



Online conference on

Bridging Asia-Pacific and Europe:

New Qualifications and Competencies in TVET

27-28 April 2021

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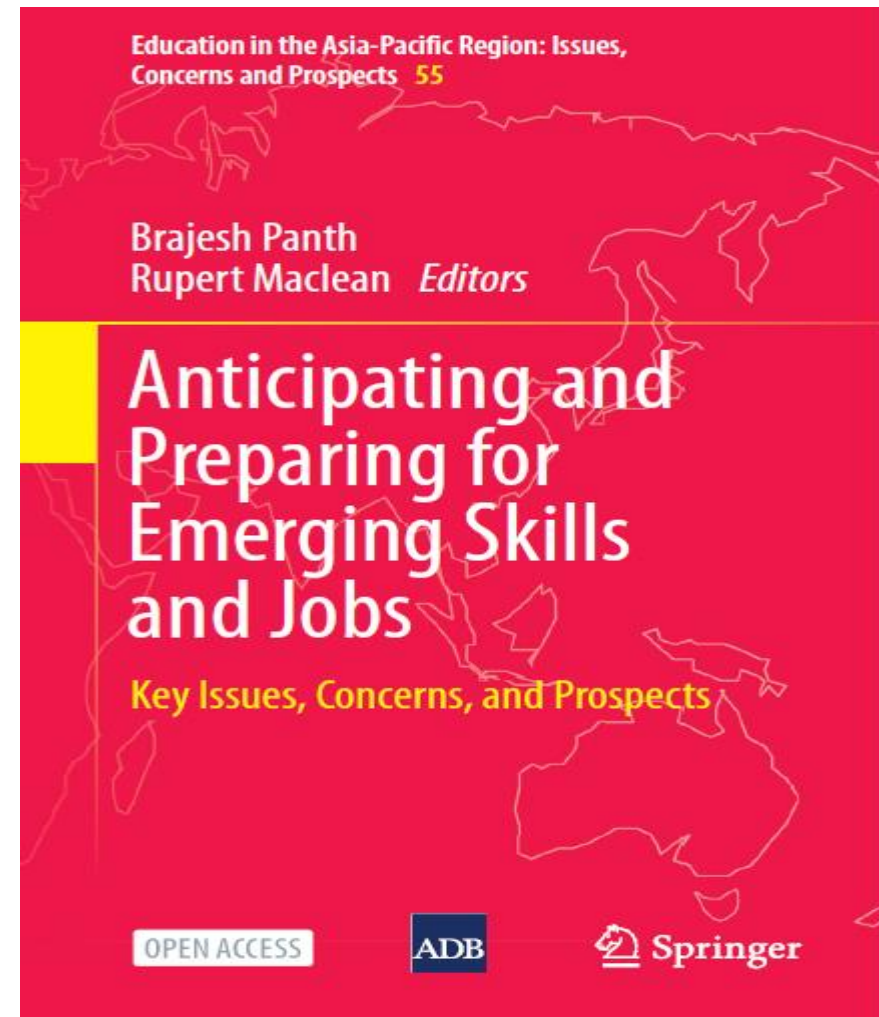
Workforce Development in Light of IR4.0, Educational Levels, and Migration

Brajesh Panth
Chief of Education Sector Group
Asian Development Bank



Content

- Centrality of education in achieving SDGs
- Ecosystem and whole of government approach
- Foundational learning is the core of skills development
- Impact of digitalization and globalization on skills development
- Migration, labor mobility, and brain circulation
- R&D, capacity building, and partnerships in innovation and resource mobilization



<https://www.adb.org/sites/default/files/publication/626036/adb-springer-emerging-skills-jobs.pdf>

Centrality of Education in Achieving SDGs



- Foundational skills key to building other skills for all SDGs
- 21st century and digital skills
- Upskilling and reskilling
- R&D, capacity building, and partnerships in innovation and resource mobilization
- Human centric development key to sustainable development

