & Resort in Songkhla, Thailand from 4th to 6th November 2008.

The objectives of this meeting were to provide participants with a good understanding of different options to address skills recognition, develop ideas for further action at the national level and to identify potential areas for further country to country collaboration.

Funding support for the meeting was provided by the ILO, the Government of Japan, the Thailand Department of Skills Development and the Thailand International Development Cooperation Agency (TICA). Presenters at the meeting included Mr Mitsunobu Kawakami from Japan, Mr Michael Young from the United Kingdom and Mr David Lythe from New Zealand. In addition to the representatives from IMT-GT and GMS countries, there were observers from Bangladesh, Timor Leste and representatives from UNESCO.

The workshop introduced a number of different approaches the countries have taken, including National Qualifications Frameworks, the Japan Skills Evaluation



Underwater welding demonstration in Songkhla.

system, and the current approaches of participating countries. In addition, key questions were established for further ILO research and tool development.

PRODUCTIVITY & EMPLOYMENT GROWTH

On 1st October 2008, Mr Ray Grannall, Manager of SKILLS-AP gave a presentation on Skills for Improved Productivity, Employment Growth and Development at “The 21st International Labour Symposium: Skills to Promote Decent Work for All, For improved productivity, employment growth and development” at Hosei University in Tokyo. This presentation highlighted aspects of the outcomes of the recent International Labour Conference.

This presentation provided a broad overview of the ILO’s policy framework for skills development relating to improved productivity, employment growth and development. It briefly described the background to the recent International Labour Conference and referred to critical success factors for effective skills development. Five key areas for ILO support was identified and the presentation listed some of the ways that the ILO will implement the recommendations at the central level and through the ILO Regional Skills and Employability Programme for Asia and the Pacific.

Details of the presentation and accompanying overheads are available on the ILO SKILLS-AP website.

COUNTRY NEWS :

TVET REFORM IN BANGLADESH

The Training & Vocational Education & Training (TVET) Reform project is funded by the European Commission (EC) and executed by the International Labour Organization (ILO) with the support of the Government of Bangladesh (GOB). The project will be implemented over a five year

period through five inter-related components which will:

1. Review and strengthen TVET policies, systems and legislation at the central and decentralized levels;
2. Enhance the flexibility, quality and relevance of TVET;
3. Strengthen TVET institutions through improving the knowledge and skills of managers and teachers;
4. Improve skills development practices to enhance productivity and competitiveness in key growth and export-oriented industries in the formal industrial sector; and
5. Increase access of underprivileged groups to TVET.

The project recently commissioned six research studies in areas such as TVET legislation and policies, apprenticeship, and application of ILO conventions.

On 13th November 2008, the project staff hosted a national conference on the results of one survey - Industry Skills in Bangladesh, and a few weeks earlier on 25th October 2008 delivered a workshop on Introduction to NTVQFs.

The TVET Reform project contributes to the ILO Decent Work Country Programme outcome which is “Improved skills training and entrepreneurship for enhanced employability and livelihoods”. It also supports the UN development framework on education and pro-poor growth (Both the ILO and the UNICEF work together under this joint United Nations Development Assistance Framework (UNDAF) outcome).

TVET AUSTRALIA

TVET Australia Product Services (formerly Australian Training Products) manages all teaching and learning resources that support the delivery and assessment of competencies in the various Australian training packages. For example in the business services area, there are more than 250 learner guides that support the Business Services Training Package (BSB07). Other resources are available for construction, manufacturing, health, aviation and all other VET areas. A full range of materials is also available to support the Teaching Learning and Assessment.

In addition to these resources a number of toolboxes are available through TVET Australia. These toolboxes are high quality resources featuring scenarios, images and interactive activities that simulate real life. They are designed for use by training providers, industry and business and support online delivery of recognised training packages for the vocational education and training sector. Toolbox materials come in two formats:

- An integrated learning programme incorporating a

number of units of competency. These programmes are available on a CD-ROM for installation on a server or for use on a stand-alone computer.

