

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

Title

Effective Skills Response Measures: Lessons from LfE Project Nepal

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Presentation Overview



- Brief about Labour Market Information and Employment Services (LIfE) Project
- Achievements, Interventions and Good Practices: in bridging skills to trade, employability and inclusive growth and effective skills response measures
- Lesson Learnt and Challenges
- Concluding Remarks

Life Project



Background

- HRD pillar was built on the *G20 Training Strategy for Strong, Sustained and Balanced Growth*
- The G20 Training Strategy – **Key Building Blocks:**
 - Anticipating skills needs
 - Participation of social partners
 - Sectoral approaches
 - **Labour market information and employment services**
 - Training quality and relevance
 - Gender equality
 - Broad access to training and skills utilization
 - Financing training
 - Assessing policy performance

LifE Project



Project at a Glance

- **Donor**
 - Korea International Cooperation Agency (KOICA)
- **Duration**
 - December 2014 – August 2017 (no-cost extension in process)
- **Target beneficiaries**
 - **Direct:** MOLE, DOL, ESCs, employer's organization, worker's organisation, CTEVT
 - **Ultimate:** Jobseekers, employers and training providers
- **Geographic focus**
 - ESCs located areas in Nepal

LfE Project



Project in brief

- The LfE Project is funded by KOICA to ILO for Technical Assistance to assist the Ministry of Labour and Employment (MoLE), Department of Labour (DoL) to improve overall quality of employment services through public Employment Service Centres (ESC).
- **The project contributes at:**
 - improving the ***quality of employment services*** through strengthened client orientation and capacity building;
 - improving the collection and dissemination of ***labour market information and skill indicators***; and
 - ***knowledge sharing*** under the ILO South-South cooperation Framework are the core components of this project

Employment Service Centres in Nepal



ESCs Establishment

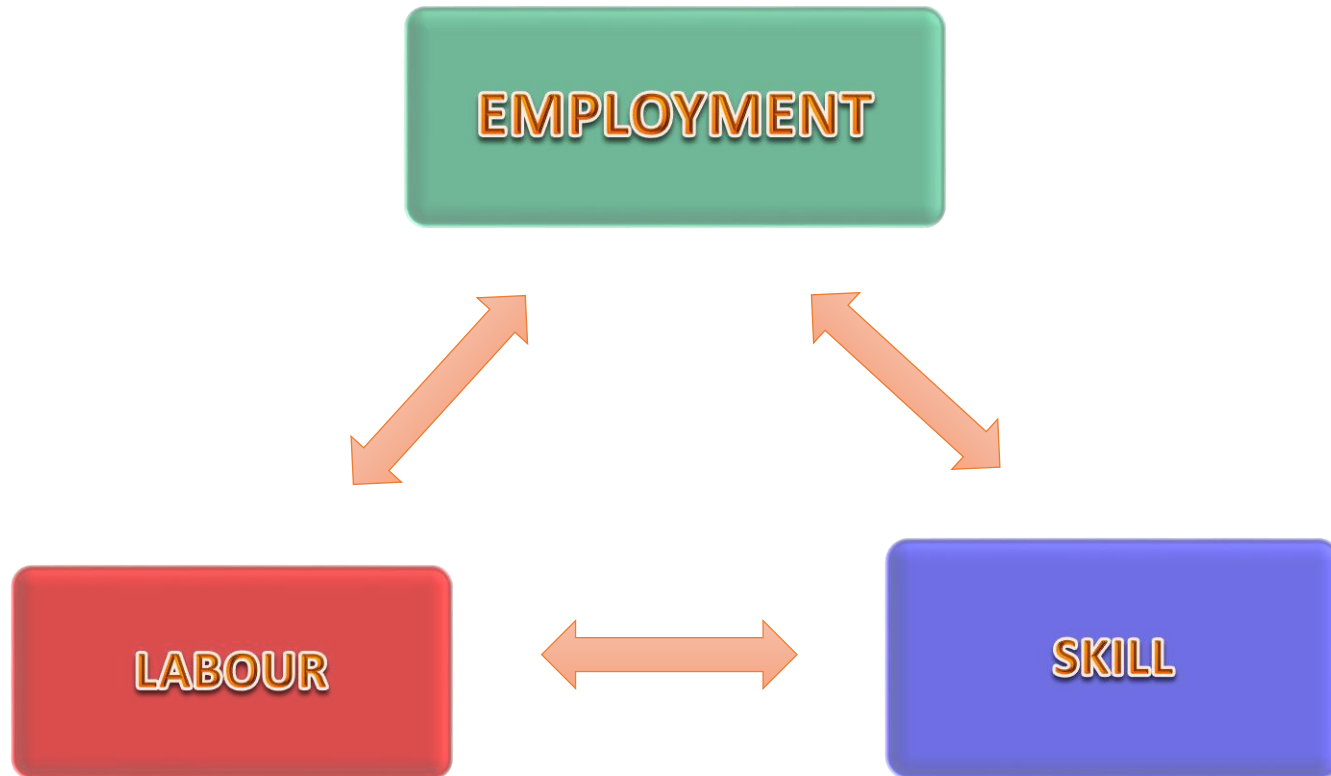
- Under new Nepal Development initiatives in 2010, the Government of Nepal established 14 ESCs under Department of Labour, Ministry of Labour and Employment to manage labour and promote the employment activities.



