

ILO contribution to reducing Skills Mismatch in Africa

**Jobs for Africa Foundation
Implementation of the Blueprint for jobs in Africa**

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Presentation Summary

Skills mismatch

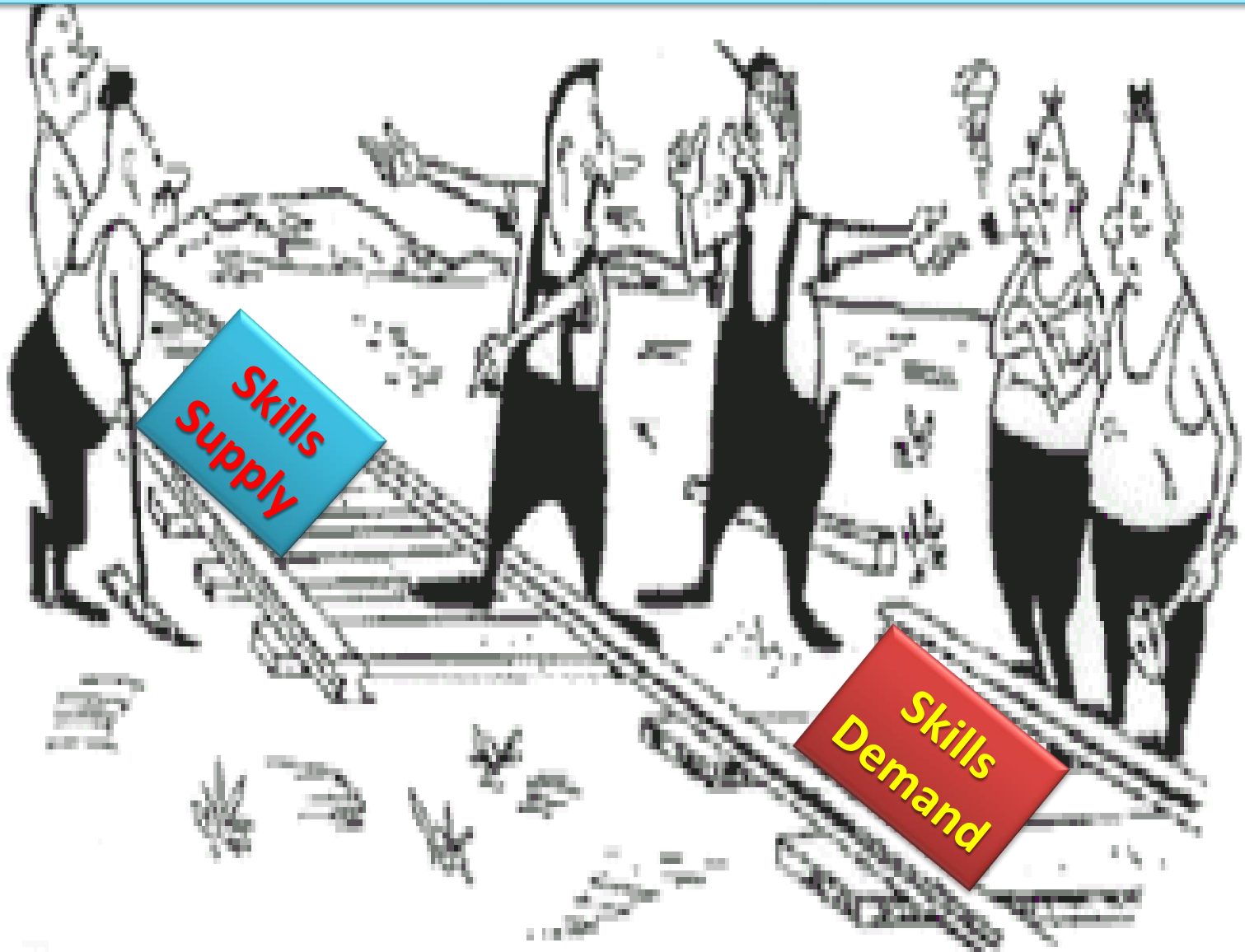
ILO structure, policy and tools

Successful programmes

Key success factors

Skills mismatch of job seekers is a critical issue

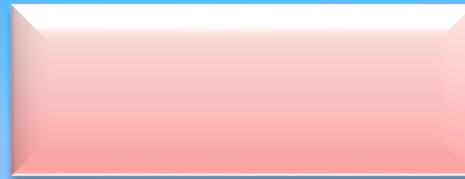
L'inadéquation des compétences des demandeurs d'emploi est une question critique