- A learning object format allowing users to download smaller self-contained components of content for free. Learning objects generally support an element or unit of competency.

These are available in many areas including general construction (buildright), retail services (retailer), hairdressing, horticulture, etc. Toolboxes are available on line for preview.

For information about the products and their availability go to <http://www.productservices.tvetaustralia.com.au/>

OTHER ACTIVITIES: INCLUSIVE VOCATIONAL TRAINING

The ILO SKILLS-AP with the support of the Korean Government is conducting a research project to review the inclusion of disabilities into mainstream vocational training in the Asia Pacific region.

The project was initiated in response to the lack of implementation of countries that have policies or laws that require the inclusion of people with disabilities in mainstream training. Because this research will be of international interest, an Advisory Group will be established with disability, vocational training and ILO experts, as well as employers' and workers' representatives.

The members of the Advisory Group will review and comment the research document on ILO work, international norms, conventions and standards that pertain to the inclusion of people with disabilities in mainstream vocational training. A case study protocol will be developed to identify good practices and review inclusive vocational training.

AUSTRALIAN BUSINESS VOLUNTEERS

The ILO Regional Office for Asia and the Pacific has been holding negotiations with representatives of the Australian Business Volunteers (ABV) Program which is one of four Australian volunteer sending agencies. ABV places skilled Australian volunteers in developing countries in the Asia Pacific region. ABV volunteers work with local counterparts and host organizations to reduce poverty and achieve sustainable development in the communities in which they work through skills exchange, institutional strengthening and capacity building. ABV projects are

client driven and the ABV can work with governments, private sector companies and cooperatives. Clients are required to make a contribution to demonstrate commitment.

The volunteers are generally competent and can cover a range of skill levels, for example a retired trades-person can provide assistance to a local business or a high level person can be sent to advise a government on privatizing a bank.

The ILO is discussing the possibility of having two consultants initially – one to plan for further disability volunteers throughout the region and the other to identify possible opportunities for volunteers in other areas including skills development.

NEW KNOWLEDGE MANAGEMENT SYSTEM



SKILLS-AP is now in the process of modernising our approach to providing support to our Regional Skills Network of Partner Organizations. Previously we have distributed various publications and newsletters by mail but we plan to update and expand the Regional Skills Network. One of the ways that we will do this is by developing a new knowledge network framework to share information and resources throughout the region.

Information on our existing website has been reviewed and a link has been created to the renovated ILO Regional Office for Asia and the Pacific website. This will allow us to update information and materials quickly. We are hoping it will revitalize the network so that it becomes a resource for all of our member organizations. Soon we will also have a portal to allow members to share information directly and to have on-line discussions on selected topics with experts from around the world. We will be uploading information from the Regional Technical Meeting on Improving Skills Recognition and Quality and Qualification Systems to the website and it is hoped that some participants will be among the first members of our knowledge sharing network.

THE POLITICS OF PARTNERSHIPS

NORRAG (Network for Policy Research, Review and Advice on Education and Training) is preparing a Special Issue that looks at the history and philosophy of research partnership with the Northern agencies and Southern institutions. They are particularly interested in the perspective of Southern researchers who have experience of research partnership, but equally in the views of Northern researchers who have worked on their own account or through partnership scheme with researchers in the South.

If you have experience of such partnerships, for good or for ill, and would like to contribute a page to the next issue of NORRAG News on the Politics of Partnerships please contact Kenneth King, the editor: Kenneth.King@ed.ac.uk

For more background on this forthcoming issue (December 2008) see: http://www.norrag.org/nonnn_article.php?id=33

OECD REVIEWS OF VET

Organisation for Economic Cooperation and Development (OECD) has recently released a report on Learning for Jobs: OECD Reviews of Vocational Education and Training, Australia (<http://www.oecd.org/dataoecd/27/11/41631383.pdf>).