Ecosystem and Whole of Government Approach

Low productivity

Low competitiveness

Low skills, low jobs
equilibrium

Middle income trap

Skills mismatches

Access and Equity

- Low female enrollment
- Poor targeting

Quality and Relevance

- Supply-driven with poor image
- Theoretical and low in-company training
- Teachers lack industry experience

Governance

- Weak decentralization
- Poor industry linkages

Financing &
Sustainability

- Under-invested
- Lack of diversified and sustainable funding

**ADB
examples**

BAN: Skills for
Employment
Investment Program

PHI: Innovation
Centers

STEM education in
several countries

TAJ: Skills for
Migrant Workers

Build for Skills

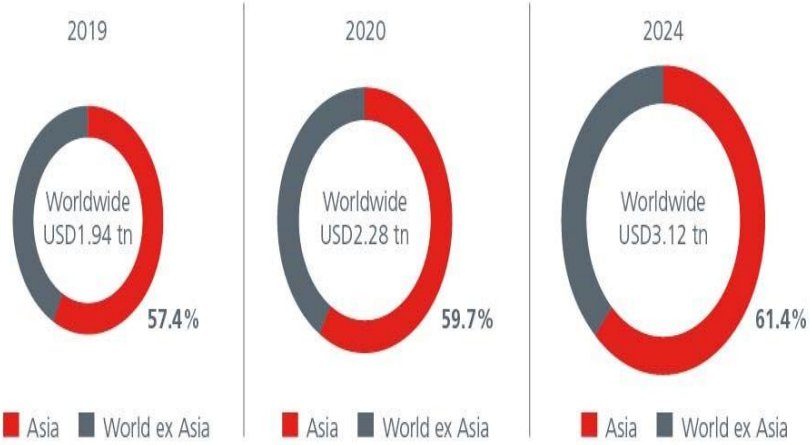
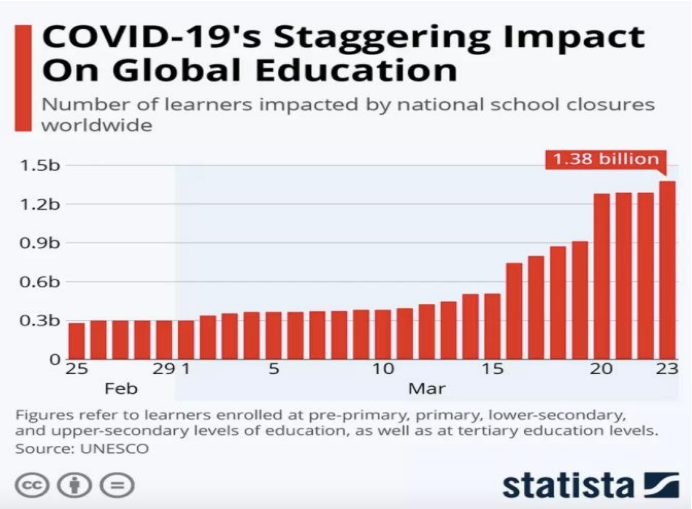
Industry 4.0 skills

Foundational Learning is the Core of Skills Development

Abilities	Basic Skills	Cross-functional Skills	
Cognitive Abilities » Cognitive Flexibility » Creativity » Logical Reasoning » Problem Sensitivity » Mathematical Reasoning » Visualization	Content Skills » Active Learning » Oral Expression » Reading Comprehension » Written Expression » ICT Literacy	Social Skills » Coordinating with Others » Emotional Intelligence » Negotiation » Persuasion » Service Orientation » Training and Teaching Others	Resource Management Skills » Management of Financial Resources » Management of Material Resources » People Management » Time Management
Physical Abilities » Physical Strength » Manual Dexterity and Precision	Process Skills » Active Listening » Critical Thinking » Monitoring Self and Others	Systems Skills » Judgement and Decision-making » Systems Analysis	Technical Skills » Equipment Maintenance and Repair » Equipment Operation and Control » Programming » Quality Control » Technology and User Experience Design » Troubleshooting
▪ 3Rs (reading, writing, arithmetic) ▪ Soft skills (e.g., critical thinking, creativity, collaboration, communication) ▪ Digital skills ▪ Occupational skills		Complex Problem Solving Skills » Complex Problem Solving	

Source: WEF. Future of Jobs, 2016.

