

▶ Preparing TVET to meet the future skills demands of a changing world of work

Resilience and adaptability

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UN Specialized Agency

Founded in 1919

187 Member States

Tripartite (Gov't,
Employers and Workers)

Rights at work

Productive employment

Social protection

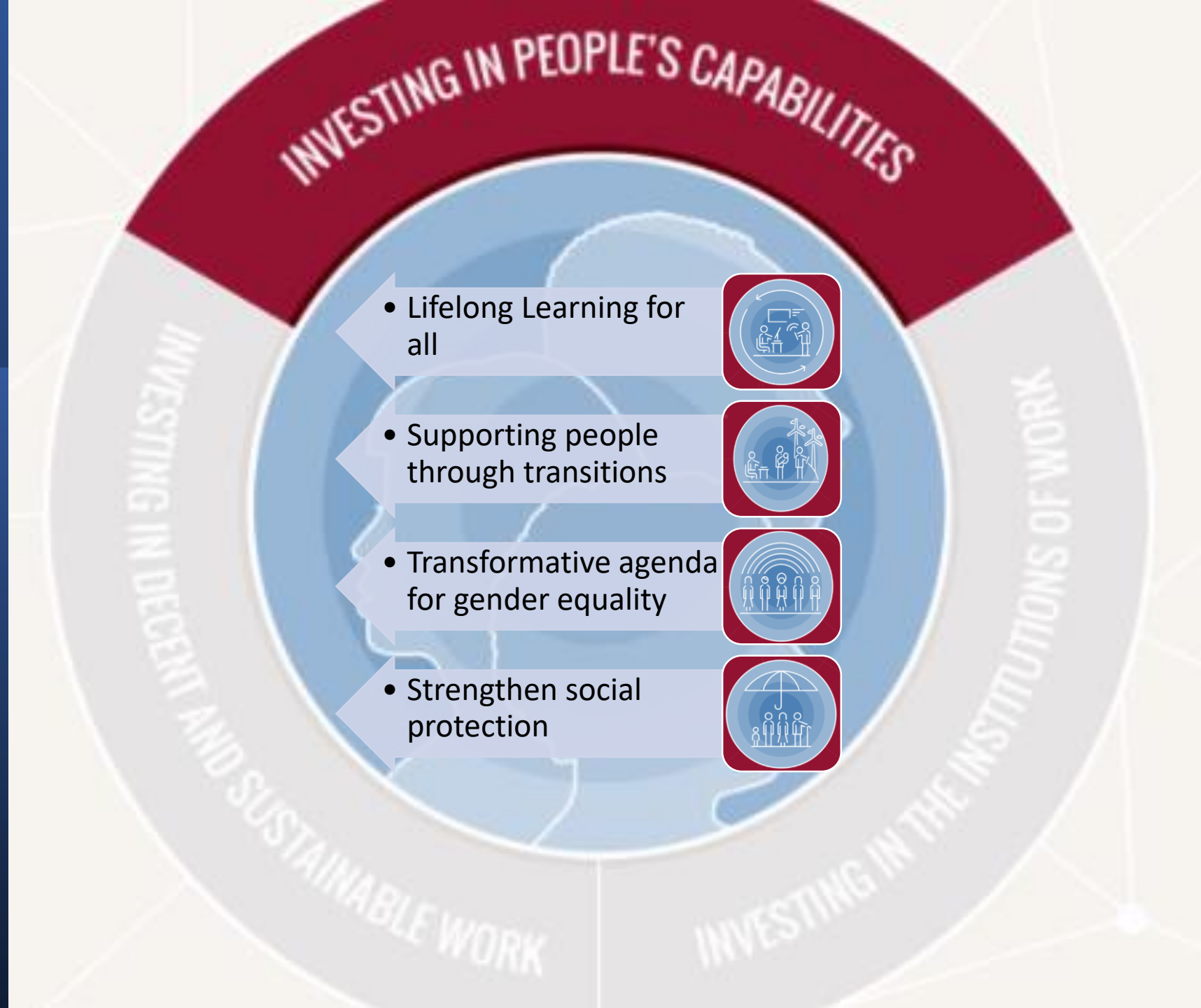
Social dialogue



ILO Centenary Declaration on the Future of Work (2019)

A roadmap for a human-centred future

The Global Commission on the Future of Work calls for a **human-centred agenda for the future of work** that strengthens the social contract by placing people and the work they do at the centre of economic and social policy and business practice.





