



Closing the Gap between TVET and Employers

Karina S. Veal

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Successful TVET Systems

1. Responsive to national human capital requirements

2. Based on standards set or validated by industry

3. Adequately financed

4. Effectively co-ordinated

5. With both vocational and academic pathways

6. High performing training institutions

7. Close links with industry and community

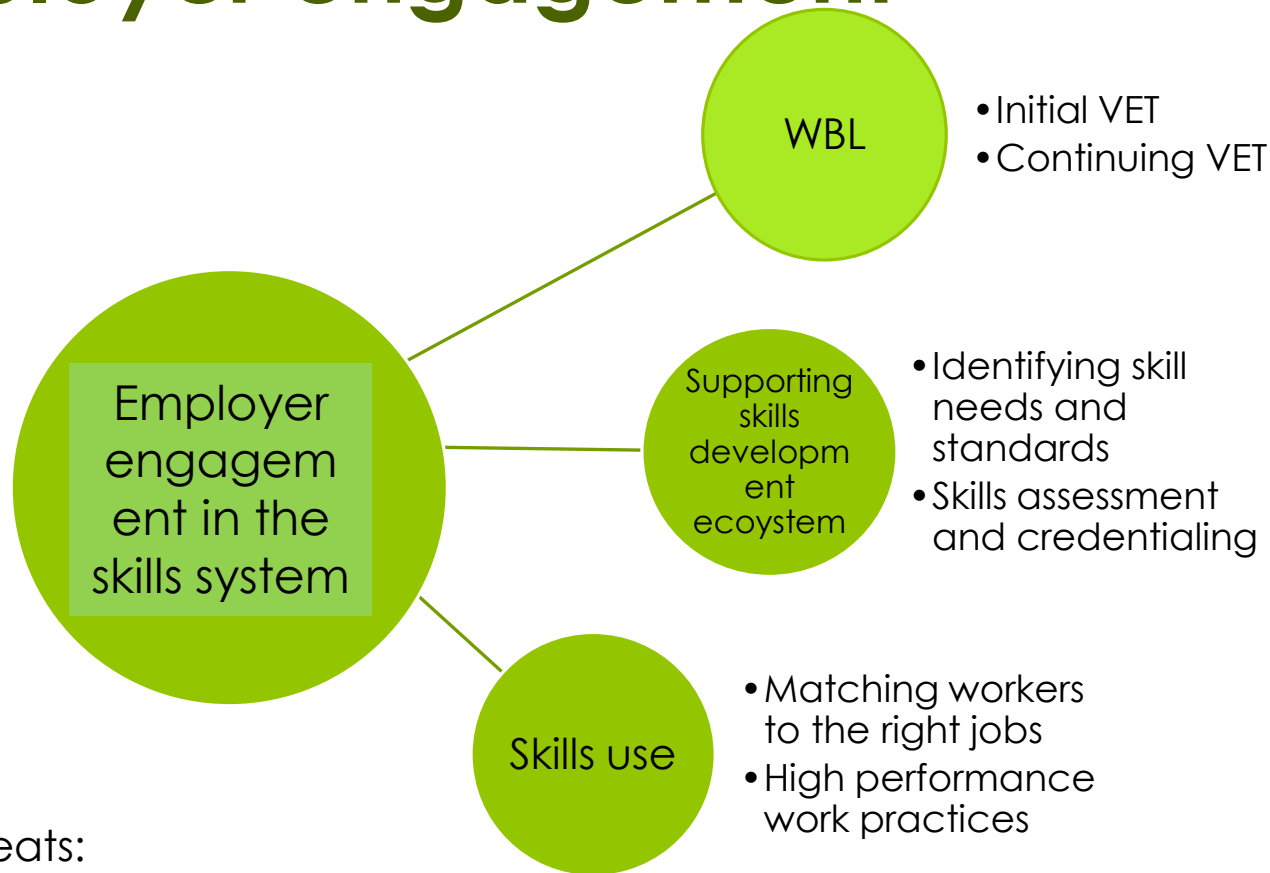
8. Strong measurable graduation and employment rates

Employer engagement

- Training people in their workplace
- Assuring good skills use at the work site
- Contributing to the overall skills development ecosystem

