Digitalization and Labor Market Developments: What are the needs of industry?

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Content

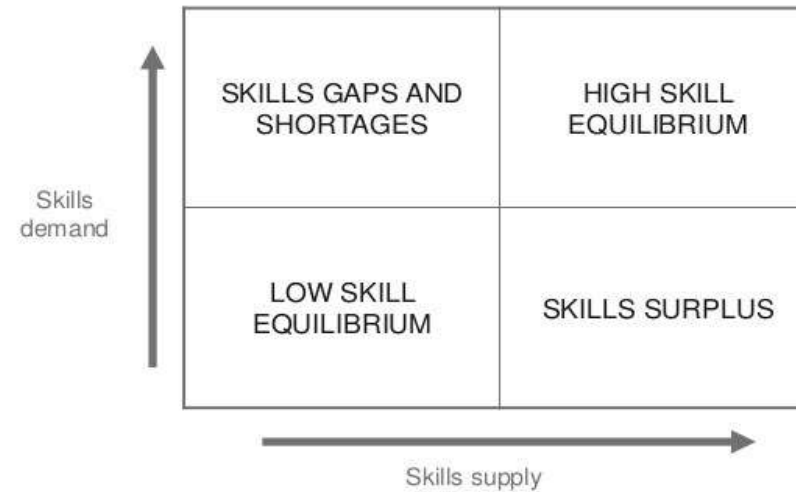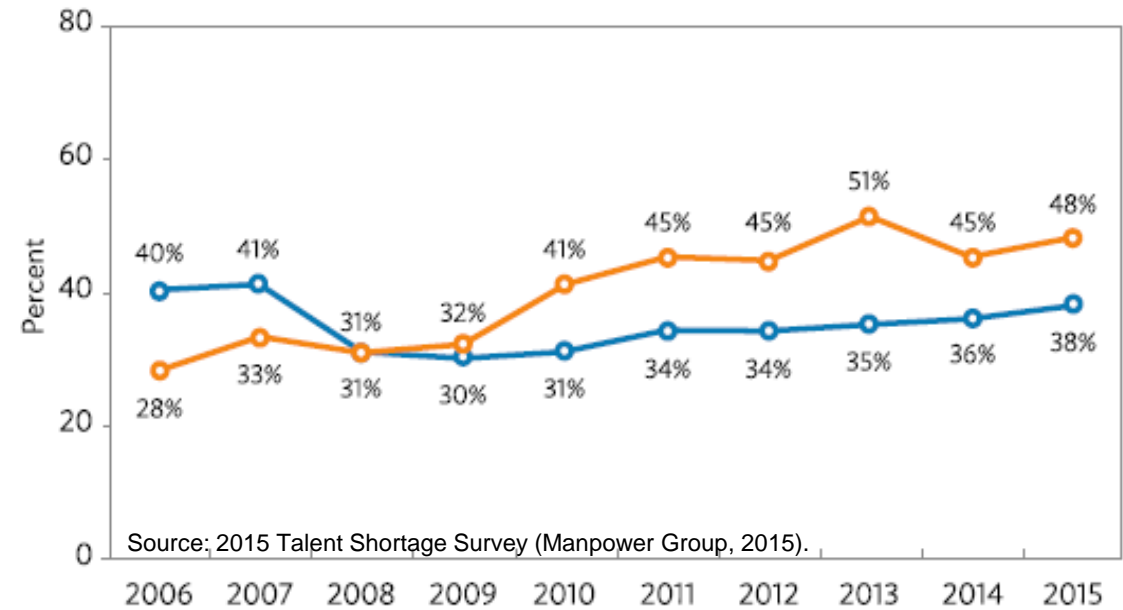| The Big Picture – Skill Development and Socioeconomic Development | → | Two-pronged strategy |
| Examples of TVET projects that ADB is supporting | ← | TVET as a major catalyst of digitalization |

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The Big Picture – Skill Development and Socioeconomic Development

- From low-skill equilibrium to high-skill equilibrium

- Lifecycle approach – skills pathways with different entry and exit options

- Whole of government and ecosystem approach

- Multisectoral approach and 21st century skills

Ensuring employers are putting the supply of skills to good use

SKILLS GAPS AND SHORTAGES	HIGH SKILL EQUILIBRIUM
LOW SKILL EQUILIBRIUM	SKILLS SURPLUS

Skills demand →

Skills supply →

Difficulty filling vacancies in Asia and the Pacific (in %)

Blue line: 40%, 41%, 31%, 30%, 31%, 34%, 34%, 35%, 36%, 38%
Orange line: 28%, 33%, 31%, 32%, 41%, 45%, 45%, 51%, 45%, 48%

Years: 2006, 2007, 2008, 2009, 2010, 2011, 2012, 2013, 2014, 2015

Source: 2015 Talent Shortage Survey (Manpower Group, 2015).