As per a survey of African Employers

Little or no skills

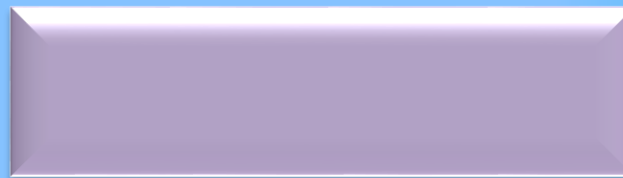
**Peu ou pas de
compétences**



41%

**Have advanced
qualifications but not
the skills required**

**Ont avancé
qualifications, mais
pas les compétences
requises**



54%

Skills mismatch refers to quantitative and qualitative skills imbalance between skills demand and supply in the labour market.

It may mean...

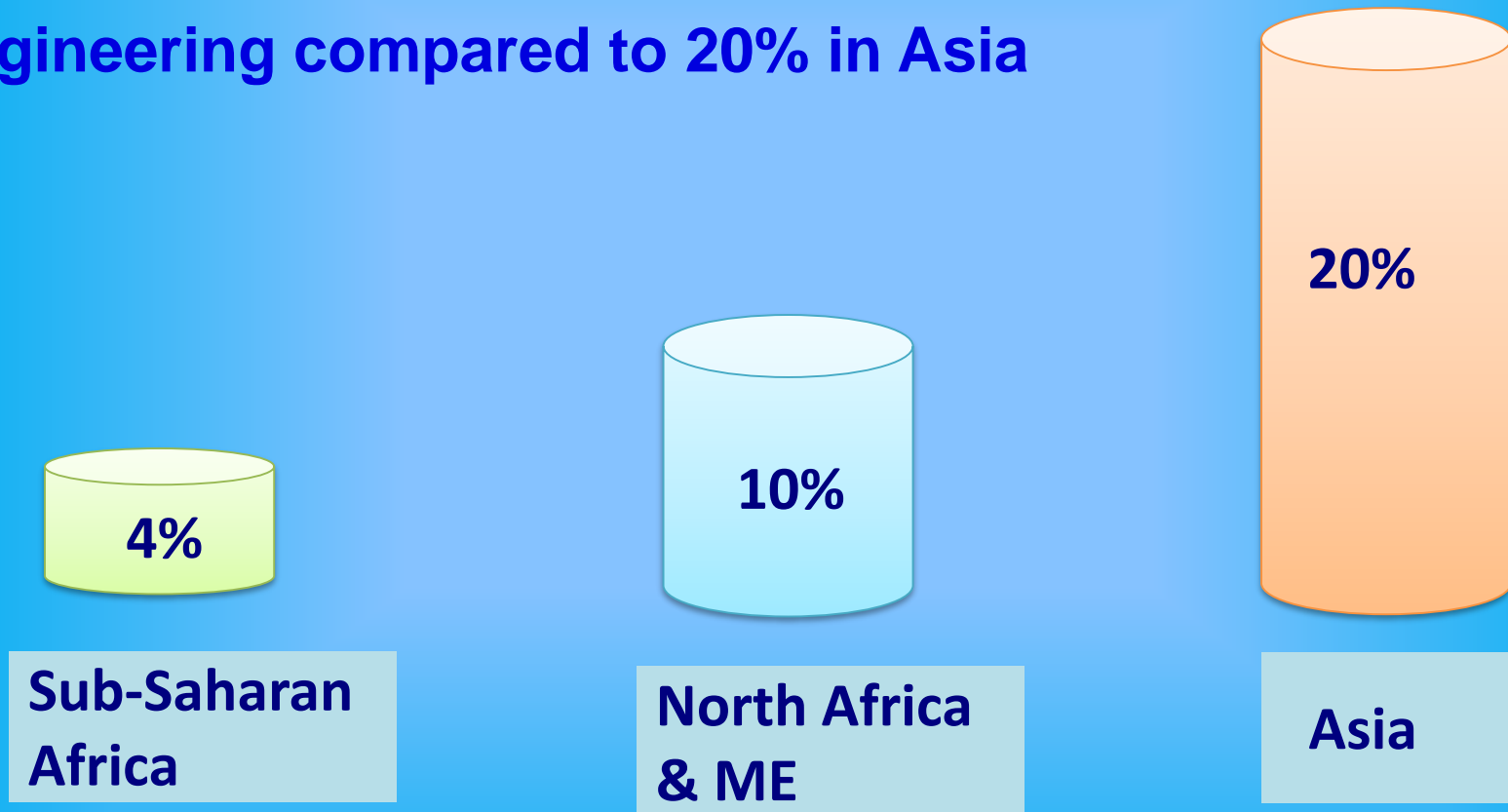
- **Over-education & Under-education**
- **Over-skilling & under skilling**
- **Vertical and horizontal skills mismatch**
- **Skill shortages and surpluses**
- **Skills obsolescence**