LifeE Project - Achievements, Interventions and Best Practices



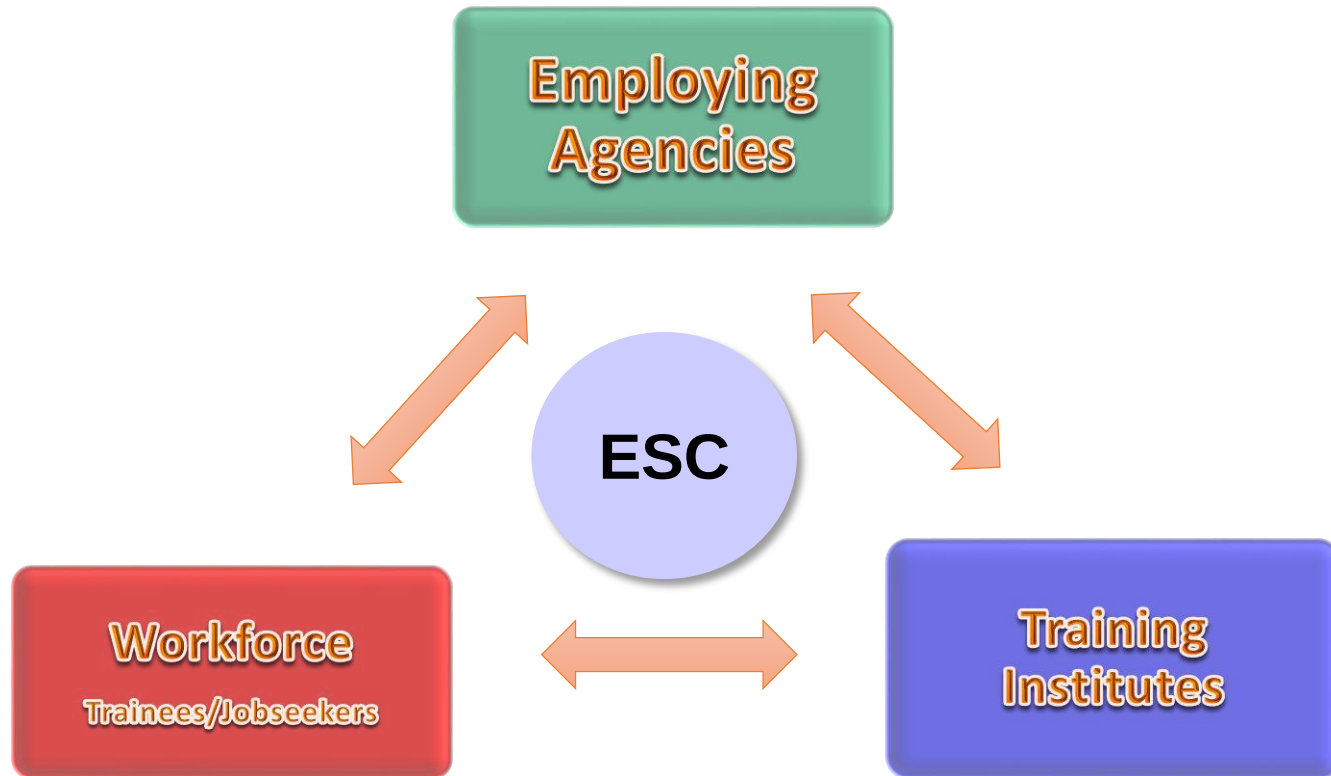
Enhancing Youth Employability



LiFE Project - Achievements, Interventions and Best Practices



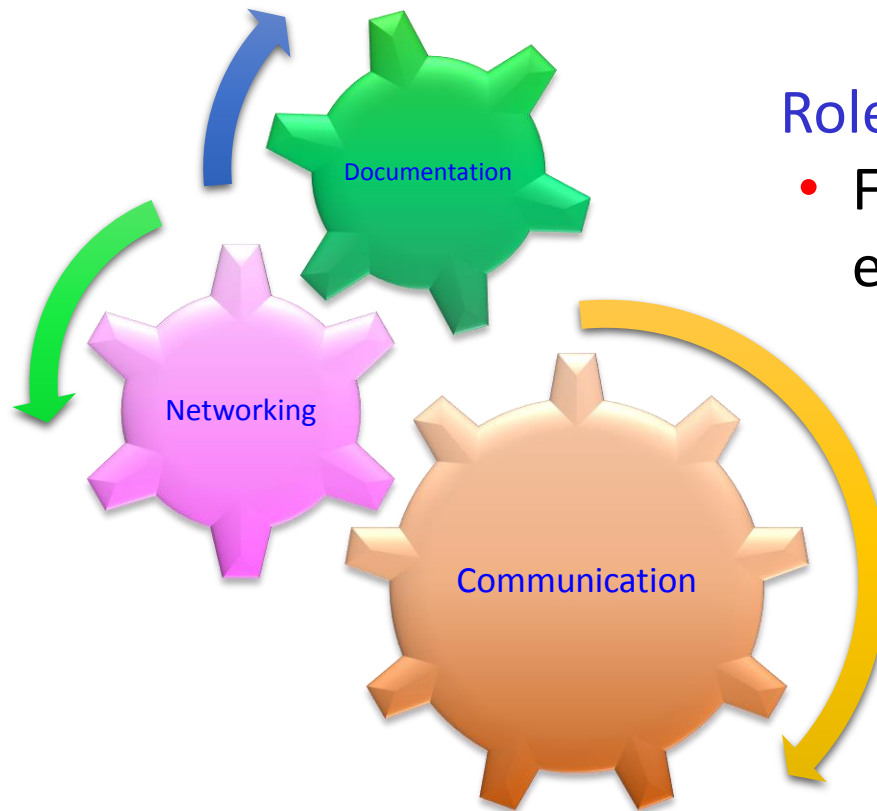
Enhancing Youth Employability



LifE Project - Achievements, Interventions and Best Practices



Enhancing Youth Employability



Role of ESCs:

- Facilitate for appropriate employment

Role of LifE Project:

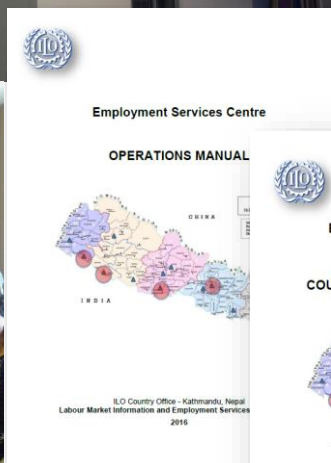
- Technical Assistance

LifeE Project - Achievements, Interventions and Best Practices



Quality improvement of Public ESCs

- Physical facilities
- Capacity building



Life Project - Achievements, Interventions and Best Practices



- Before



- After

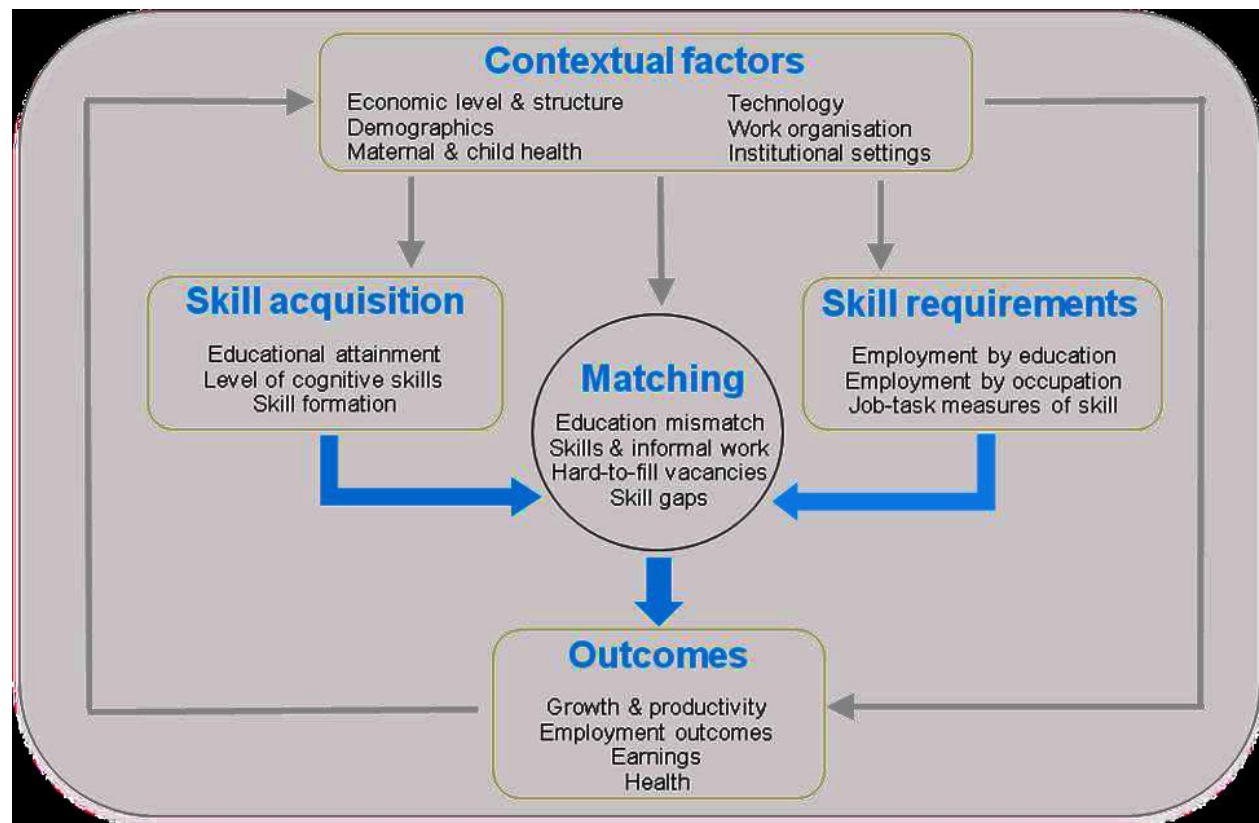


LifeE Project - Achievements, Interventions and Best Practices



Joint activities with Council for Technical Education and Vocational Training

- Establishment of institutional mechanism for increased collection of use of skills indicators
- Capacity building
- Developing data transfer/exchanges protocol and required interfaces



Source: INDICATORS OF SKILLS FOR EMPLOYMENT AND PRODUCTIVITY
Developed by: OECD, WB in collaboration with ETF, ILO and UNESCO

Life Project - Achievements, Interventions and Best Practices



Joint activities with Employers Organization

- Industrial HR need assessment study (with FNCCI)
- Organizing job fairs (with FNCCI and FNCSI)
- Entrepreneurship development programme (with FNCCI)
- Sharing events



Life Project - Achievements, Interventions and Best Practices



Working together with Sector based Industry Association for workplace based Training

- Participants selection and counselling through ESCs
- Cost sharing basis implementation
- Job guarantee after training



Life Project - Achievements, Interventions and Best Practices



Functional integration of Migration Resource Centre & ESCs

- Exchange of information
- Refer for counselling

Community based interventions

- Mapping of employment opportunities
- Collection of information and counselling to job seekers
- Matching job seekers with employment opportunities

Life Project - Achievements, Interventions and Best Practices



