

Inter-regional Technical Forum on
Skills for Trade, Employability and Inclusive Growth

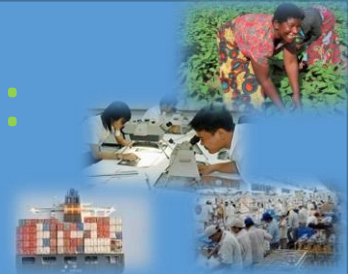
**Skills Needs and Anticipation for
Sustainable Development**

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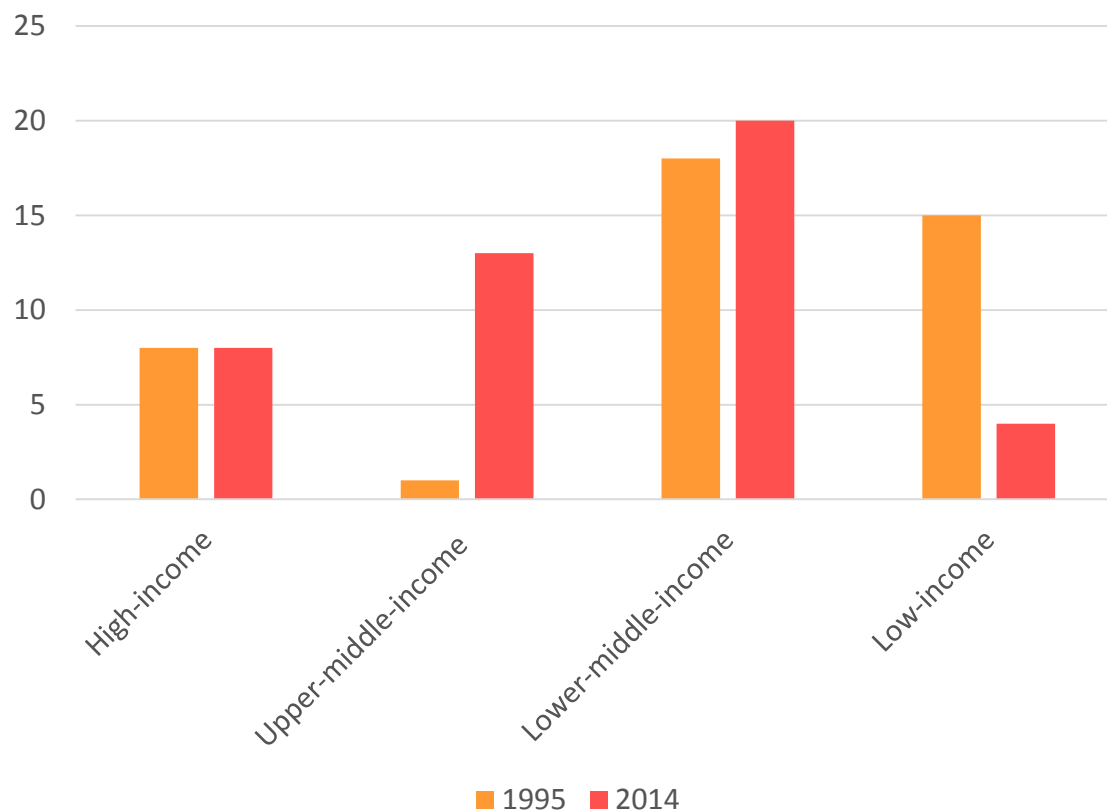
Siem Reap, Cambodia
30-31 May 2017



National income levels in Asia Pacific : LICs, MICs and HICs



Number of countries at each income level, Asia-Pacific, 1995-2014



Source: World Bank (2014) World Bank Analytical Classifications. <http://siteresources.worldbank.org/DATASTATISTICS/Resources/OGHIST.xls> (accessed in May 2016.)