Some causes of skills mismatch

- **Fast changes in labour market demand**
- **Preference of youth for occupations and geographical areas**
- **Inadequate quality and relevance of education and training**

In Africa, education levels of youth are increasing but a concern is about the type of education youth are acquiring

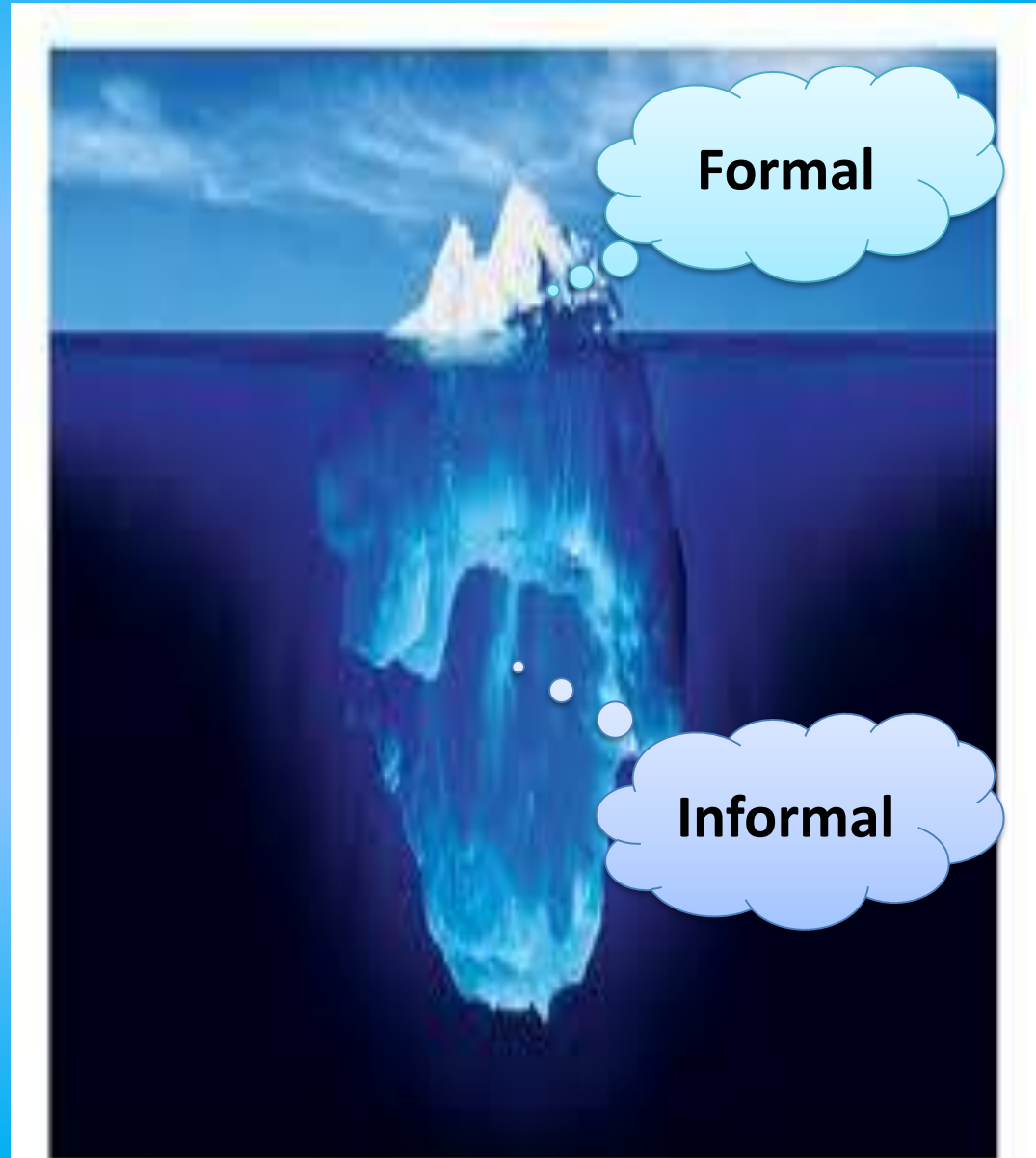
..in SSA, only 4% of graduates did engineering compared to 20% in Asia



