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# Strengthening skills recognition systems: Interpreting the global analysis through a migration lens

Inter-Regional Expert Forum on Skills and Migration  
25 July 2017 – New Delhi



## Overview of the presentation

Drawn from the conclusions and recommendations from ILO study: *Understanding the potential impact of skills recognition systems on labour markets* (2016)



## Effective skills recognition systems require:

Needs Analysis

Stakeholder  
Engagement

Quality, cost-  
effective and  
accessible services

Awareness among  
users and  
stakeholders

Monitoring and  
evaluation

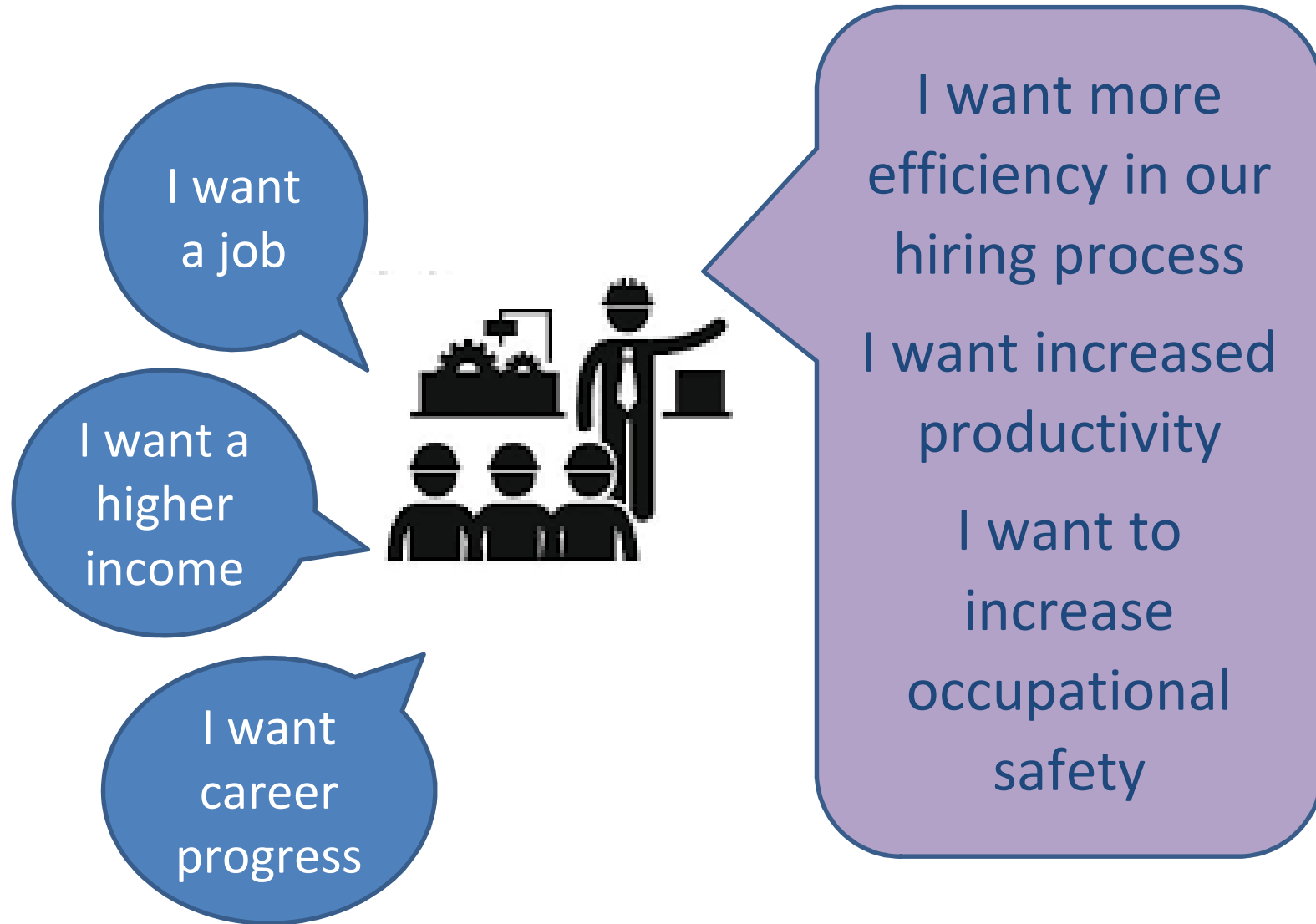


## 1. Identifying needs

- Do we understand the needs and expectations of workers, employers, governments and training providers?
- Will these identified needs and expectations really be addressed by a skills recognition system?