Over the last two decades, the number of **low-income countries** in Asia-Pacific **decreased** from 15 to 4
LICs: Lao, Cambodia and Myanmar

while the number of **middle income countries** increased from 19 to 33
MICs: Malaysia, Thailand
High income countries: Korea, Singapore, Japan

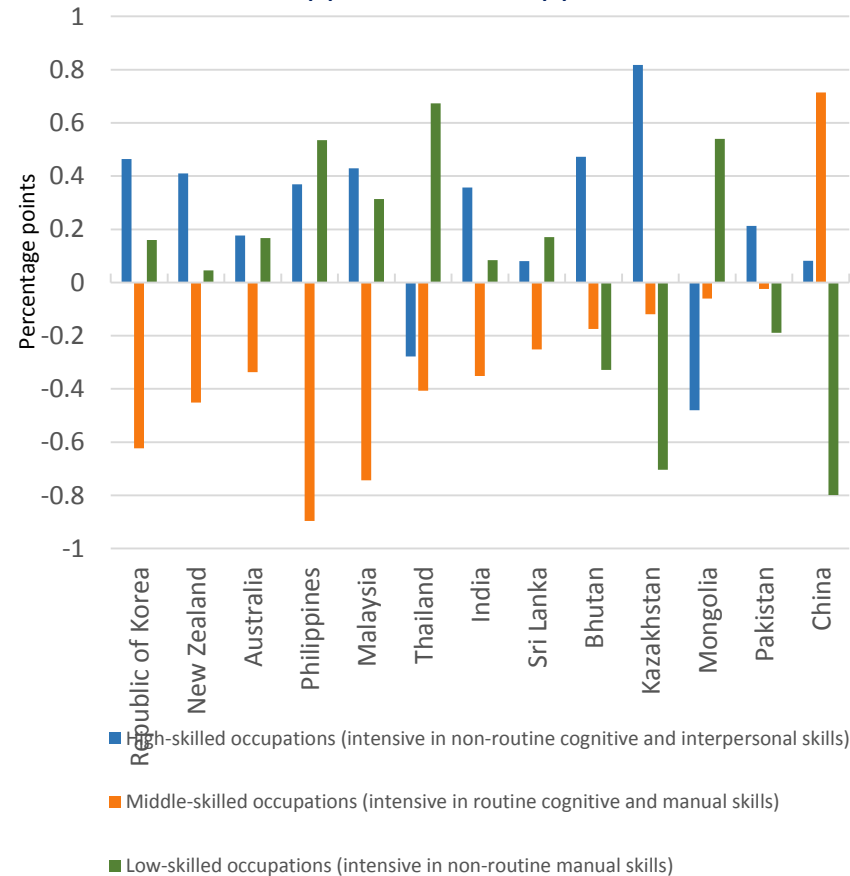
Countries at different income levels face **distinct** developmental

Challenges due to different levels of technology

Technological advancement and labour market



Annual average change in employment share,
approx. 1995 – approx. 2012



The labor market of Korea, New Zealand: high skilled jobs(+) vs middle skilled jobs(-)

Philippines, Malaysia and Thailand (-): high skilled jobs (+) vs middle skilled jobs (-) vs. low skilled jobs(-)

China: middle skilled jobs (+) vs. low skilled jobs(-)

New jobs and new tasks in existing occupations are created.

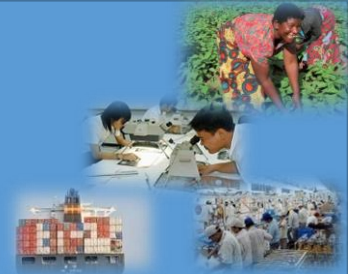
Technological advances can generate new

opportunities, but also **risks**: increasingly **polarized labor markets**

Source: World Development Report 2016: Digital Dividends

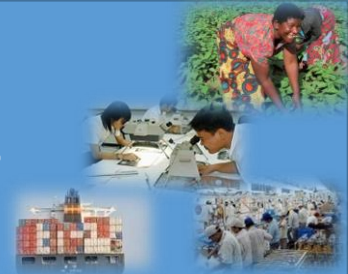
Data source: http://bit.do/WDR2016-Fig2_15. Adapted by UNESCO Bangkok.