Impact of Digitalization and Globalization on Skills

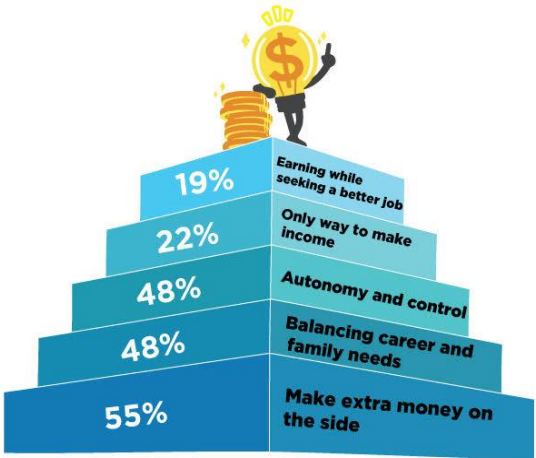


Source: Statista, data extracted on 30 May 2020.

Overnight shift to online learning and work from home

Rapid rise of e-commerce

Top Reasons Why People Join the Gig Economy



FitSmallBusiness.com

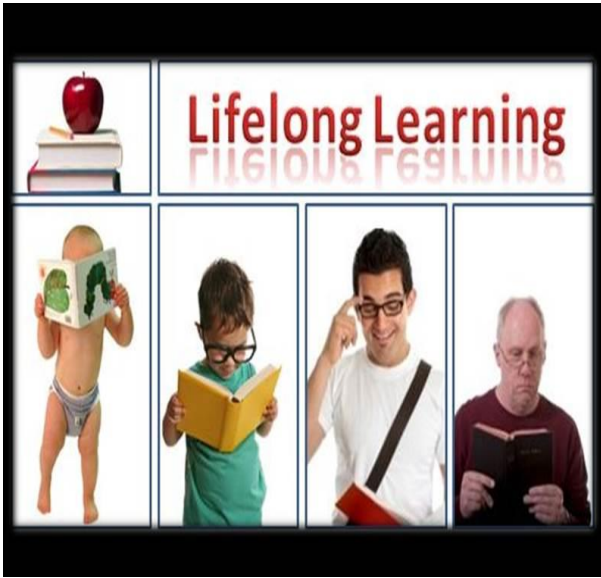
Growing importance of gig economy



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Growing impact of Industry 4.0



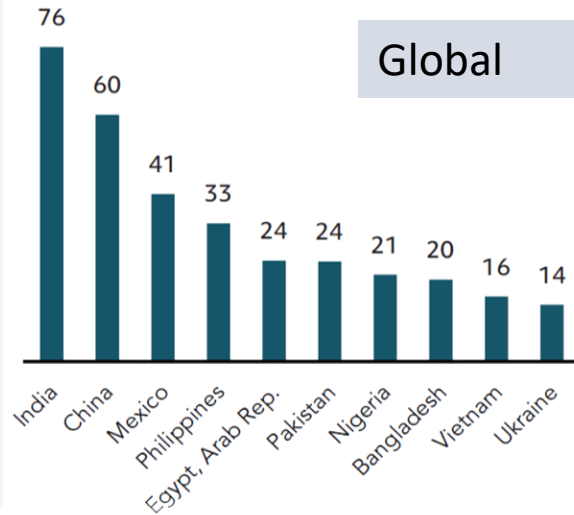
Lifelong learning: Upskilling/Reskilling

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Migration, Labor Mobility, and Brain Circulation

a. Top recipients by total amount (\$ billion)

