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Skills
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South-East Asia

► Maritime Skills Priorities and the development of Sectoral Skills Committees

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Skills for Prosperity Programme Indonesia

PROGRAMME AIMS:

- ▶ Skills development policies and system are improved to respond effectively to maritime skills demands and job opportunities.
- ▶ Targeted action taken to promote skills for employment and decent jobs for young women and men, including disadvantaged groups.



Developing Centres of Excellence, Feeding into National Skill System Revitalization

Skills for Prosperity Study Programme Development

Implementation Partner



Polibatam



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PPNS

International D4 Curriculum

Logistics and
International Trade

Global Tourism
Management

Seafaring
Engineering

Shipbuilding
Engineering

Responsive to
local demand

Industrial Advisory
Board

Industrial Advisory
Board

Industrial Advisory
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International Academic Partner



City of Glasgow
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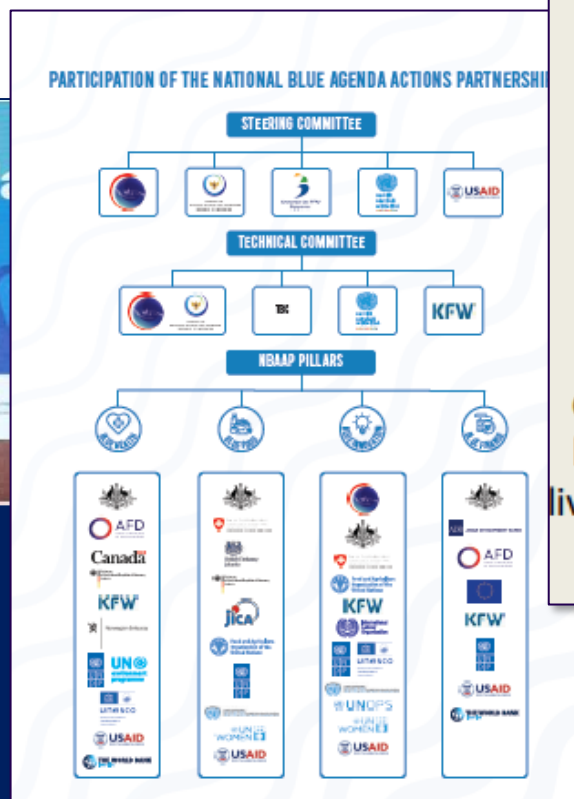


Strathclyde
University

POLICY ALIGNMENT: BLUE ECONOMY



**Blue Economy Agenda:
launched November 2022 under
G20 Presidency**



Blue Innovations

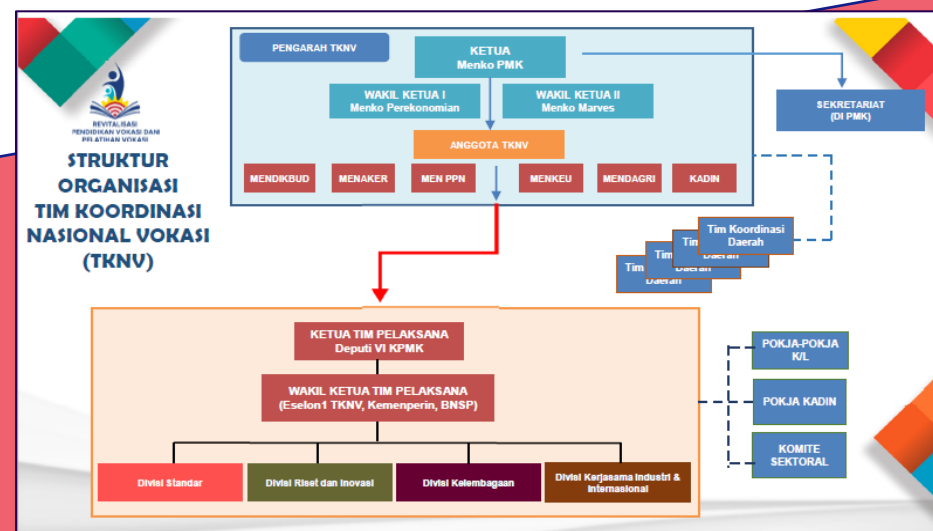
science, technology,
applications, human
development, capacity
building, employment,
livelihood, e-applications,
etc