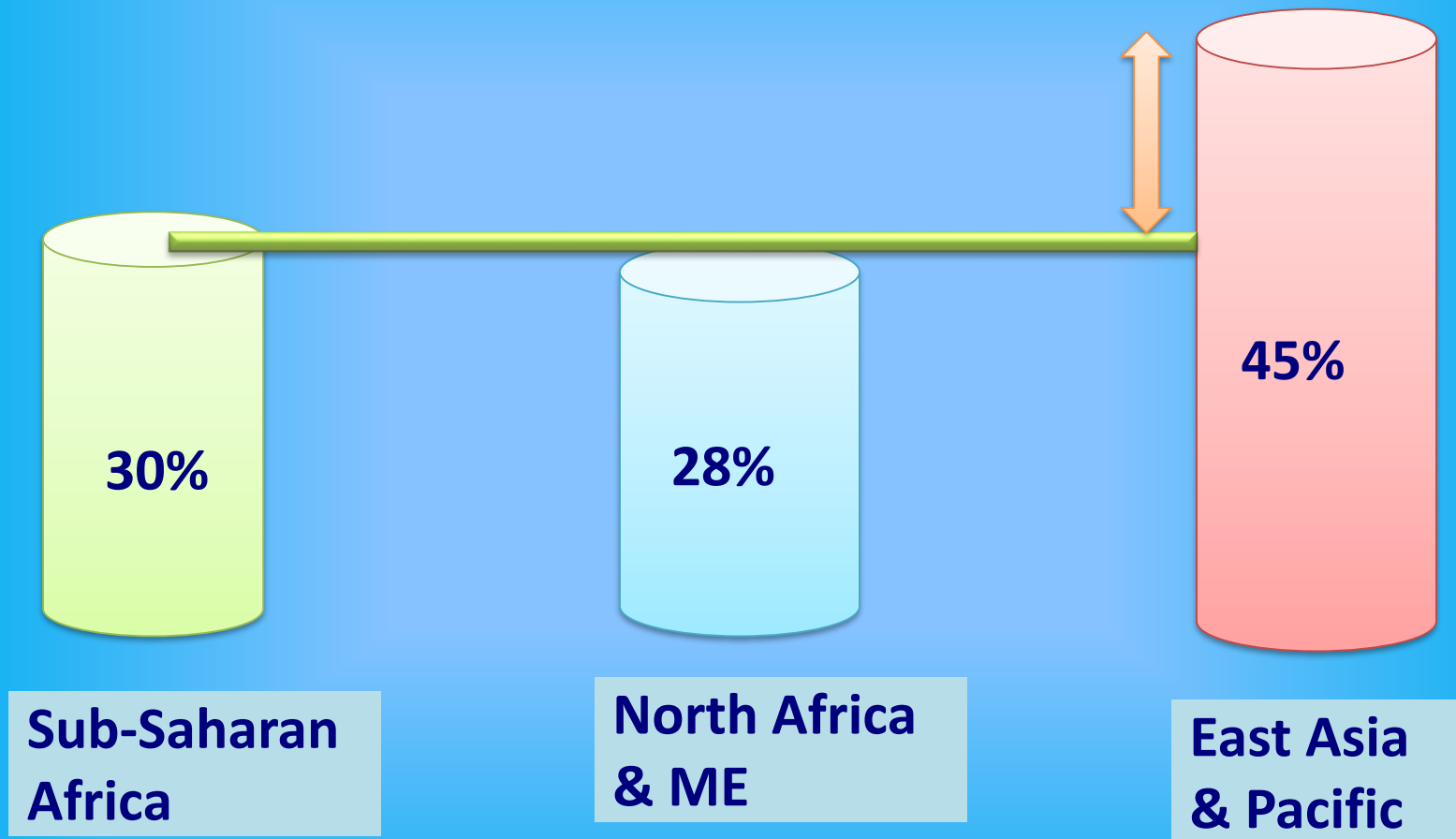
TVET is neglected/ EFTP est négligée

...and less than 5% of youth acquire skills through formal TVET

... et moins de 5 % de jeunes à acquérir des compétences grâce à l'EFTP formel



...even the private sector trails behind in offering training to its employees



ILO

Structure, policy and programmes

for Africa/

OIT

Politiques et programmes

pour l'Afrique

ILO Regional Skills Specialists in Africa



ILO standards for Skills development are provided by..

- the **Convention 142** on Human Resources Development
- the **Recommendation 195** concerning Human resources development: Education, training and lifelong learning
- the **ILC 2008 Conclusions** on Skills for improved productivity, employment growth and development
- ...

ILO continuously develop new knowledge: Policy briefs, guides and tools for..

- **National Skills Policy**
- **Skills Need Anticipation**
- **Apprenticeships**
- **Recognition of prior learning (RPL)**
- **Rural Skills Training**
- **Financing**
- **Soft skills**