Design and development of public job portal and LMI data Management System

Some examples of Nepal job portals:

PESC Job portal characteristics

- Integration of information with available various job portals
- ISCO based national classification of occupation
- Design for better match of skills demand and supply of LM

LfE Project - Achievements, Interventions and Best Practices



Employment Services

- *For job seekers*
 - Access to job vacancy information
 - Assistance in job search techniques
 - Assist in training referrals
 - Assist in OJT placements
 - Provide counselling services
 - Assist in job placement
- *For employers*
 - Assistance in job vacancy advertisements
 - Assistance in shortlisting/selection/interviews in recruiting process
 - Assist in providing apprentice
- *For youth*
 - Awareness campaigns
 - Career guidance and counselling for school/college graduates

Lesson learnt and challenges



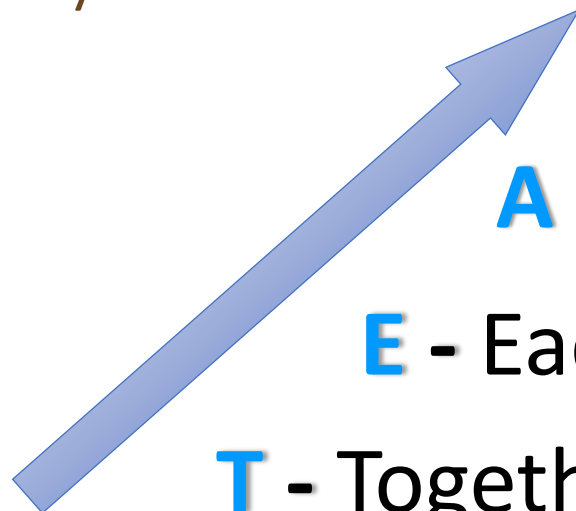
- Huge gap in demand and supply side information
- Limited capacity of HR particularly in database mgmt., counseling and employment services
- Sustainability of HR and programmes of ESCs
- Motivation for Business and Industries/Employers in ESC activities
- More collaboration and coordination with other ministries, TVET institutions and partner organization

Concluding Remarks



Employment Services in Nepal is comparatively new and KOICA supported LfE Project is milestone in changing such services.

- ❖ Quality improvement is continuous process, it's journey, not a destination
- ❖ More **sharing and coordination** for better Employment Services and finally be in the TEAM



M - More
A - Achieves
E - Each
T - Together

Thank you!

MANY THANKS



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