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Section 1

What are the demands of
the changing world of work?

What are the future skills
needed?



Changing World of Work

The ways we engage in work and do business are changing

Mega trends shaping the world of work

Technology advancement and green transitions offer new opportunities and positive transformation – but not without labour market disruptions

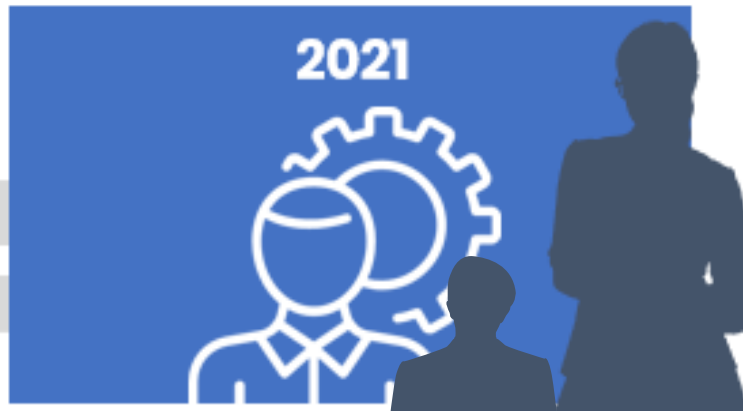
Just transition needs to be pursued –the transformation needs to be inclusive

Covid-19 – unexpected sudden disruption, testing our resilience



Individuals - Δ unforeseeable, rapid, not secure

2022 - 2060
Labour market disruption
Change management
Skills development
Mid-career switch



Start
Career Path

Job Title 1

For Individuals, the world of work is increasingly unforeseeable, rapidly changing and not secure

