

A group of diverse professionals, including men and women of various ethnicities, are gathered around a wooden table in a bright, modern office setting. They are all smiling and looking at a tablet held by one of the women. On the table, there are several items: a green mug, a white mug, a small potted plant, a glass of water, and a pair of glasses. The background shows large windows with a view of greenery outside.

# *Fostering Skills & Productivity during Covid-19*

**Nazrene Mannie**  
**GAN**  
**15 April 2020**

# OUR MEMBERS & PARTNERS

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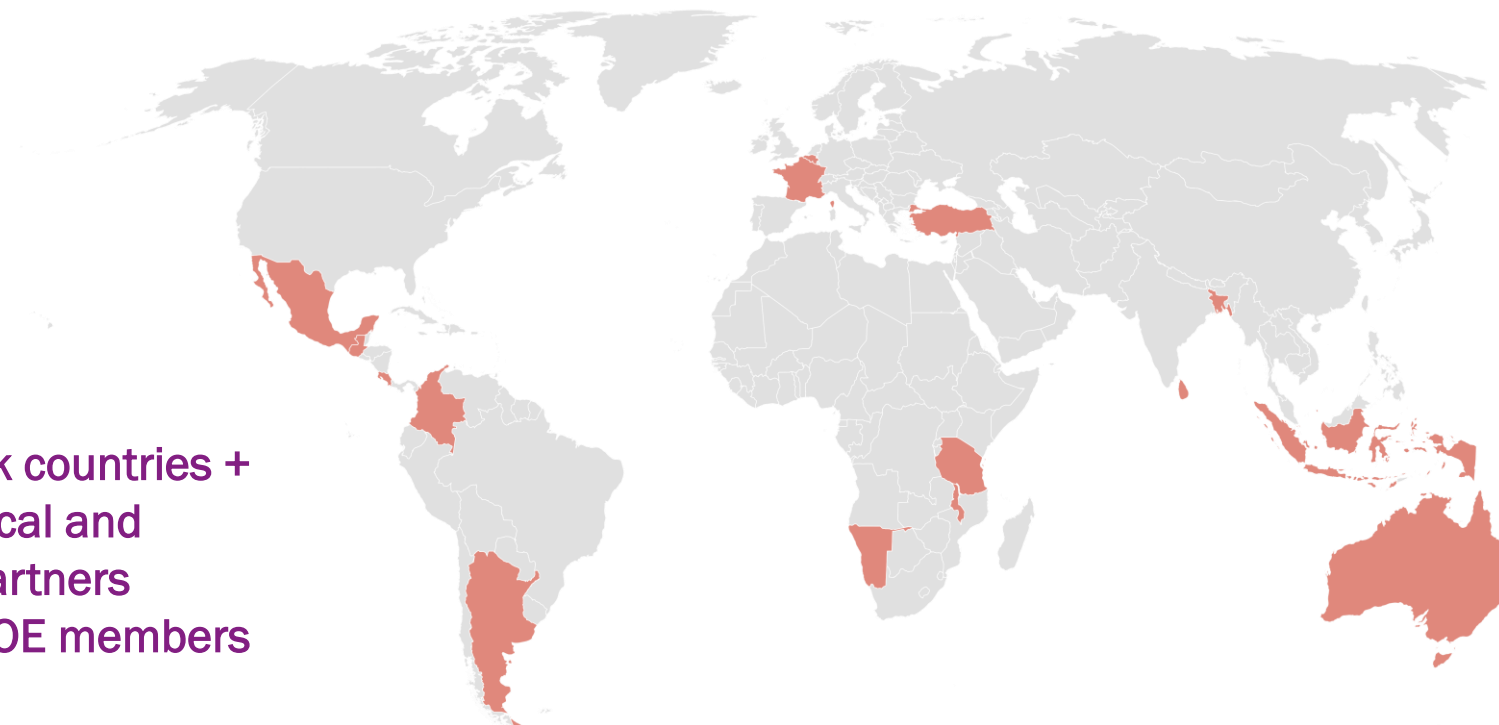


JPMORGAN CHASE & CO.



# GAN Global Update: Where we work

15 network countries +  
multiple local and  
regional partners  
including IOE members



# OUR AMBITION

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A future of work that provides decent and sustainable work opportunities for all segments of the workforce.

# OUR PURPOSE

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We empower people and businesses by promoting and advocating for the *uptake of work-based learning*, including apprenticeships, as a way to address the mismatch between the skills people have and the skills employers want.



# KEY SHIFTS

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- COVID-19 has increased demand for frontline workers in sectors such as healthcare, manufacturing, construction, plumbing and engineering,
- There may be more opportunities for some apprentices and trainees in these sectors to experience on-the-job training and even swifter onboarding processes.
- However, in hospitality, tourism, automotive, and in the informal and SME sectors –
- The result is that there is now less supervision of those programmes and reduced access for vulnerable groups,
- COVID-19 is widening many existing gaps!

# HOW TO CREATE SKILLING OPPORTUNITIES



# LESSONS to date

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- The role of social partners, dialogue and policy action is key
- A whole of society approach is needed to tackle the implications that COVID-19 will have on workforces and consequently, delivery of WBL programmes and training and development.
- Employers are developing innovative ways to ensure that exams and certification are still being recognised, and through schemes such as group training, telephonic support, digital learning opportunities
- Ensuring that skills development continues to be part of the larger policy agenda is key
- This is the critical time to ensure that we develop agile and adaptable workforces- the FoW that we have been planning for has arrived!