## Workers' and employers' priorities



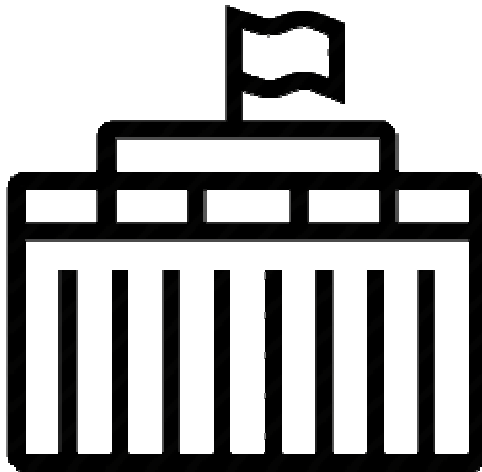


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## A more holistic perspective

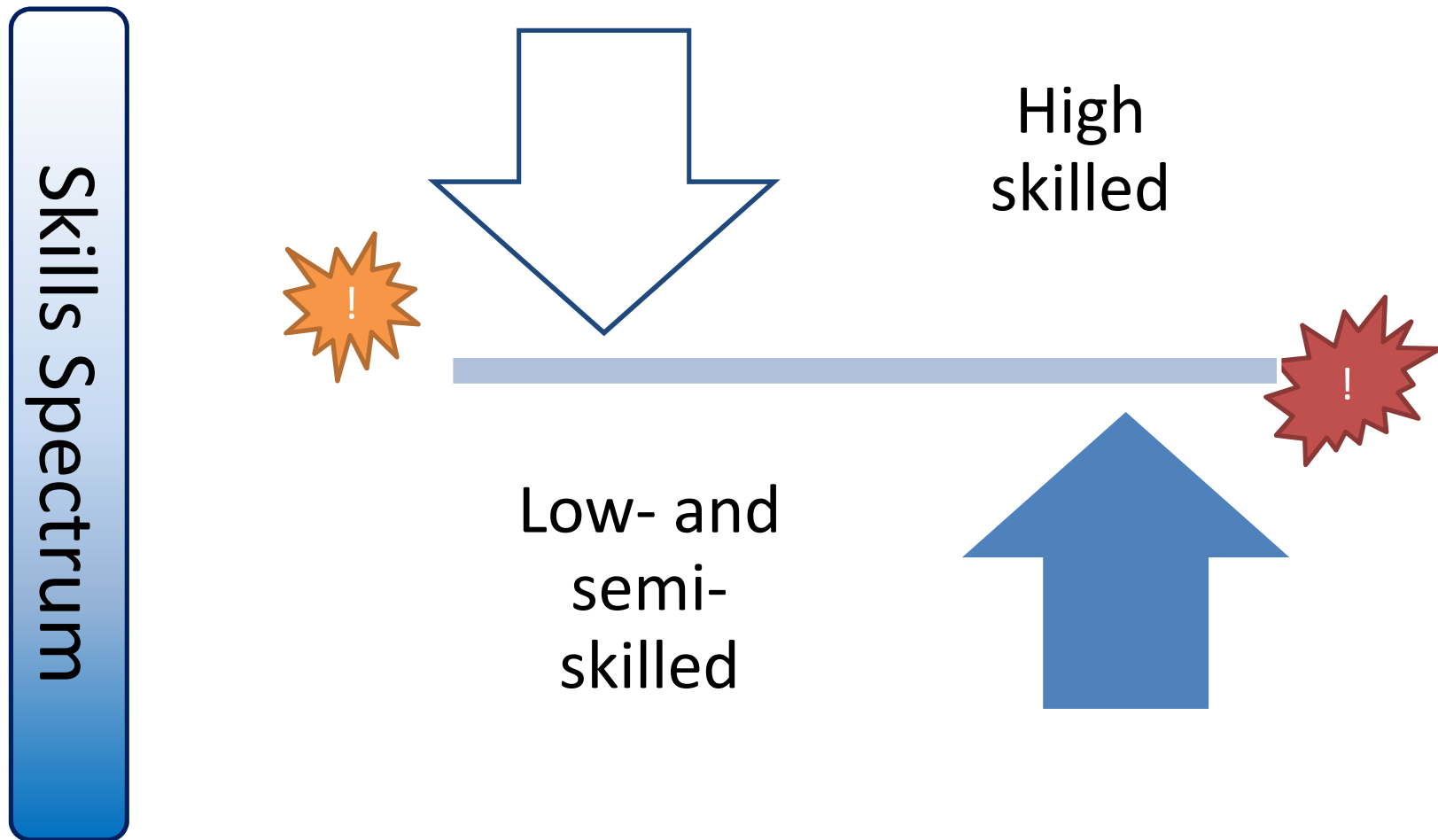


## **PUBLIC PRIORITIES**



- + Competitiveness and growth
- + Reduce unemployment
  - + Remittances
  - + Support transition from informal to formal
- + Ensure quality and safety standards