This review of Vocational Education and Training (VET) in Australia is part of - Learning for Jobs, the OECD policy study of VET - a programme of analytical work and individual country reviews designed to help countries make their VET systems more responsive to labour market needs. The review assesses the main challenges faced by the VET system and presents an interconnected package of policy recommendations, in terms of the challenge, the recommendation itself, supporting arguments and suggested aspects of implementation as well as potential resource implications.

The programme of analytical work draws on evidence from all OECD countries. It includes an international questionnaire on VET systems, a framework of policy appraisal and evaluation, reviews of previous OECD and academic literature regarding key topics such as costs and benefits of VET and indicators to assess the quality of VET provision, as well as analyses of labour market outcomes exploiting statistical data from labour force surveys and Programme for International Student Assessment and forecasting of future skills needs.

During a first project phase, between the end of 2007 and the end of 2008 country visits are being conducted in Australia, Hungary, Korea, Mexico, Norway, Sweden, Switzerland and the United Kingdom (England and Wales). Country visits typically involves a fact-finding visit and a main policy visit of three to five days each. The results of

these visits are analysed in reports that provide country specific policy recommendations. Evidence from both the analytical work and the country reviews will feed into the initial comparative report which will be available on the OECD website in 2009.

In 2009 and 2010, a second phase of this work will take place with further reviews in Austria, Belgium (Flanders), Czech Republic, Germany, Ireland, the Netherlands, and the United States (South Carolina and Texas). The final comparative report, drawing together all the conclusions of the study will be published in 2010.

CBT AT ITC

Two courses related to competency based training are currently being offered by the International Training Centre, Turin (ITC). The Competency-based Training of Trainers and Competency-based Human Resources Management Programmes are available twice a year and the participants will have to fill the profile online and contact ITC either on 30th May or 29th August 2009. The learning process will start in June and September respectively.

One of the courses offered by the ITC is the Centre's Programme for Workers' Activities (ACTRAV-Turin). It is in close association with the Bureau for Workers' Activities of the ILO (ACTRAV-Geneva) and aims to meet the changing needs of workers' organizations by running training courses for trade union leaders, producing workers' education/training material, implementing specific projects and providing distance education and advisory services. This training course is by invitation only and additional candidates may be accepted with the approval of the ILO's Workers' Group and its Bureau for Workers' Activities.

For more information, please visit their website at <http://www.itcilo.org>.

HRD KOREA HOST MAJOR CONFERENCE



During the month of September 2008, Vocational Competency was given emphasis in Korea '2008 HRD Conference' hosted by HRD Korea and the Korea Ministry

of Labour. The meeting was held over a period of three days, from September 17th to 19th at the Grand Inter-continental Hotel in Seoul. The main themes of the conference were 'human resource development to create future value' and 'finding solutions for Korea's enterprises to that they can become small and strong companies and organizations'.

The conference had 43 lecture sessions and was the biggest HRD conference that is held in Korea. In addition, the conference included a CEO workshop, lectures on special issues, case studies, strategies and other activities. Key speakers included Tony Bingham, CEO of the American Society for Training & Development (ASTD) and Dr. Carl Binder from the International Society for Performance Improvement (ISPI), spoke about the 'Six Boxes Model - A Simple, Powerful Way to Accelerate Human Performance' Some further information (mainly in Korean language is available at www.hrd-festival.org or call at +82-2-3271-9094~8).

STAFFING NEWS:

ANNE RICHMOND



Anne Richmond and Arthur Shears in the Regional Technical Meeting on Improving Skills Recognition and Quality and Qualification Systems

Anne Richmond, a long time staff member of the ILO Skills team has accepted an appointment with the British Columbia Government (Canada), where she will be working for the Public Service Agency as Director of Hiring Strategies. Anne indicated that she is very excited by this new opportunity, which will give her a chance to work in the areas of organizational change and development that are closest to her heart.