**Maritime Skills Mapping
and Prioritization**

POLICY ALIGNMENT: REVITALIZATION OF TVET



**Presidential Decree 68 /
2022 Revitalization of TVET,
and of Stranas Vokasi
launch February 2023**



**Development of
Sectoral Skills
Committees**

What are Sector Skills Committees?

- ▶ **An industry-led body that communicates skills demand in a national skills system, and helps to close the gap between current and future skills demand and skills supply**



Sector Skills Bodies in the National Skills Ecosystem



- ▶ Part of the National Skills Infrastructure
- ▶ Different in every country
- ▶ Take time to establish and build capacity
- ▶ Evolve and change over time with changing national context

► Examples of Sector Skills Committees / Bodies

Recently Established examples of National Sectoral Skills Bodies

- Bangladesh: Sector Skills Councils, 2010
- India: Sector Skills Councils, 2015
- Jordan: National Sector Skills Councils, 2017
- Ethiopia: Sector Skills Committees, 2019
- Ghana: Sector Skills Councils, 2019
- Vietnam: National Sector Skills Councils, 2019

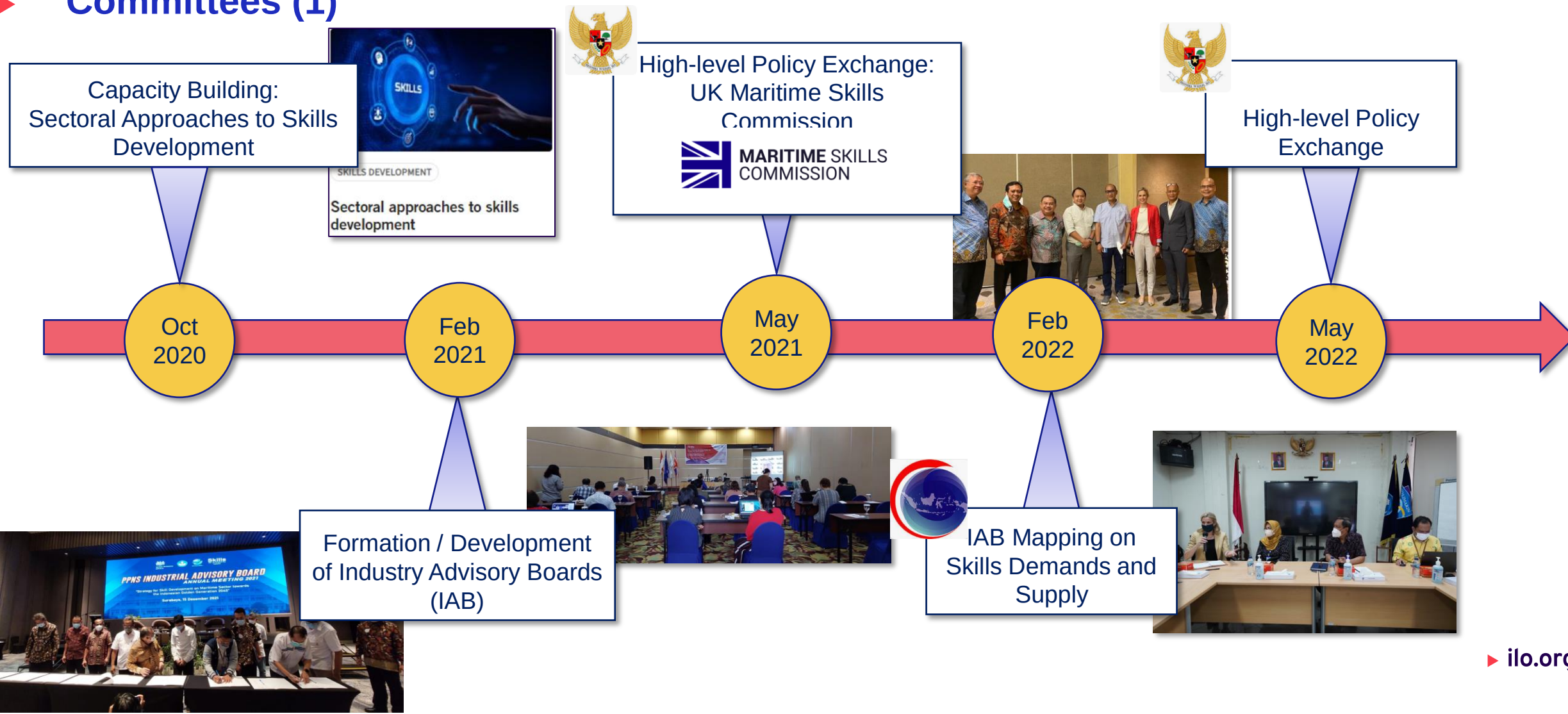
More mature (20yrs+) national skills systems with Sectoral Skills Bodies

