

▶ An Introduction to Sector Skills Bodies

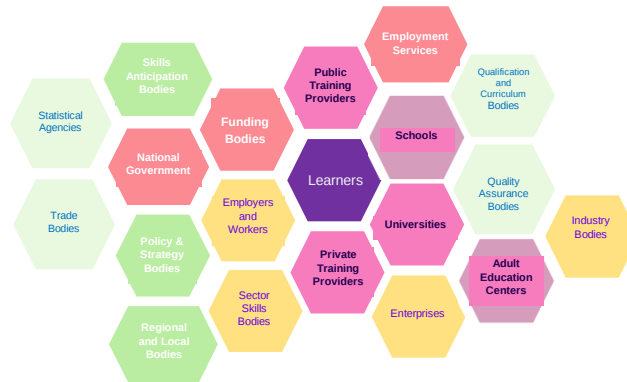
ILO Regional Webinar
Promoting industry-led skills and TVET systems in Asia: The Role of Sector Skills Councils

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▶ This presentation will consider...

- Why do you engage with industry stakeholders in skills systems?
- What is a sectoral approach to skills development?
- What are sector skills bodies and what do they do?
- Why is the ILO supporting the establishment of sector skills bodies?

Governance stakeholders in TVET & skill systems

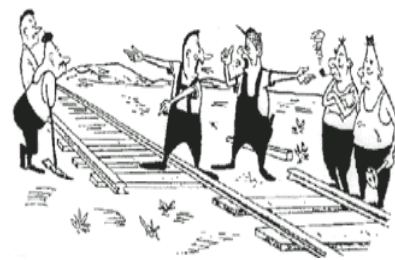


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Countries that deliver good governance give priority to ...coordination

To close the gaps between:

- ... skills development and industrial, trade, technology and environmental policies
- ... the demand and supply for skills
- ... training providers and employers at sector and local levels
- ... development partners



Coordination is both vertical and horizontal

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What are some examples of sector skills bodies?

- Sector Skills Council (India)
- Industry Skills & Training Council (Singapore)
- Industry Skills Council (Australia)
- Sector Skills Bodies (Ghana)
- Industry Knowledge Centre (Netherlands)
- Sector Education and Training Authority (South Africa)
- Industry Training Organization (New Zealand)
- Industry Training Board (the Philippines)
- Sector Council (Canada)
- Industry Lead Bodies (Antigua & Barbuda)
- Human Resource Development Committees (Botswana)



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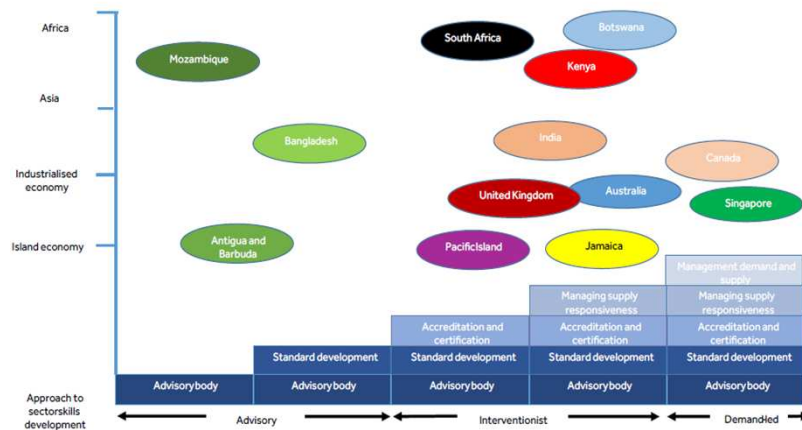
What do sectoral bodies deliver?

International experience shows that sectoral bodies can provide a wide range of services related to:

- quantitative and/or qualitative labour market analysis
- skills needs forecasting
- skills / qualification standards and curriculum development
- policy advice on lifelong learning, TVET and skills issues
- partnerships between employers and institutions
- training provider networks
- careers guidance and promotion of TVET and skills development
- training and assessment services for workers and employers
- sectoral training funds
- managing government programs

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Mapping sector based approaches



Source: Powell, M. (2016) Mapping Sector Skills Development Across the Commonwealth

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Sector skills bodies

Sectoral skills bodies have a long history in many countries but they vary according to:

- coverage - industry scope, sectoral or transversal
- focus - initial or continuing TVET or both
- mandate - advisory, technical, legal responsibilities
- members - bipartite, tripartite, multipartite, industry representation
- structure - committees, working groups, councils, independent bodies, secretariats
- funding - public, private, donor, levy
- institutional relationships - roles and responsibilities

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Sector skills bodies: institutional structures

Different legal structures:

- independent bodies registered as non-for profit organisations or under company law : 'training councils', 'training advisory boards', 'skills councils' with staff and a governing board; (South Africa, New Zealand)
- committees within an industry association or employer's body 'training councils', 'training advisory boards', 'skills councils' with sector representatives and a shared private sector secretariat (Jordan, Netherlands)
- committees and working groups within government entities 'training councils', 'training advisory boards', 'skills councils' with sector representatives and a shared public sector secretariat (Botswana, Bangladesh)

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Conclusion

- sectoral approaches to skills development bring together the supply and demand sides of skills systems
- sector skills bodies provide an institutional mechanism to engage with employers and workers at a sectoral level
- but remember, their names vary, their roles and responsibilities vary and their structures and degree of autonomy are very different – in short, not all sector skills bodies are the same
- despite these differences, there is growing interest in how they can best facilitate industry engagement in skills development



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Thanks for your attention