Global

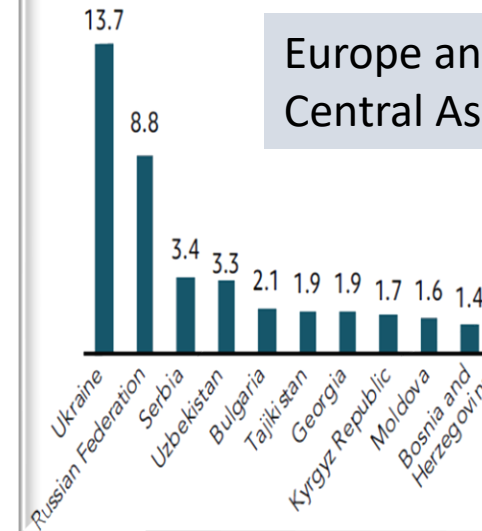


b. Top recipients by share of GDP (%)

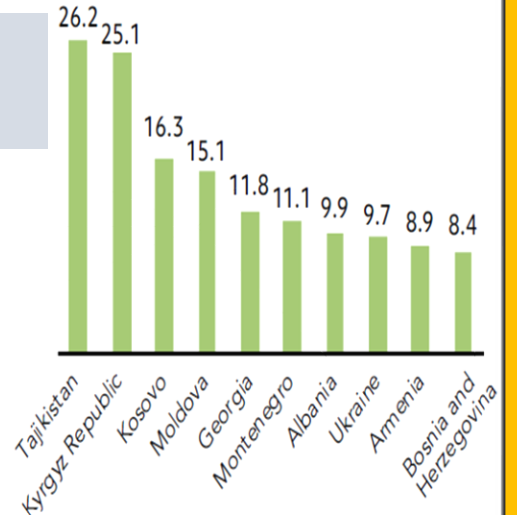


a. Top recipients by total amount (\$ billion)

Europe and Central Asia

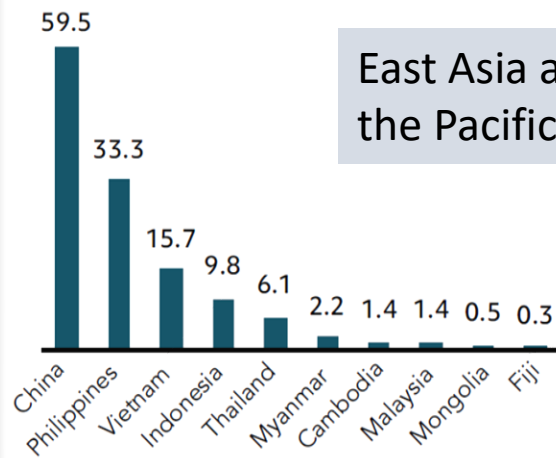


b. Top recipients by share of GDP (%)

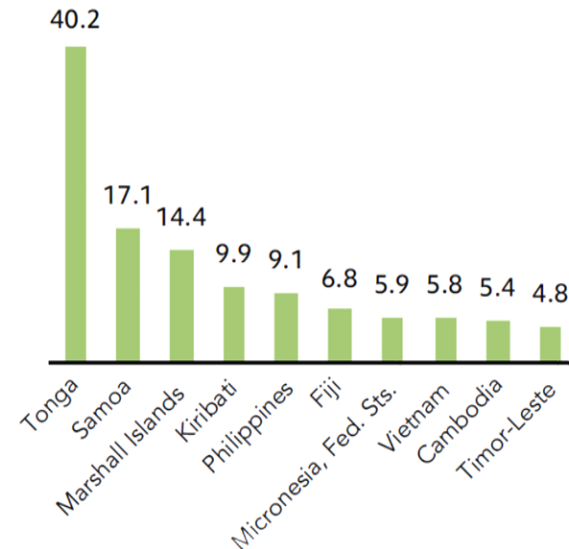


a. Top recipients by total amount (\$ billion)