Skills and Green Jobs



- Green jobs: Decent jobs that contribute to preserve or restore the environment in the traditional sectors or emerging green sectors
- These jobs are impacted by the government policies, market demands, new investment in technology
- The transition to sustainable development would create potential future jobs which need to be identified in terms of quantity and skill levels
- There might be different demand for various types of green jobs with a variety of skills depending on different level of industrial development and technology
- It is critical to identify main green jobs depending on different levels of development in AP
- Examples of LICs: Eco-Tourism, Hand-made textiles, etc
- MICs: Hand-made textiles, Green building, etc.
- HICs: Solar energy, Electrical automobile, green roof gardens

Skill Needs and Anticipation for Green Jobs



- Study to be conducted in at least several countries in Asia-Pacific
- Objective: To gain insight into future skill needs, assess the skill imbalances and improve the match between skills demand and supply at green industries, such as textile industry or solar energy.

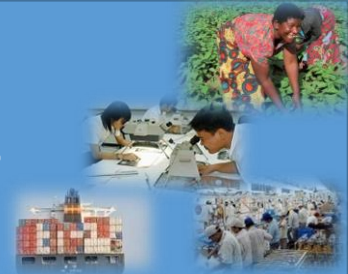
Examples of HICs: Republic of Korea, or Singapore,

MICs: Philippines or Malaysia

LICs; Lao, Myanmar, or Cambodia

- Country study for sectors/industries will be implemented
- Examples: Korea: Solar energy sector
Philippines – Handmade products in textile sector;
- Myanmar or Cambodia: Eco-tourism

Skill Needs and Anticipation for Green Jobs



- Research Method: Big data analysis, survey, industry interview, benchmarking, and validation

- Result results: No of jobs demanded at different levels in 2020

Example: Eco-tour guides at level 1-3 from 2020 to 2022

Solar energy technicians and engineers from 2020 to 2022

- A workshop is planned to share the research method and results of skill demands and anticipation for different sectors/industries of LICs, MICs, and HICs
- Regional workshop for member states will be held for benchmarking, action plans and knowledge sharing

Research Infrastructure for Skill Needs and Anticipation



- ❑ HIC, Korea: National Research Institutes (KLI, KRIVET, KIET),
Private Research Institutes
Ministry of Employment and Labour (MOEL)
Statistics of Korea, Local Governments
- ❑ MIC, Malaysia: ILMIA (Institute of Labour Market Information
and Analysis) under MoHR
- ❑ LIC: beginning stage of developing LMI, Bureau of Statistics
Little Capacity of National Research Function

Policy Implications for Skill Needs and Anticipation of LICs



- ❑ Establish National Institutional Mechanisms/Forums to handle LMI, such as LMI Committee
- ❑ Develop Research Institution/Infrastructure
- ❑ Build Partnership with research institutions, HE, and Gov't depts. in generation of LMI and manpower planning
- ❑ Use ICT technology to update automated DB
- ❑ Develop capacity of skills needs and anticipation for green sectors/industries to implement a pilot test of skills needs and anticipation for greening jobs

Policy Implications for Skills Needs and Anticipation of MICs/HICs



- ❑ Set up a central warehouse to consolidate LMI /data base
- ❑ Develop capacities of HRs in LMIS by benchmarking best practices
- ❑ Utilize LMI /data base for research and analysis
- ❑ Use LMI outcomes as a foundation for sectoral skills needs and anticipation
- ❑ Monitor skills needs and anticipation projects for continuous improvement
- ❑ Develop action plans to ensure that HRs are developed in collaborative efforts among education institutions, government and industry based on industry needs

Action Plans of Skill Needs and Anticipation for Green Jobs



- Examples: the gap b/t demand and supply of eco-tour guides at level 1-3 from 2020 to 2022
- Determine skill areas and job families
- Develop curriculum of eco-tour guides at level 1-3
- Plan and Implement teacher training program at level 1-3
- Train eco-tour guides at level 1-3
- Include new qualifications as a part of NQF
- Alignment of qualifications and linking it back to curriculum development



Thanks !
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