## Clashing priorities between governments of origin and destination?





## 2. Engaging the stakeholders

To boost the awareness, effectiveness and confidence in skills recognition systems requires interaction and information exchange amongst employers, workers' groups, career services, training providers, etc.

*A feature of many of the most successful validation and recognition measures is **strong employer involvement**.*

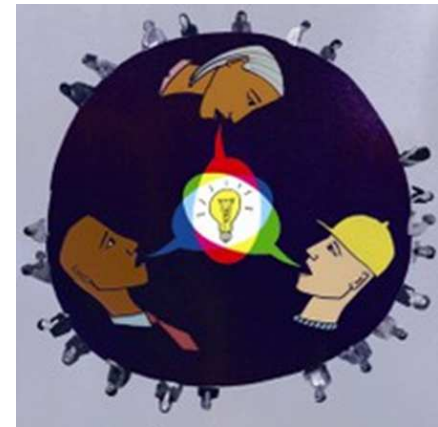
- OECD Migration Outlook, 2014



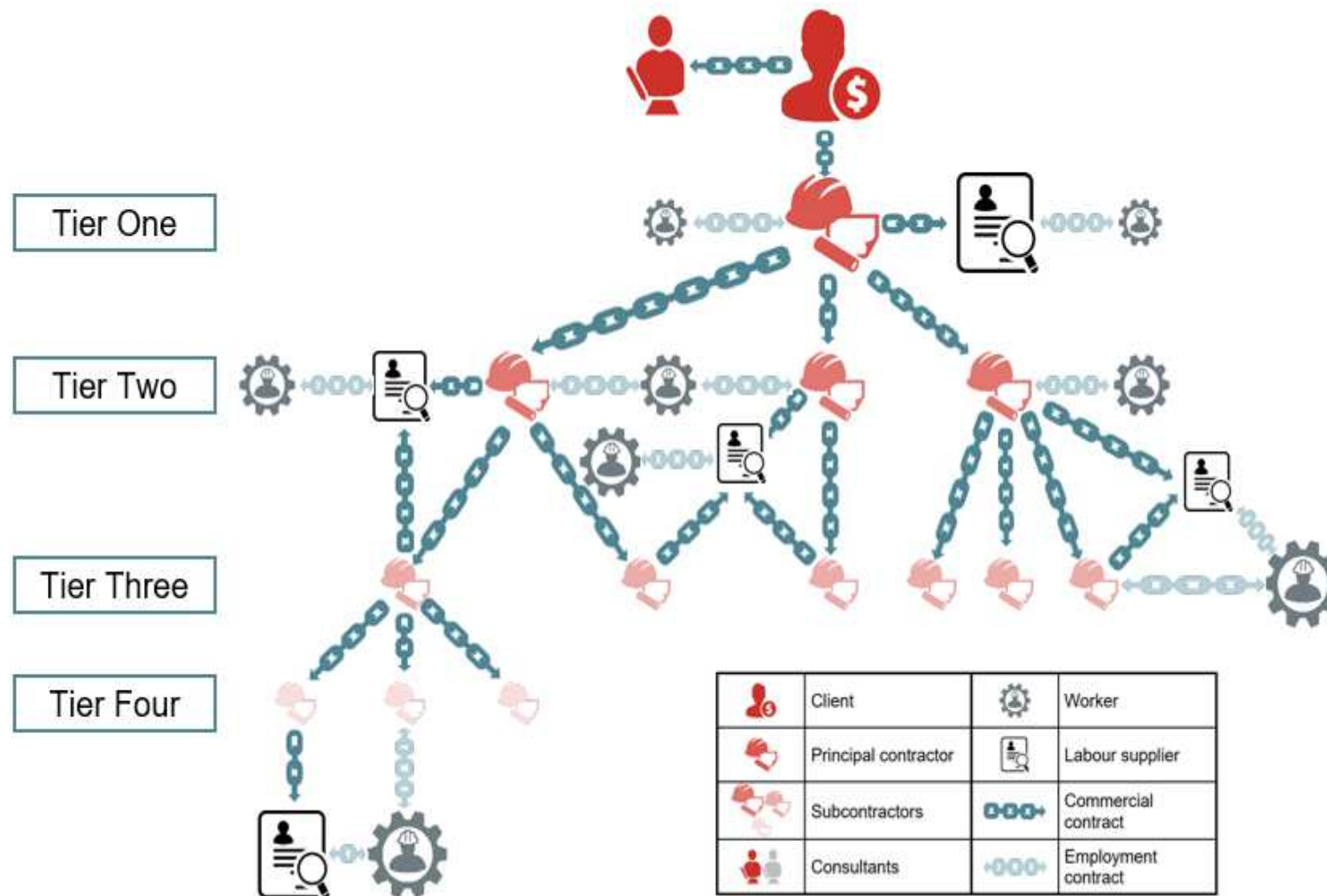
## Analyze the sectoral context and HRD strategies of employers