East Asia and the Pacific

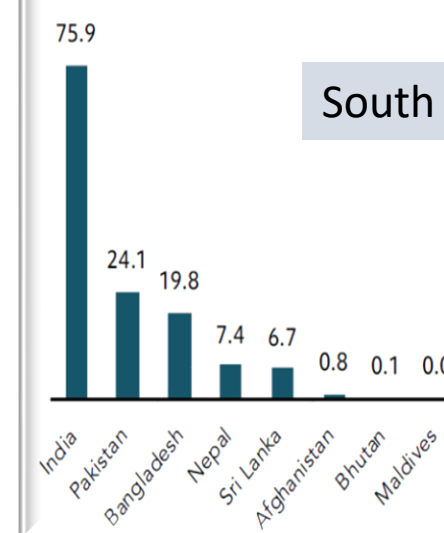


b. Top recipients by share of GDP (%)

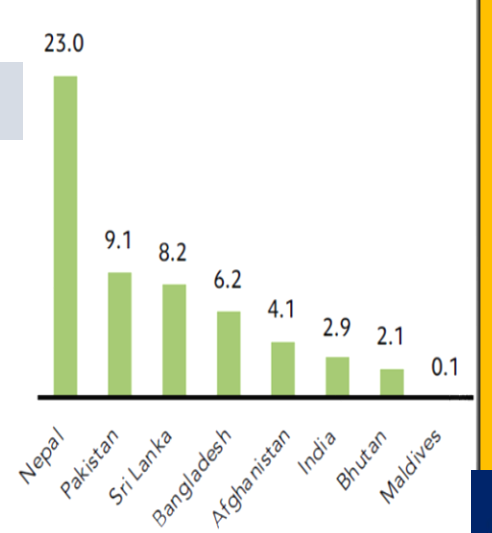


a. Top recipients by total amount (\$ billion)

South Asia



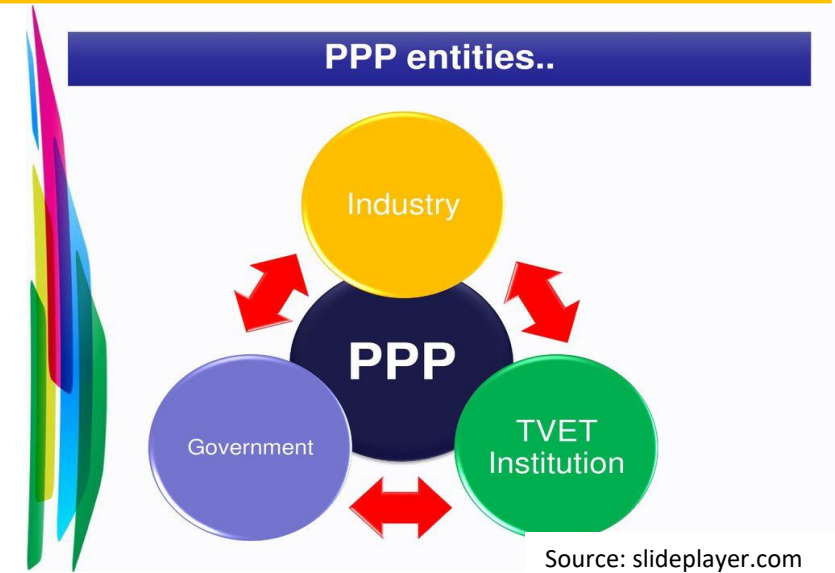
b. Top recipients by share of GDP (%)