- South Africa: Sector Education Training Authorities
- Canada: Human Resource Development Councils
- Australia: Industry Reference Committees
- New Zealand: Industry Training Organizations
- UK (Different sectors, different names e.g. Maritime Skills Commission; Construction Industry Training Board,

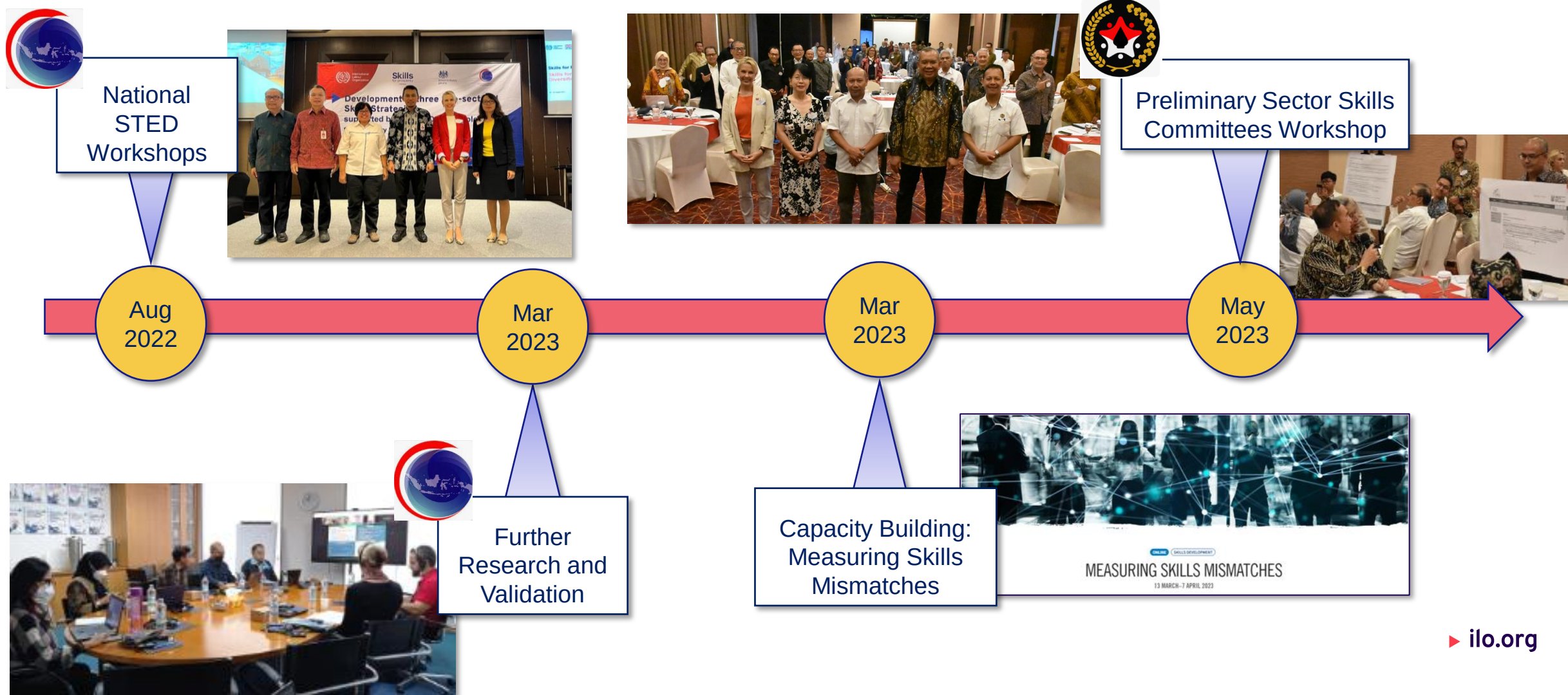
So what do Sector Skills Committees Do?