Job Title 2

Career Path
End

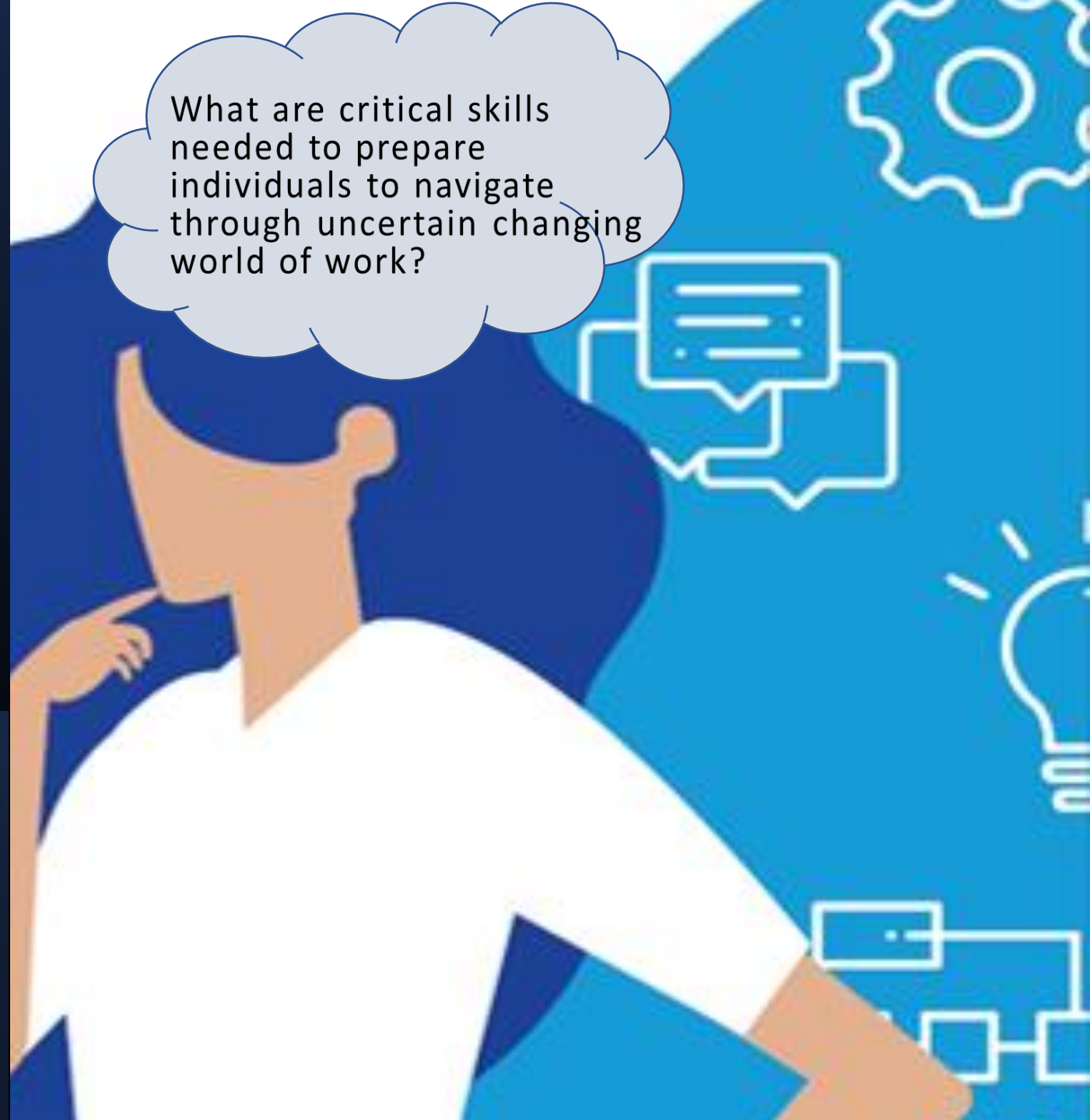


- Non-linear, multiple career path ways, with higher chance of career disruptions
- Skills development is no longer once for all
- A lot of expectations on individuals and their skills to pave and navigate their own ways

Future Skills Needs

- Resilience, adaptability, perseverance (in the face of work transitions and setback)

- Ability to read and analyze changing labour market situations and LMI on their own
- Basic digital skills – must-have skills
- Ability to strategize and plan a course of actions to implement the plan
- Ability to learn – solid foundation skills, quality education
- Know your basic labour rights
- Ability to seek help when needed and bounce back from setbacks





