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

- Sub-Saharan Africa: 30%
- North Africa & ME: 28%
- East Asia & Pacific: 45%
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)
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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- 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
For public training institutes:
Tool: Public-Private Partnerships or strengthening the role of social partners
Key Success Factors!
Key messages for policy makers

Strong political commitment & investment

Good governance & management

Policy coherence & coordination

Partnership with social partners
▪ 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