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Two-pronged Strategy

Going Back to the Basics

- Employability and entrepreneurship
- Standards and quality assurance
- Literacy and numeracy

- Learner readiness, no one is left behind

- Performance data, accountability
- Workforce readiness

- In-company training

- Diversified funding
- Funding modalities and targeting

Core areas

Teachers

Curriculum

Flexible pathways

Assessment/RPL

Governance / Capacity

Partnership

Financing and targeting

Transformational / Leapfrogging

- 21st century skills including digital skills
- Use of technologies

- Cross-sectoral approach
- Adaptive learning technology
- Home learning
- Role of technical / research institutions

- Models of TVET
- TVET and sustainable development/STEM
- Rethinking capacity development
- Diversified and blended financing

- Whole of government approach
- Knowledge solutions and partnership

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TVET as a Major Catalyst of Digitalization

Nurturing digital skills

Taxonomy of digital skills
- Basic
- Intermediate
- Advanced

Matching job seeker's profile with labor market needs and training providers

Smart Industry Readiness Index

TVET Interface with school, university and private sector

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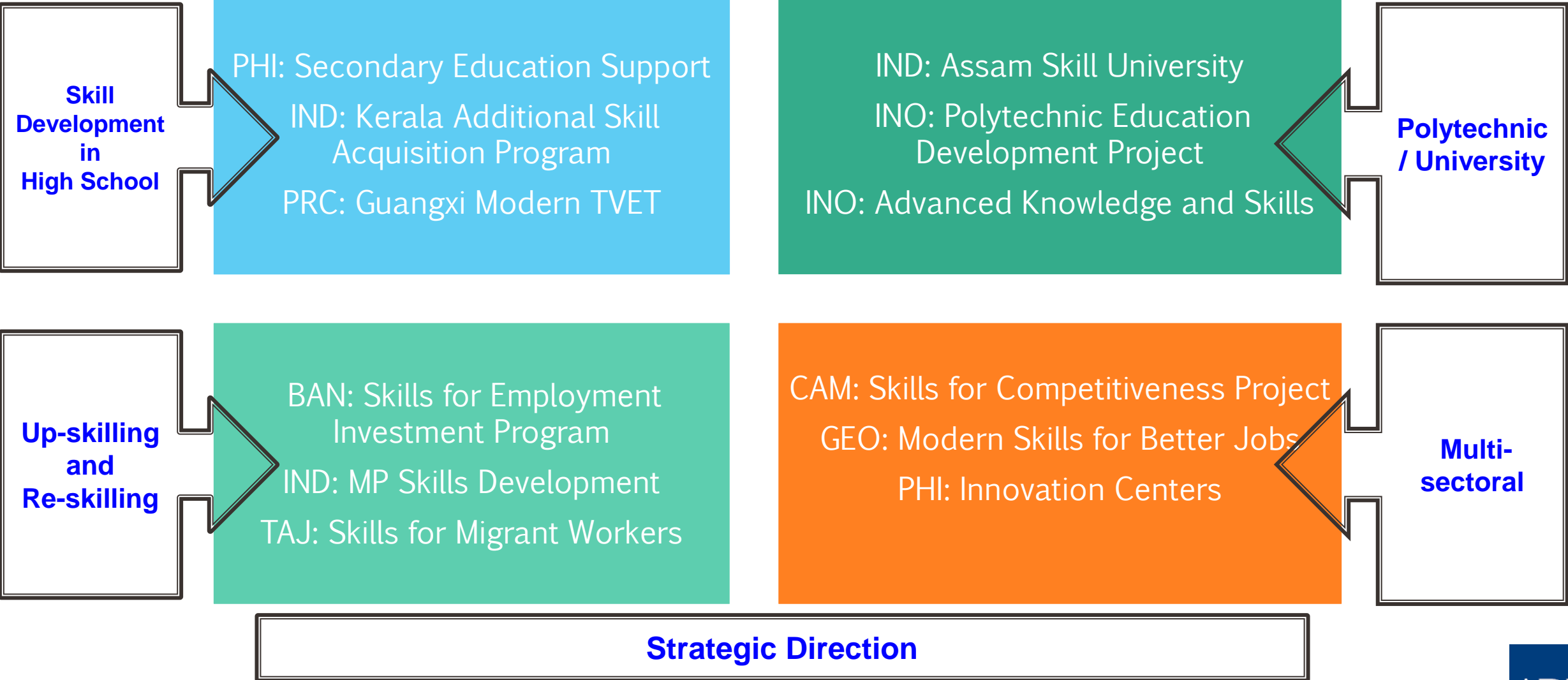
Transforming delivery mechanism

Learning management system

Augmented, virtual, mixed reality

Real time labor market intelligence system

Digital Learning framework/roadmap for ecosystem approach

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Examples of Innovative Approaches

Skill Development in High School

- PHI: Secondary Education Support
- IND: Kerala Additional Skill Acquisition Program
- PRC: Guangxi Modern TVET

Polytechnic / University

- IND: Assam Skill University
- INO: Polytechnic Education Development Project
- INO: Advanced Knowledge and Skills

Up-skilling and Re-skilling

- BAN: Skills for Employment Investment Program
- IND: MP Skills Development
- TAJ: Skills for Migrant Workers

Multi-sectoral

- CAM: Skills for Competitiveness Project
- GEO: Modern Skills for Better Jobs
- PHI: Innovation Centers

Strategic Direction

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Thank you!

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