Collaboration in Education and Employment in the Pacific

Building together an educated and globally competitive Pacific

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FIJI HIGHER EDUCATION COMMISSION
• 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

• 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.

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.

Thank you