Development of Maritime Skills Priorities and Foundations of Sectoral Skills Committees (1)



Development of Maritime Skills Priorities and Foundations of Sectoral Skills Committees (2)





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About the Skills Priorities Findings...

- ▶ Skills priorities of three maritime sub-sectors
- ▶ Series of capacity building, focus group discussions, national workshops
- ▶ Contribution of 10 ministries and coordinating ministries, several hundred industry, worker and education professionals
- ▶ Not a list of skills needed – a ‘systems approach’ to developing a skills system that responds to industry
- ▶ Iterative process, a starting process



Shipbuilding Findings: Skills Priorities

1. Competency standards
2. Number of LSP P3
3. Coherence of certification systems
4. Ability of industries and workers to respond to new technology
5. Relevance of taught curriculum
6. Awareness of industry/workers on training and incentives
7. Long-term planning between government, industry and skills system
8. Training and workforce equality imbalance
9. Careers advice and guidance



Logistics Findings: Skills Priorities

1. Careers advice and guidance
2. Capacity of HR function in SMEs
3. Shortfall of logistics training providers
4. Competency standards
5. Demand/supply data for skills planning
6. Friction in labour market transitions
7. Coordinated skills strategies (ministries, industries, national skills providers)
8. Volume capacity of higher level skills provision



Seafaring Findings: Skills Priorities

1. National planning to match demand opportunity and supply
2. Teachers with industrial experience
3. Coordination between classroom study and internships / employment
4. Relevance of curricula and qualifications for industry
5. Pathways for experienced practitioners to become teachers
6. Transparency / oversight of seafaring skills exam
7. Coherence in assessing, certifying and placing seafarers



Summary of Sectoral Skills Priorities: Consensus in three maritime sub-sectors

- ▶ National skills strategy framework, including access to skills demand and supply-side data
- ▶ Systematic review and update of competency standards, qualification frameworks and certification
- ▶ Review / updating of curriculum content and assessment alongside industrial upskilling for vocational teachers
- ▶ Review/survey of sub-sector workforce demographics from (forecasting, inclusion, lifelong learning, career transitions)
- ▶ Provision of regular LMIS / industry-informed careers advice and guidance



