

Collaboration in Education and Employment in the Pacific



Building together an educated and globally competitive Pacific

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- Job growth, emigration,
 - Huge demand for skilled labour in construction and hospitality
 - People leaving for more money overseas
 - Inadequate supply or preparation of TVET graduates
 - Non resilient infrastructure development
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- Labour markets in the Pacific are characterized *by underemployment, high levels of informality, gender disparities in employment outcomes, and a large and growing share of young people not in education, employment or training.*
 - *Size and remoteness have hindered economic growth and limited positive labour market outcomes.*



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Challenges

Skills instability, skills gap and skills mismatch

- **Governments work in partnership with industry.**
- **Enable industry to play the key role in identifying skill requirements** and designing the competencies required.
- **Ensure employees involved** – unions, professional organisations or employee representatives.
- Maximize the use of **financial incentives.**
- Ensure at least some of the funds for public training provision are directed through **employer-led sector bodies** who drive it.
- **Share research and labour market information**



Approaches to strengthen TVET sector



**Incorporate skills programs into resilient infrastructure development:
Hazard proof framework.**

**Incorporate traditional knowledge and skills for climate change
adaptation and training**

**Share intangible cultural heritage i.e. rural-urban migration,
intergenerational transmission**

All cultures have a contribution – harness these

Resilience



Learning from experience: Skills Council Fiji



- To strengthen industry involvement.
- To drive the TVET sector, this legal entity will **give industry a formal role in supporting the continuous development of TVET.**
- **To take ownership of TVET qualifications and programmes, institutionalise ISACs and lead review of national programmes with Fiji Higher Education Commission on relevance and quality.**
- **To commission research for advising government and public on current and future demands for TVET knowledge and skills.**
- **To engage with government for informed human resource development and supply of high-quality workforce for current and emerging industries.**
- To forge close links and sharing of industry information on needs of other countries and in-Pacific labour mobility **through partnership with similar structures/bodies in PICs.**

Policy guidelines for improving labour market outcomes



- 1. Invest in underserved areas and tackle informality**
- 2. Strengthen labour market institutions to make growth more inclusive**
- 3. Adopt migration policy that works for all**
- 4. Address inequities between men and women while tackling youth unemployment**
- 5. Better prepare for the future of work in the Pacific through tackling climate change.**

https://www.ilo.org/suva/publications/WCMS_559066/lang--en/index.htm



Thank you