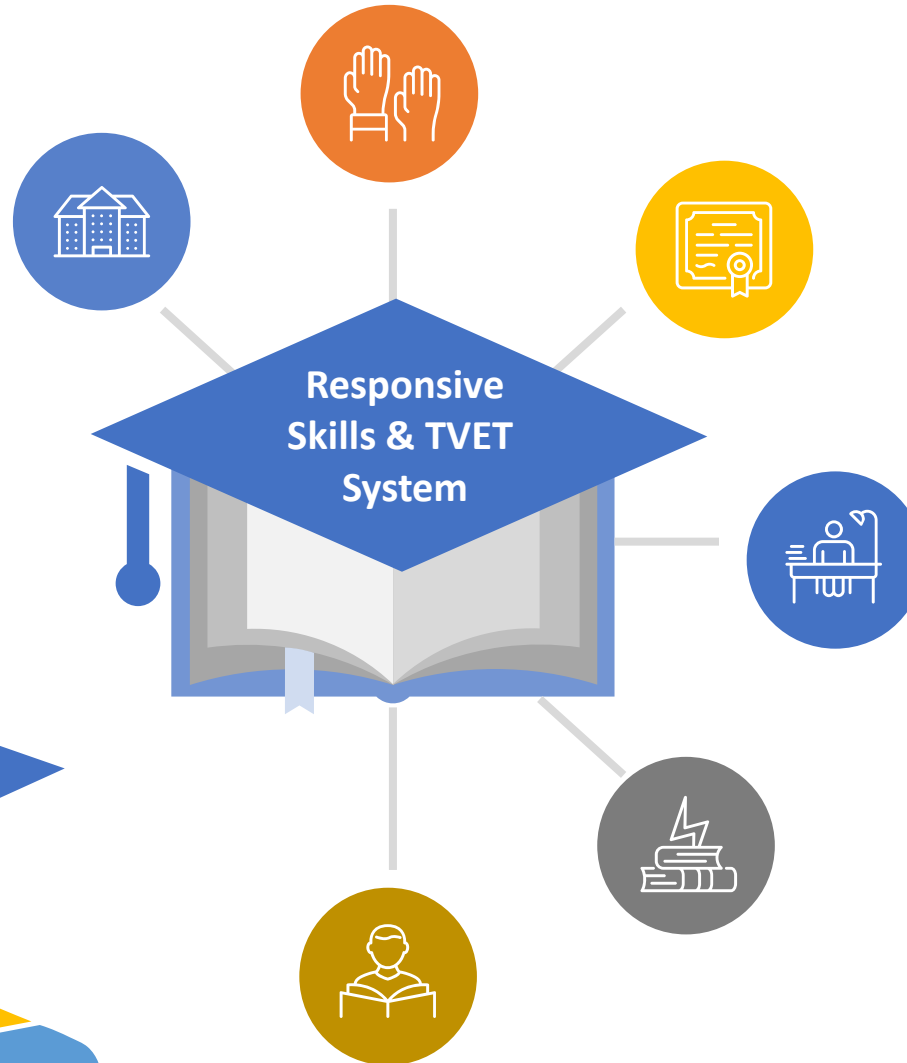
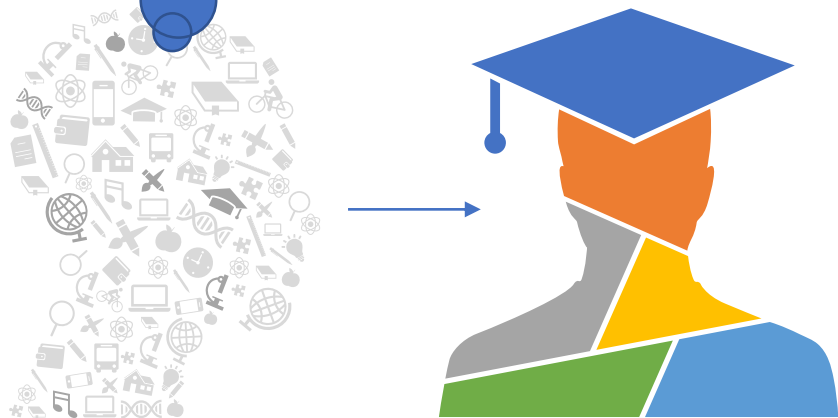
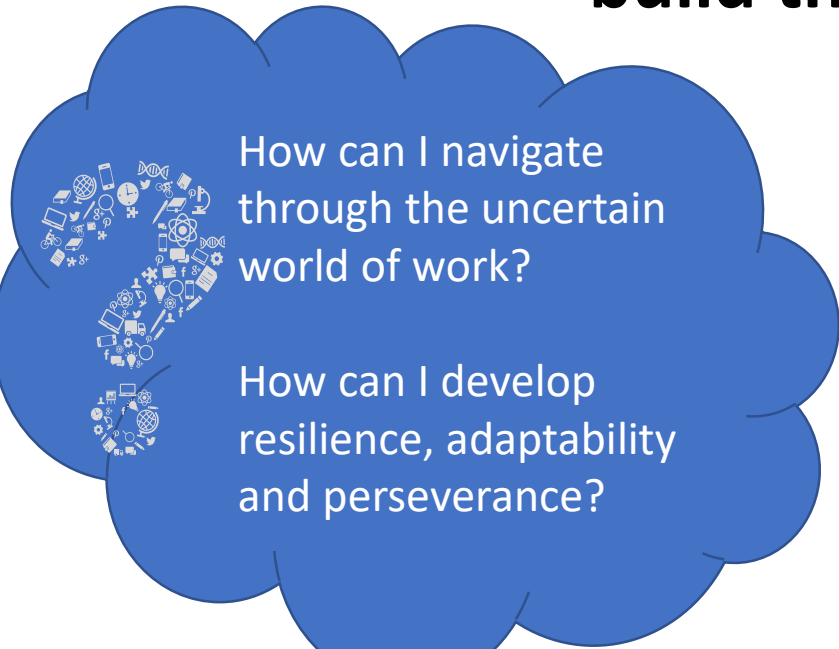
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Section 2

How can a TVET system create an enabling environment for individuals to continuously engage in TVET so that they can develop their resilience?



Need to support individuals to drive and build their learning journeys



- ◆ **Availability of Information**
LMI, social security, training providers, course information, employment rates,
- ◆ **Presenting career maps**
School-to-work transition and work-to-work transitions
- ◆ **Flexible qualifications**
Need to support both short-term and long-term learning needs
- ◆ **Recognition of non-formal learning**
- ◆ **Digital platform**
Managing learning by individuals
- ◆ **Lifelong Learning to all**
Financial and non-financial support