Anne joined the ILO on a project of organizational development a little over seven years ago, and then worked as the skills development specialist for the South East Asia sub-region. She indicated that it had a wonderful opportunity to learn more about the UN and the ILO, to travel widely and meet people in many different countries.

We all wish Anne good luck in her new career and thank her for the changes and support she has provided over the years to skills development in the region.

ARTHUR SHEERS

Mr. Arthur E. Shears joined the TVET Reform project in Bangladesh as Chief Technical Advisor on 30th 2008. Mr. Shears had previously worked with the ILO in Afghanistan and Sri Lanka and with other United Nations Agencies in India, Saudi Arabia, Occupied Palestinian Territories, Libya, and Ghana. He also worked as an independent consultant and for consulting firms including GOPA, Germany and TECSULT and Bearing Point LP, Canada. He leads a team of five international consultants, five domestic programme officers and additional administrative and support staff.

LILY LEE

Ju Hyang (Lily) Lee is our newest SKILLS-AP member. She recently joined as an intern since 15th September 2008 and will stay with us for the next six months. As an international law major student of the Handong Global University of Korea, she arrives with her own unique talents and great ideas. We are thrilled to have her and are ready to watch for her contributions to our programme.

PUBLICATIONS: STOCKS STILL AVAILABLE

Copies of the following publications are still available from the SKILLS-AP Office in Bangkok.



STRENGTHENING REGIONAL SKILLS NETWORK THROUGH PARTNERSHIPS IN ASIA AND THE PACIFIC

This April 2008 Second Technical Meeting of the Regional Skills Network Partner Organizations report documents

the discussion on skills development challenges in Asia and the Pacific and discusses ways to improve cooperation and information sharing.

MAJOR SKILLS CHALLENGES FACING SKILLS-AP MEMBER COUNTRIES IN 2008 AND STRATEGIES TO ADDRESS THEM

This publication reviews the Country Reports presented in

SKILLS-AP

Regional Skills and Employability Programme for Asia and the Pacific



the Second Technical Meeting of the Regional Skills Network Partner Organizations in Asia and the Pacific in April 2008 in Inchoen, South Korea. This report provides a summary of the Member Countries' responses to the questions that were given prior to the meeting. Information was collected from the reports of governments, workers and employers.

SKILLS DEVELOPMENT IN THE PACIFIC: THE SPECIAL SKILLS DEVELOPMENT NEEDS OF SMALL ISLAND ECONOMIES



This March 2008 meeting report documents the Regional Technical Meeting held from 26th to 28th March 2008 in Nadi, Fiji. It addressed the needs with the overall objective to discuss the key issues and major challenges for skills development in the Pacific Island Countries.

ISSUES IN WORKPLACE LEARNING IN ASIA AND THE PACIFIC



This report documents the workshop on workplace learning held in January 2008 in Japan. It was designed to assist partner organizations in countries in the region to increase their awareness of the importance of workplace learning.

CBR JOINT POSITION PAPER



In collaboration with the ILO, UNESCO and WHO the first "Joint Position Paper on Community-based Rehabilitation (CBR)" was published in 1994 to promote a common approach to the development of CBR programmes. Ten years later, in 2004, a renewed joint position paper was published to refocus

CBR as a multi-sectoral strategy for rehabilitation, equalization of opportunity, poverty reduction and social inclusion for persons with disabilities and their families. This paper will be the backdrop for the upcoming First Asia-Pacific CBR Congress on 18th to 20th February 2009.

For more information, please visit our websites:

<http://www.ilo.org/skills-ap>



<http://www.ilo.org/abilityasia>



INTERNATIONAL LABOUR ORGANIZATION
Regional Skills and Employability Programme
for Asia and the Pacific (SKILLS-AP)



United Nations Building
Rajdamnern Nok Avenue
Bangkok 10200, Thailand
Tel: +66 2 2882478
Fax: +66 2 2881086
Email: wipusara@ilo.org

ASIAN 2006
DECENT WORK
DECADE 2015