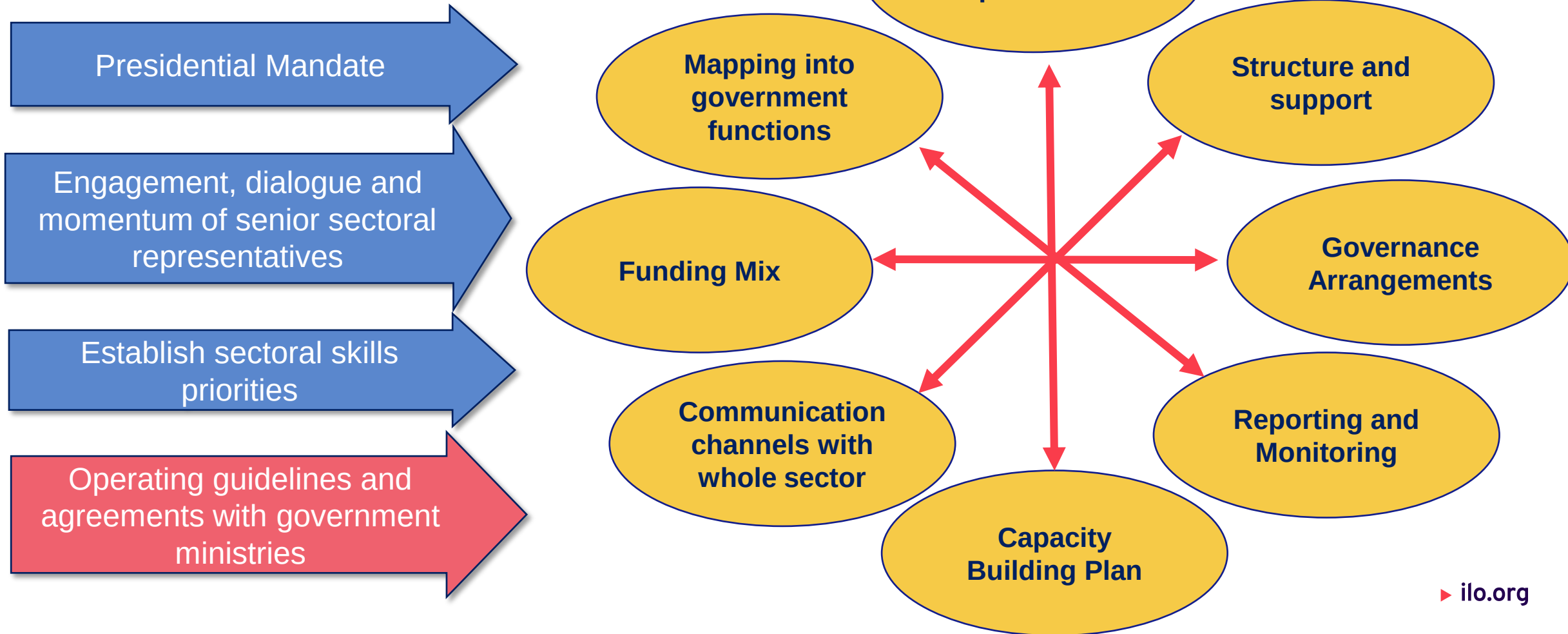
To be taken forward through Sectoral
Skills Committees

Tourism: Sectoral Skills Priorities

SECTOR TOURISM.	Short Term	Medium Term	Long Term
ADVISE	DESIGN	SUPPORT	MANAGE
Provide policy advice and feedback	Develop and maintain skill standards.	Support quality assurance of training providers, courses, and assessors	Manage and promote apprenticeships.
Generate and/or interpret labour market intelligence.	Develop Qualifications	Promote the benefits of training.	Coordinate training in the sector
	Develop curriculum and learning resources.	Promote careers information, advice, and guidance.	Manage government training initiatives and programs.
	Develop Apprenticeship pathways.	Contribute to training delivery and assessment.	Administer levy funds.
		Support the professional development of teachers, trainers, assessors.	Manage Assessment and certification



The Road to Establishing Sectoral Skills Committees





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Strong Foundations of Sectoral Skills Committees





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Skills for Prosperity Programme
Skills for Trade and Economic
Diversification Workshop



Skills for Prosperity Programme
Skills for Trade and Economic
Diversification Workshop



Terima kasih