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Section 3

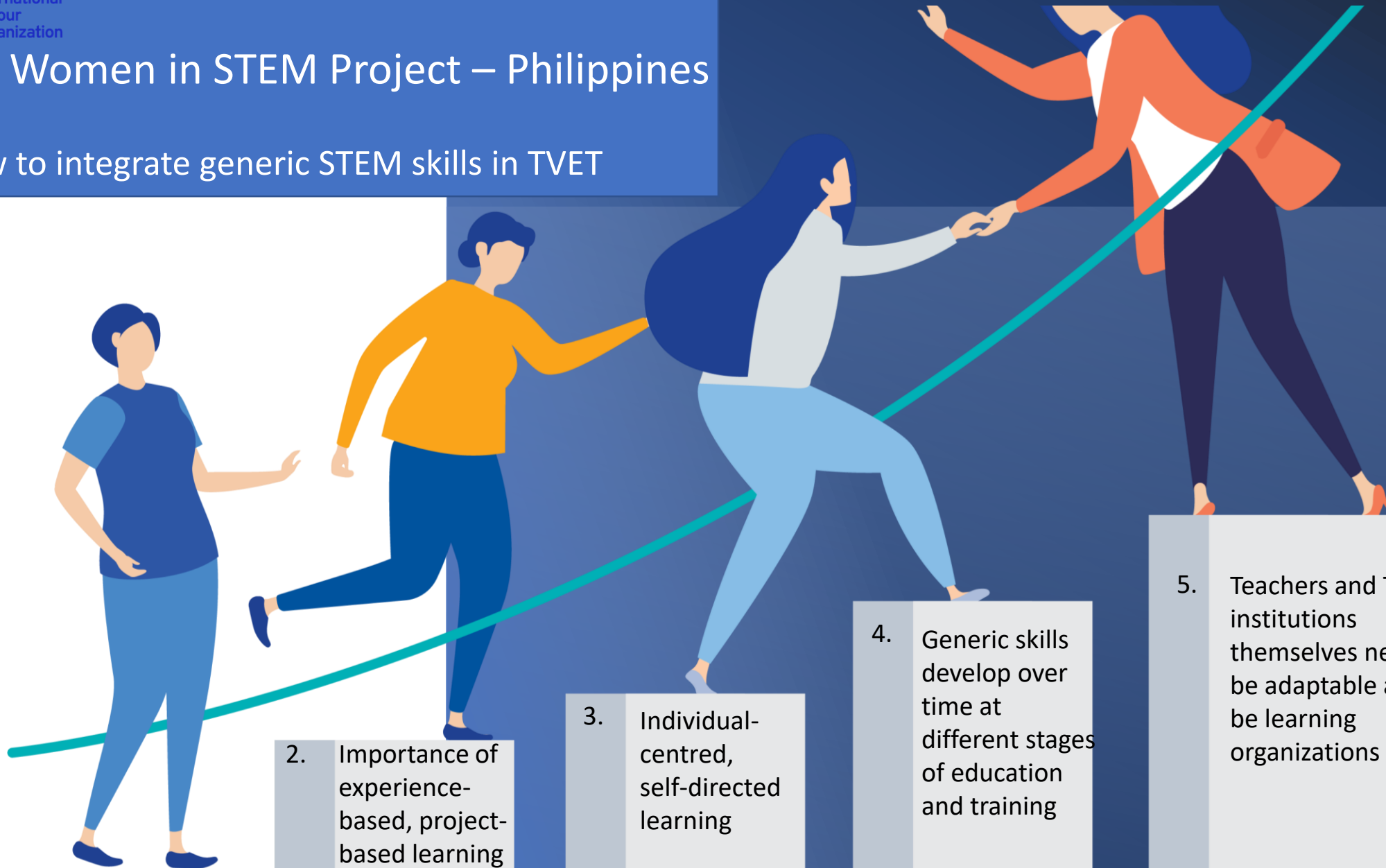
How does teaching of
technical skills need to be
changed?

How do we teach
core/transversal skills in
TVET?



ILO Women in STEM Project – Philippines

How to integrate generic STEM skills in TVET



1. Teaching generic skills take place best in technical training

2. Importance of experience-based, project-based learning

3. Individual-centred, self-directed learning

4. Generic skills develop over time at different stages of education and training

5. Teachers and TVET institutions themselves need to be adaptable and be learning organizations



Summary

- Individuals are asked to navigate an increasingly unforeseeable world of work, and be resilient and adaptable
- The TVET system needs to more learner-centered, offering service that enables individuals drive and build their learning journeys
- Adopting individual/learner-centered approach in technical education and training is also critical to nurture generic skills (ability to learn, perseverance) that are key for individuals' resilience in conducting their working life.