Source: Paul Swaim, OECD

Employer engagement



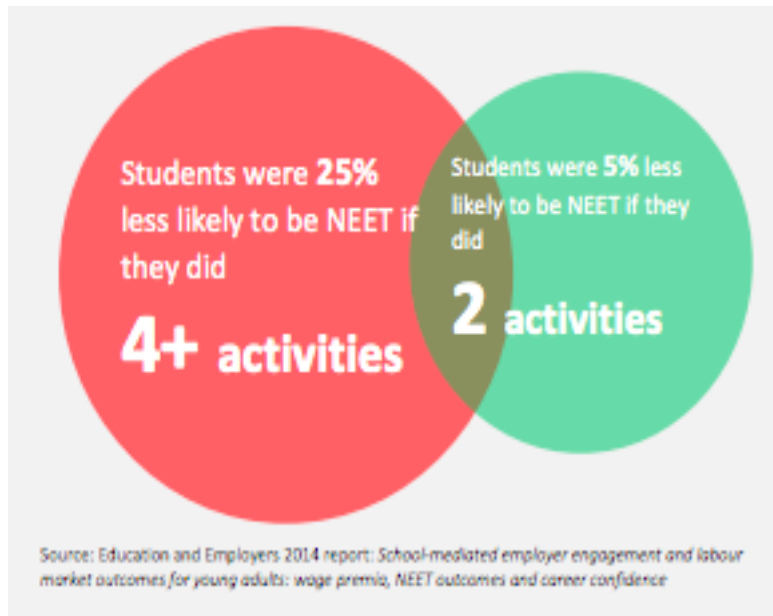
Two caveats:

- Skills alone do not guarantee economic success
- Employers have a lot of other challenges and limited resources

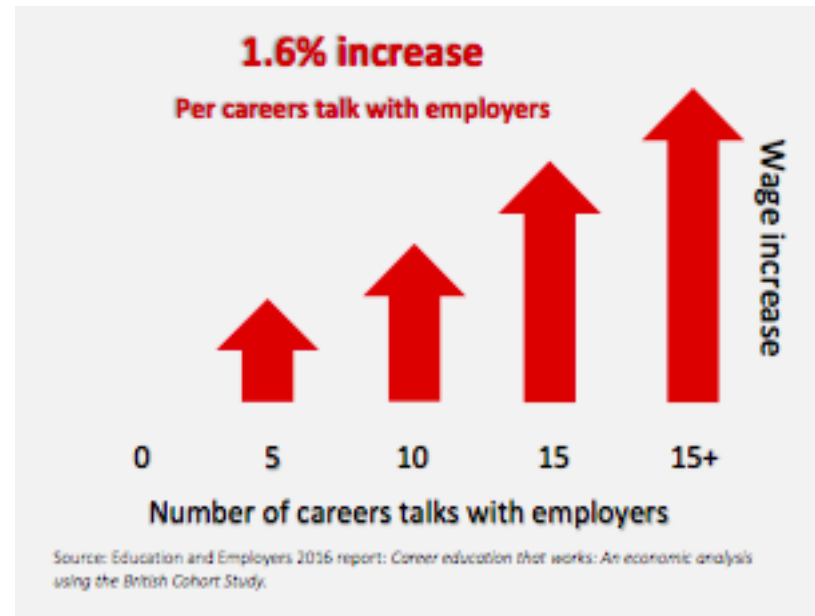
Source: Paul Swaim, OECD

Employer engagement: Impact on young people

Less likely to be
'NEET'



More likely to earn
more



How does the impact work?

- Students accrue benefits in the areas of **human capital**, **social capital** and **cultural capital**
- **Social capital** gains appear to be most important
- Short interactions are valuable
- Lessons for TVET about value of direct relationships

Employer / educator mismatch

“ Of the education institutions surveyed, 72% believe new graduates are ready for work but only 45% of youth, and 42% of employers, agree.”

“ A third of employers also say they never communicate with education providers, and of those that do, less than half found it to be effective.

Meanwhile, over a third of education providers report that they are unable to estimate the job placement rates of their graduates.”

Source: McKinsey Center for Global Governance

Action can be

**STRUCTURAL/
SYSTEMIC**



**PRACTICAL/
IMPLEMENTATION**

At a systemic level

- Government legislation
- Government policy
- Business council policy /commitment
- Financial incentives
- Financial levies and funds

Sector Skills Councils



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Financial levies and funds



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MINING AND QUARRYING

Pembangunan Sumber Manusia Berhad (PSMB) or the Human Resources Development Fund (HRDF) has amended the PSMB Act 2001 to expand its scope of coverage for 63 sub-sectors under **Manufacturing, Services and Mining & Quarrying**.

**ARE YOU ONE OF THE
LIABLE EMPLOYERS?
ACT NOW!**

[CLICK HERE TO VIEW THE 63 SUB-SECTORS
COVERED UNDER THE PSMB ACT 2001](#)

PEOPLE PROWESS PROGRESS



Announcements : Employer may contact PSMB to verify the training provider's registration status and their license period

Action through implementation

- Structured partnerships between business or industry and educational institutions
- Faculty / industry exchange programs
- Sectoral / value-chain partnerships
- Local links between school & employer
- Financial sponsorship arrangements
- Direct internship & employment placement
- Work-based learning programs (formal or informal) at enterprises

Fantastic practice: Don Bosco

TVET

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Simulated workplace: Porsche



- Mr. Salman Al Darwish
Chairman/CEO
Porsche Centre Doha
“Our customers want no compromises. This starts from the moment they choose their vehicle and applies in equal measure to the quality of service”

Great examples

- Singapore Institute of Technical Education (simulated workplaces)
- KIOSK Australia (work-placements)
- Germany, UK, Australia (structural solutions)
- Bangladesh (leather wear)



***Time to improve practice at
all levels in all situations***