- **Skills mismatch (developing)**



Keyword Search Clear all

Choose one or more issues

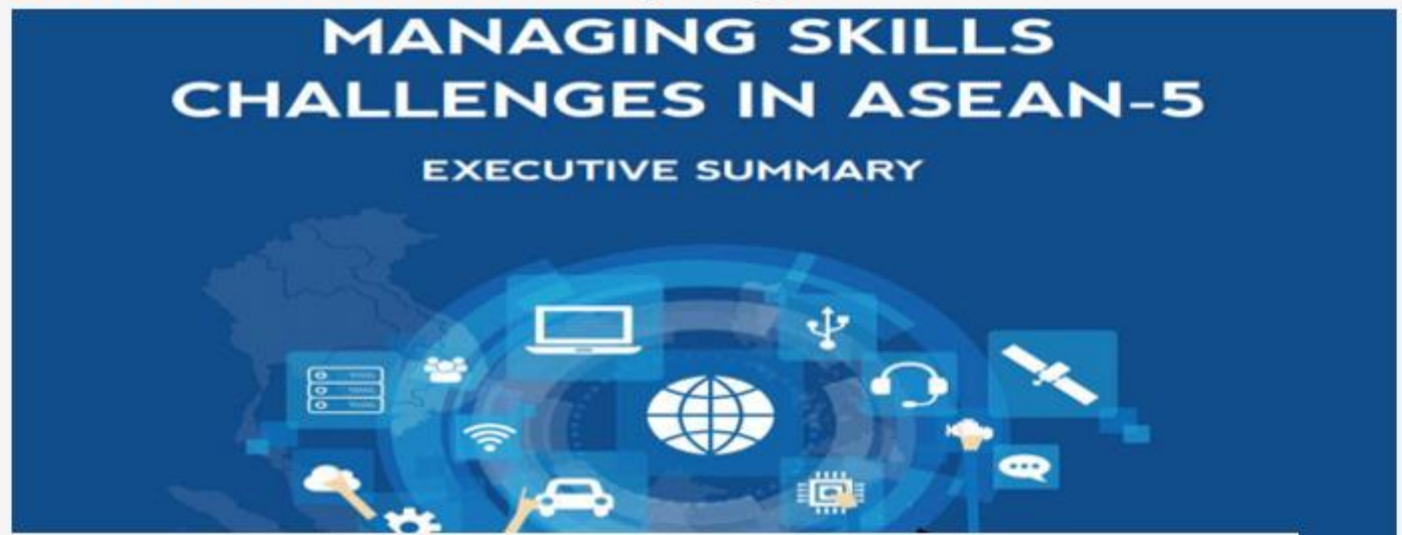
- Select all Clear
- Policy convergence
 - Anticipating future skills needs
 - Participation of social partners
 - Employer organizations
 - Worker organizations
 - Sectoral approaches
 - Labour market

Choose a knowledge product

Choose a country

Choose a source

SKILLS FOR EMPLOYMENT knowledge sharing platform



Managing skills challenges in Asean-5

Examines how the Association of Southeast Asian Nations, ASEAN 5, can equip their workforce with general and job-specific skills needed by the growth industries they are promoting to realize their economic visions.

In Africa, ILO is providing support for more than 25 countries for Skills Development



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**TOP
5**

- **Policy reforms**
- **Apprenticeships**
- **Skill needs anticipation**
- **Skills recognition**
- **Promoting livelihood in rural economy**



**Which are
successful skills
practices!**

Examples for following Target Groups

- **Rural communities**
- **Persons in informal economy**
- **Early school leavers/ NEET**
- **Educated youth in formal TVET**
 - **Training institutes**
 - **Apprenticeships**

For Rural Economy

Tool: Training for rural economic empowerment (TREE)

More than 80 % trainees get
employment compared to 30-
40 % from conventional
programmes

For Informal Sector and early school leavers:

Tool: Quality informal apprenticeships

- More than 70% of apprentices got employment



Tanzania- Apprenticeship in hospitality sector

- ❑ Every graduate got an employment offer
- ❑ ATE, Tourism Council for Tanzania & Hotel Association of Tanzania led setting up apprenticeship training system (with support of the ILO)



Recognition of skills of workers



**Launch of Recognition of Prior Learning
Assessment Programme;**
19th September 2014, Mchuchuma Hotel, Dar es Salaam
Ujuzi uliotambulwa ni Ujuzi wa kweli ambao unafanana na wenye tija!
"Your skills recognized, verified to be equivalent to those of those with formal education, leading to equal employability and productivity"

Ujuzi uliotambulwa ni Ujuzi wa kweli ambao unafanana na wenye tija!