In which sectors and under which circumstances are employers more likely to value formal recognition of skills?

- Time required to accumulate skills and competence for adequate job performance
- Health/safety requirements
- Existing workplace/job regulation
- Employer preference in having clearly defined standards
- Pool of candidates / turnover rate



# Who to engage in the sub-contracting chain??



### 3. Ensuring quality, cost-effectiveness and accessibility of the service provided

- Financing and cost-effectiveness

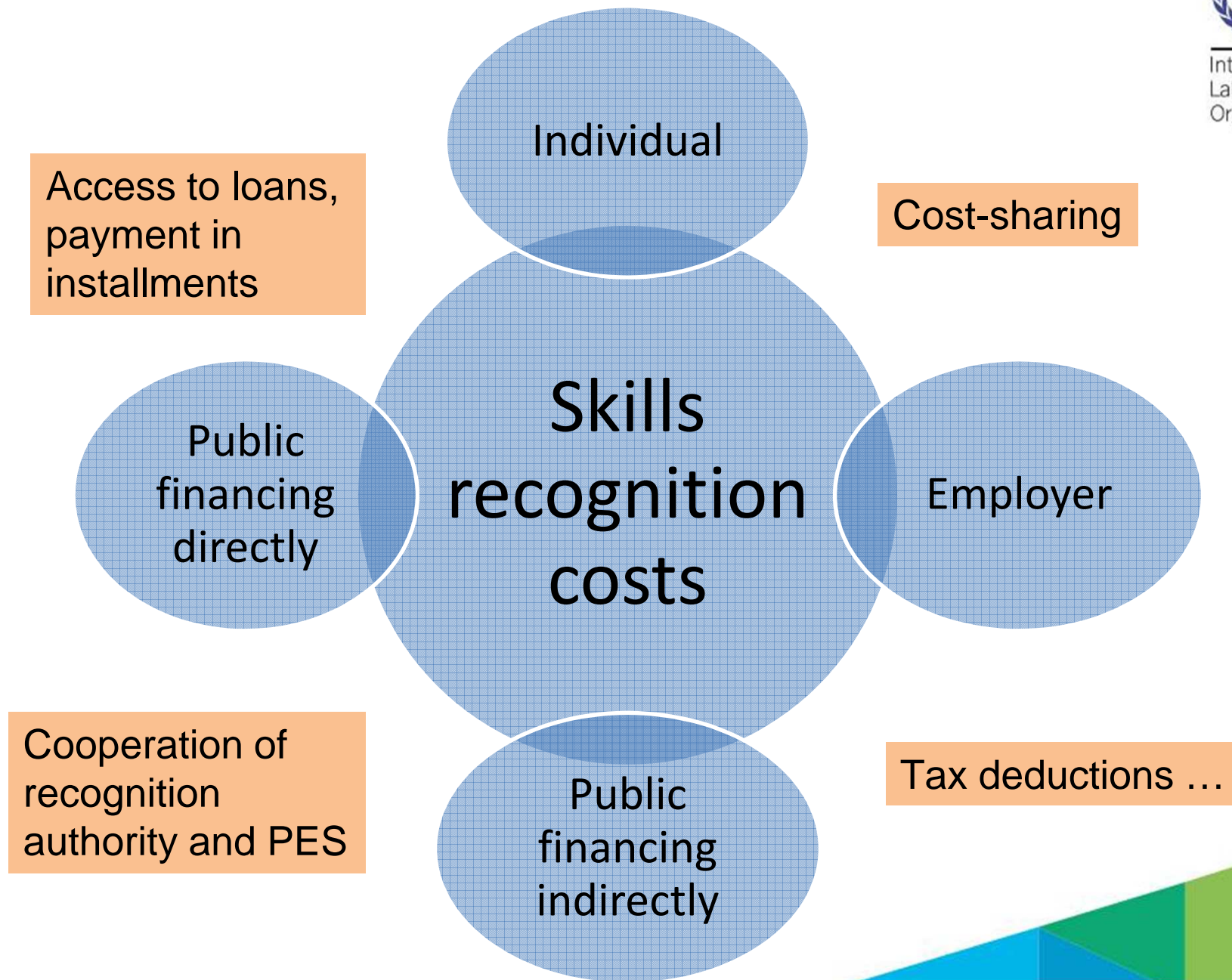
*Is training being used as a 'backdoor' channel for agencies to collect fees?*