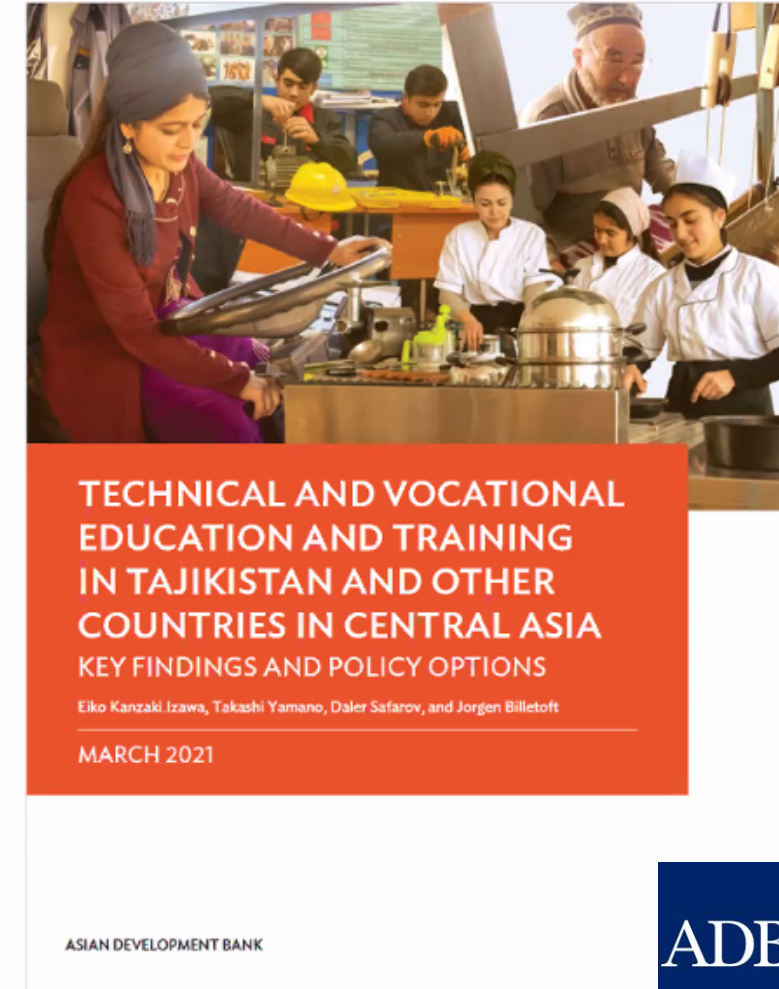
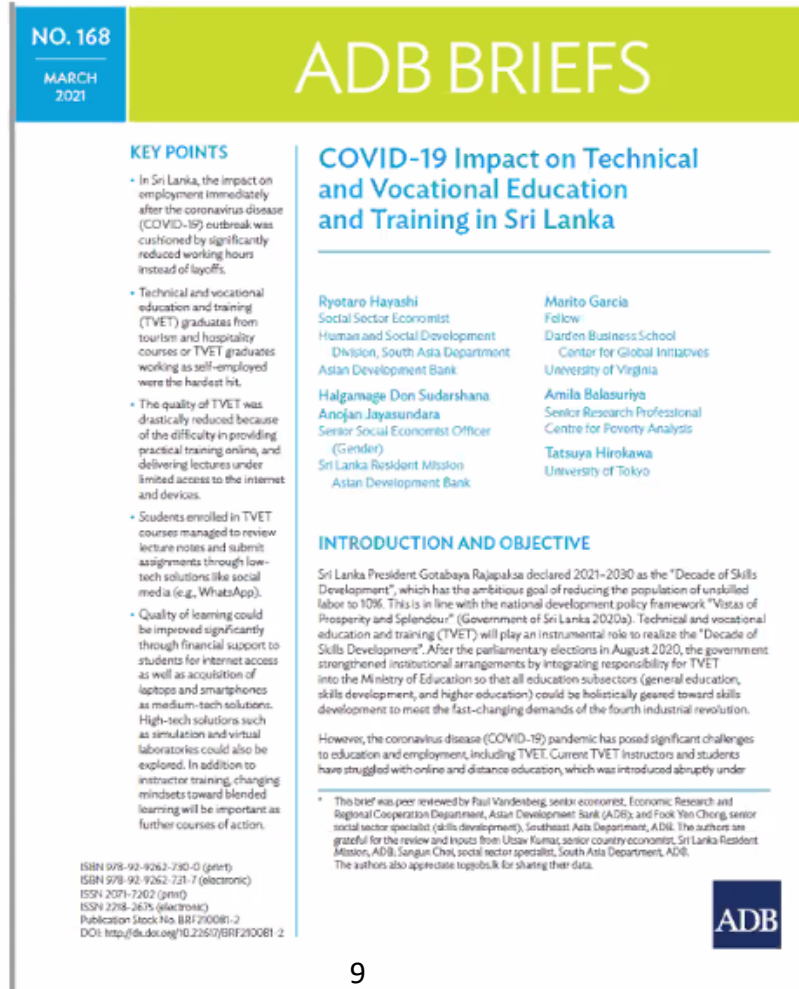
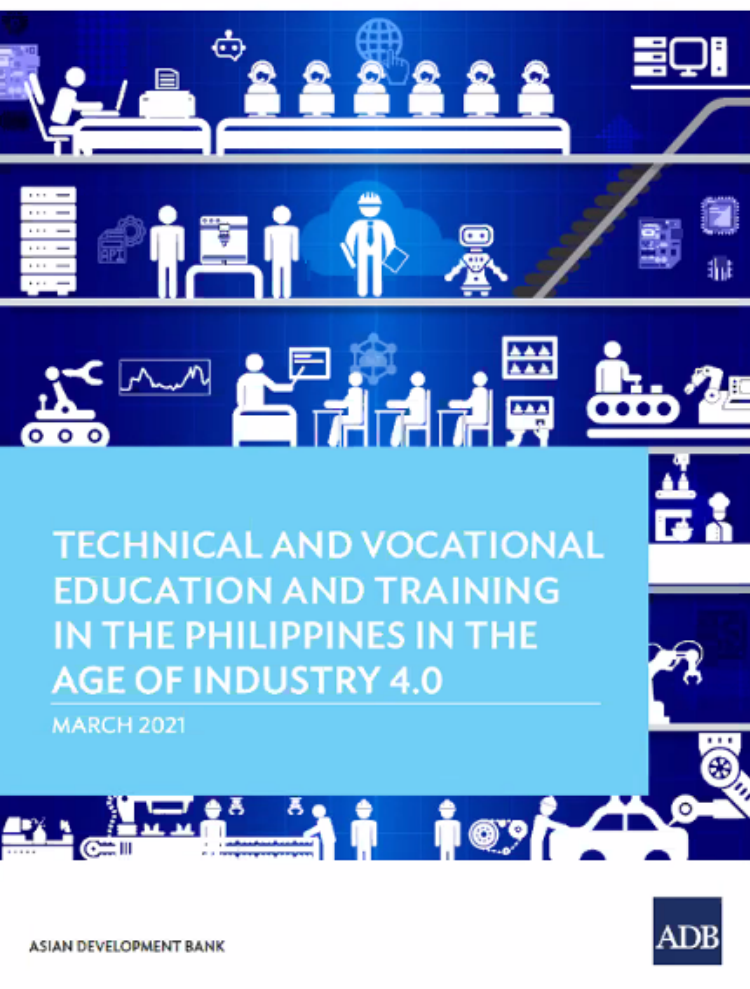
Sources: World Bank–KNOMAD staff estimates; World Development Indicators; International Monetary Fund (IMF) Balance of Payments Statistics.