NGWU BANI

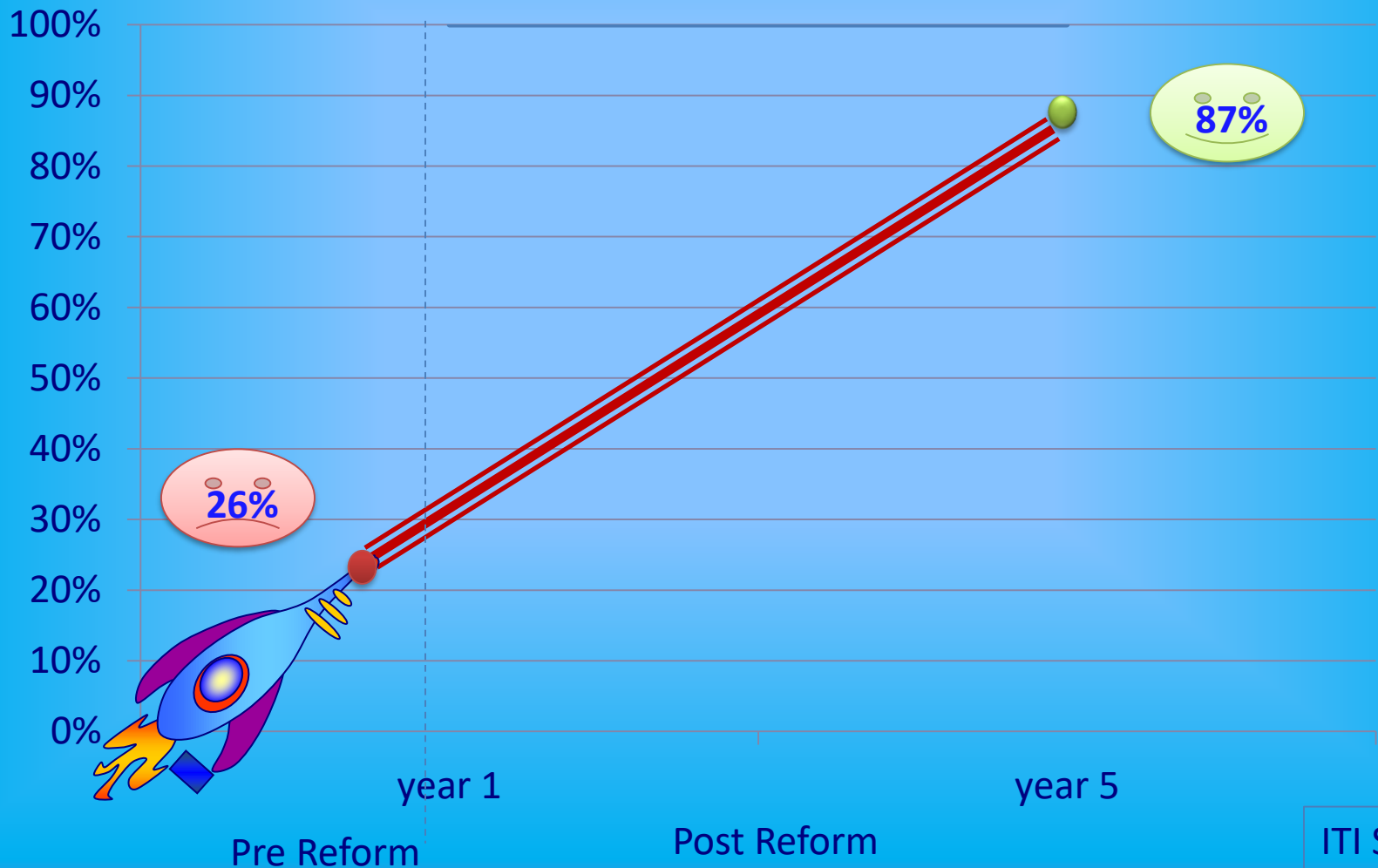
THE SECRETARY OF STATE
FOR HUMAN RESOURCE DEVELOPMENT
AND TRAINING

MANAGER/GENERAL MANAGER
MCHUCHUMA HOTEL

MANAGER/GENERAL MANAGER
MCHUCHUMA HOTEL

For public training institutes:

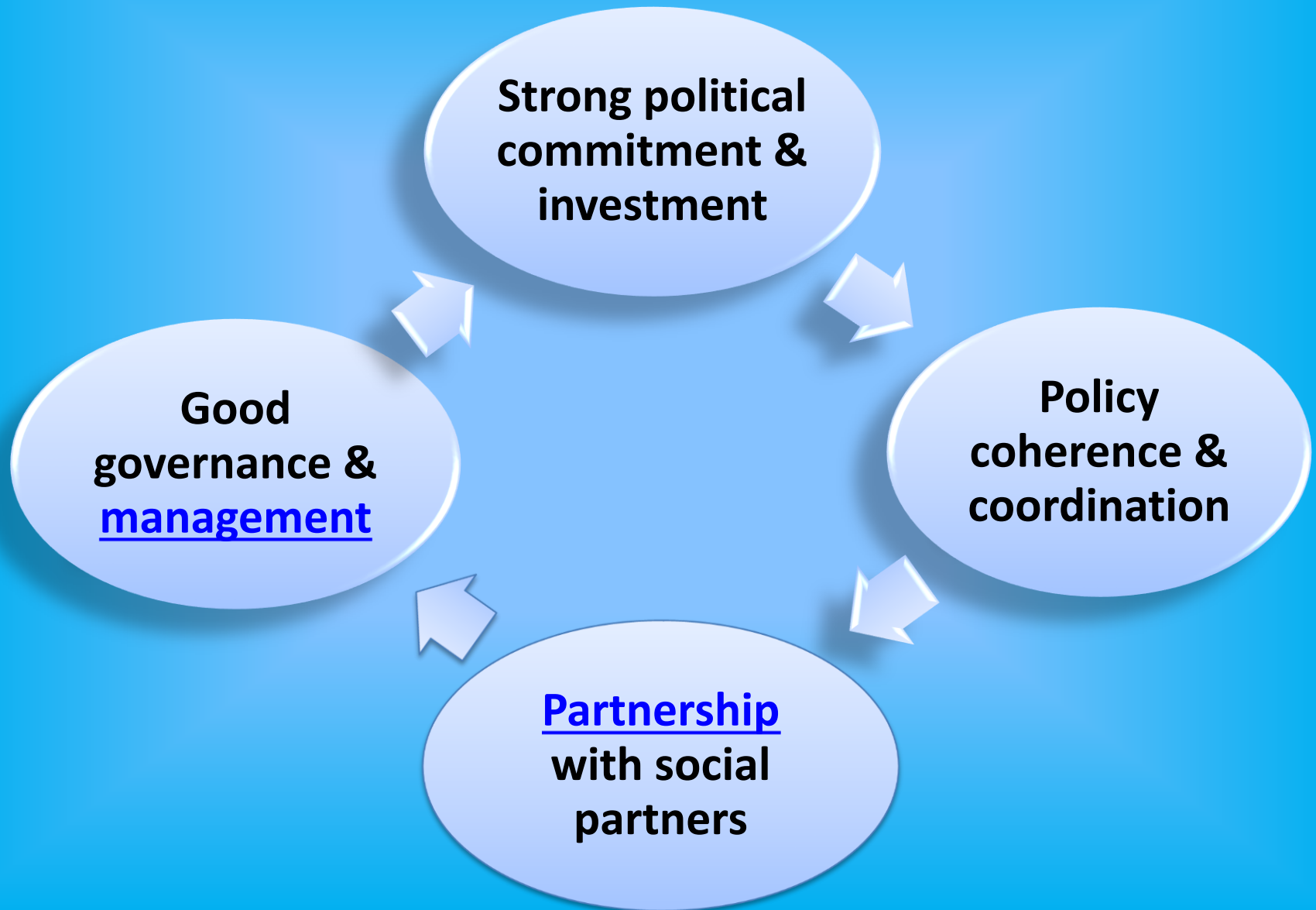
Tool: Public- Private Partnerships or strengthening the role of social partners





Key Success Factors!

Key messages for policy makers





- **Jointly mobilise funding for new projects**
- **Provide policy advice and technical assistance**
- **Develop capacity**
- **Share knowledge**



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Merci beaucoup

Obrigado

Gracias

Grazie

Danke

ধন্যবাদ

Asante sana

Maita zvenyu

Kea leboha

Shukran

oh-yeh-rah-don

Zikomo

Ngiyabonga

Thank you very much