- Accessibility

*How can returning migrant workers benefit from RPL to increase employability?*



## Financing Models

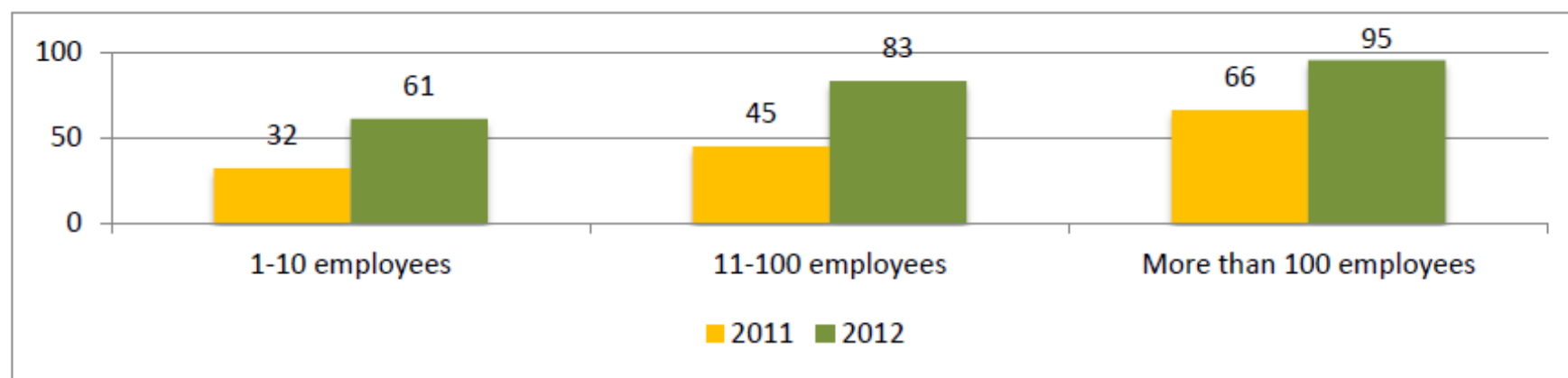


## 4. Raising awareness

Most workers and employers do not know about skills recognition systems.

The awareness rate decreases the smaller the size of the company - particularly for SMEs hiring migrant workers.

### WSQ (Singapore) awareness rates in 2012 by company size (%)



Source: WDA, 2015.

## 5. Monitoring and evaluation

Monitoring and evaluation data is needed to re-orient strategies and can also be used for marketing

Outputs are usually measured based on the tracking of participants, or on sample surveys of users.



## Measuring Impact

There is weak capacity for assessment and limited knowledge of relevant tools and methodologies.

The success of a skills recognition system may only be observed years after implementation. Difficult to isolate the influence of the system from other factors.

Measurement is typically based on four sources:

1. evaluation of participants after the recognition procedure;
2. employer surveys;
3. tracer studies; and
4. administrative data.





## Selected indicators of impact

### EMPLOYERS:

- Changes in productivity
- Changes in number of accidents

### INDIVIDUALS:

- Employment status prior to and after recognition
- The wage / salary prior to and after recognition
- Self-assessment of confidence, activation and motivation

### GOVERNMENTS:

- Increased interest and enrolment in TVET
- Decreased level of informality for occupations / sectors targeted by skills recognition



Are these elements reflected in the skills recognition systems for migrants?



1. A needs analysis
2. Stakeholder engagement
3. Quality, cost-effective and accessible services
4. Awareness among users and stakeholders
5. Monitoring and evaluation





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