R&D, Capacity Building, and Partnerships in Innovation and Resource Mobilization

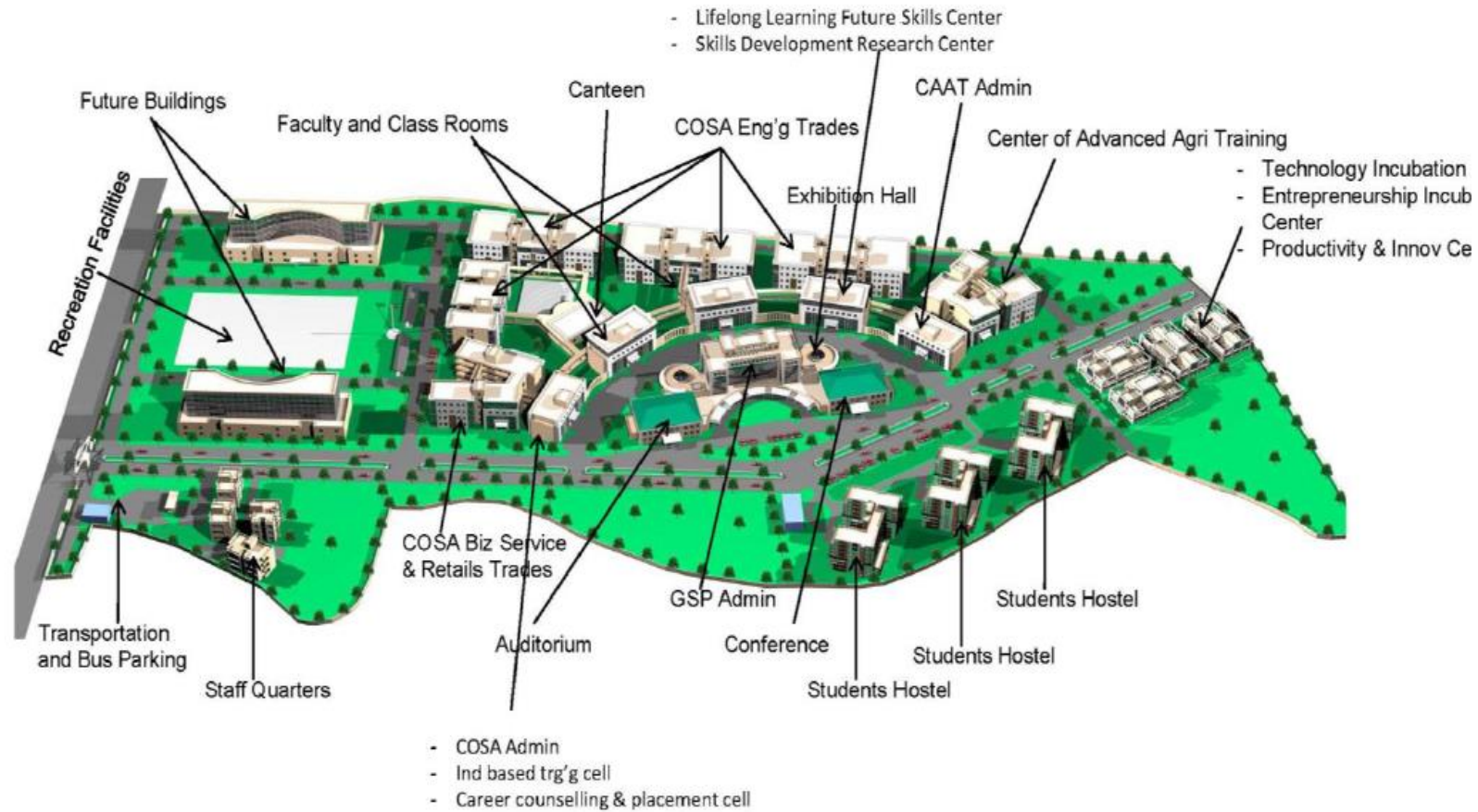
- VUCA world: future foresight to anticipate and prepare
- Ecosystem approach informed by research and development and evidence
- Adaptive learning powered by AI and big data analytics on labor market intelligence system
- Rethinking capacity building and the role of universities
- Renewed importance of centers of excellence and partnerships to promote innovation
- Traditional and nontraditional sources of funding



ADB webinar on TVET in Industry 4.0 and COVID-19: Case Studies in Philippines, Sri Lanka, and Tajikistan



Global Skills Park Master Plan



Thank you!

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