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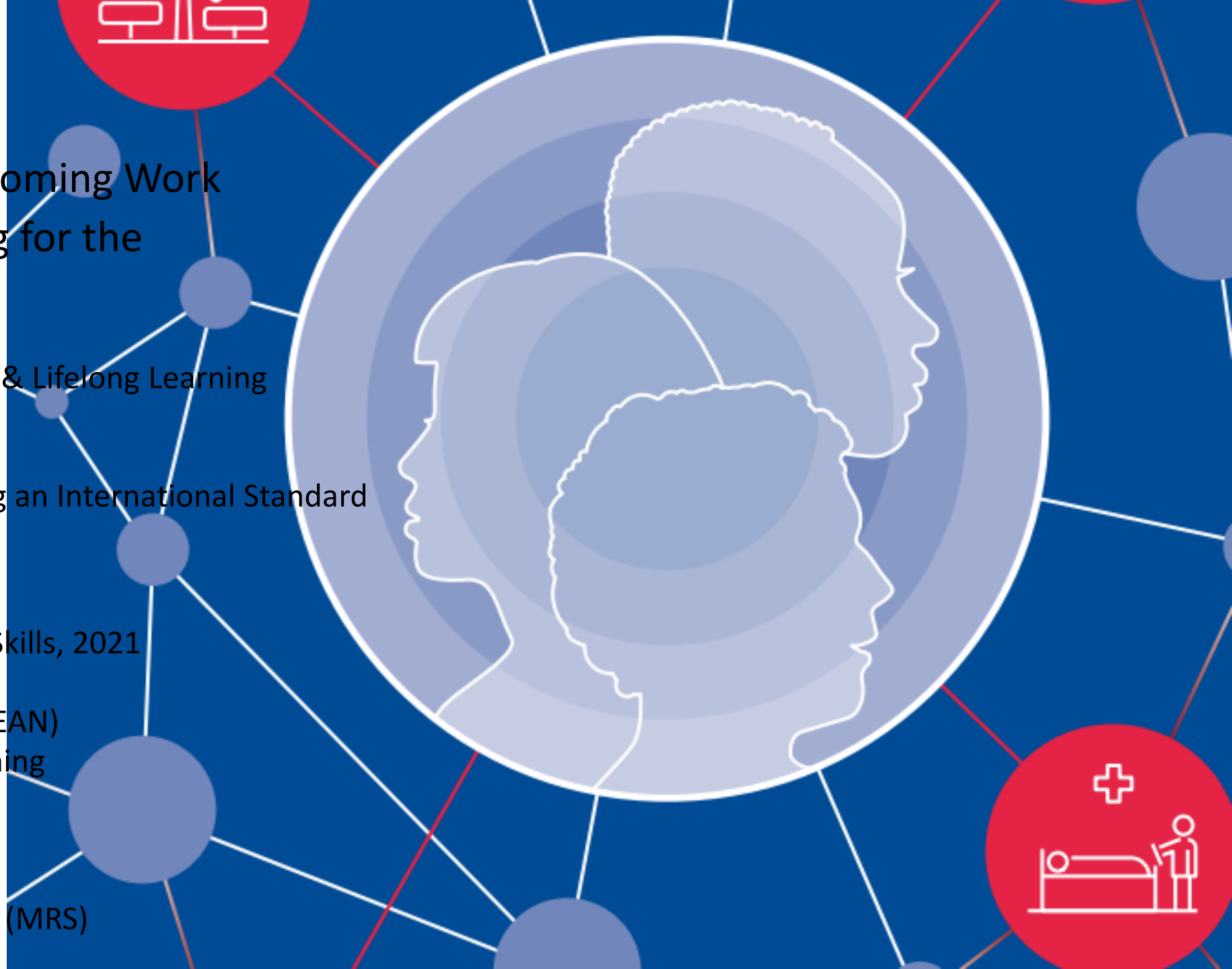

Thank you

For more information please contact

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ILO's Current and Forthcoming Work Skills & Lifelong Learning for the Future of Work

ILC General Discussion on Skills & Lifelong Learning
(25 Nov.- 10 Dec. 2021)

ILO Global Discussion on Setting an International Standard
on Quality Apprenticeships
(June, 2022)

ILO's New Framework on Core Skills, 2021

ILO's Regional Priority Area (ASEAN)

- Reskilling and Lifelong Learning
 - Labour Market Information
 - Skills for Green Transitions
 - Digitalization of TVET
 - Mutual Recognition of Skills (MRS)
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