



ASEAN COOPERATION IN HR AND SKILLS DEVELOPMENT

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1. Overview of HR and Skills Development in ASEAN

■ HR in the ASEAN Charter

- One of the purposes of ASEAN as enshrined in the ASEAN Charter , Art.1.10, provides the basic principles for the cooperation, i.e.:

*"...to develop **HR** through closer cooperation in education and life-long learning, and in science and technology, for the empowerment of the peoples of ASEAN and for the strengthening of the ASEAN Community"*

Overview of HR and Skills Development in ASEAN

Objectives concerning HR and Skill development in ASCC Blueprint (2009 – 2015)

- ✚ ***Investing in HRD:*** Enhance and improve the capacity of ASEAN HR through strategic programmes and develop a qualified, competent and well-prepared ASEAN labour force that would benefit from as well as cope with the challenges of regional integration. *Strategic objective on integration.*

Overview of HR and Skills Development in ASEAN

Objectives concerning HR and Skills development in ASCC Blueprint (2009 – 2015):

- ✚ ***Strengthening entrepreneurship skills for women, youth, elderly and persons with disabilities:*** Increase the participation of women, youth, elderly, persons with disabilities, vulnerable and marginalised groups in the productive workforce by enhancing their entrepreneurial skills, particularly to improve their social well-being and contribute towards national development and regional economic

Overview of HR and Skills Development in ASEAN

- ✚ “Free Flow of Skilled Labour” is one of the five core elements under “Single Market and Production Base” in the AEC Blueprint
- ✚ Relevant actions:
 - Develop core competencies and qualifications for job/occupational and trainers skills required in the priority services sectors by 2009; and in other services sectors, 2010-2015; and
 - Strengthen the research capabilities of each ASEAN Member Country in terms of promoting skills, job placements, and developing labour market information networks among ASEAN Member Countries.

Overview of HR and Skills Development in ASEAN

✚ “Free Flow of Skilled Labour” is one of the five core elements under “Single Market and Production Base” in the AEC Blueprint

✚ Relevant actions:

- Enhance cooperation among ASEAN University Network (AUN) members to increase mobility for both students and staff within the region; and

2. ASEAN Leaders' Statement on HR and Skills Development for Economic Recovery and Sustainable Growth

In 2010, the Leaders issued the Statement on HR and Skills Development for Economic Recovery and Sustainable Growth with the view to enhancing the quality and skills of workers in all ASEAN Member States.

The gist of the statement is "Develop national skills frameworks in ASEAN Member States through sharing of experiences and best practices and to enable Member States to raise their respective levels of skills standards, as an incremental approach towards an ASEAN skills recognition framework."

2. ASEAN Leaders' Statement, (Cont.)

The Leaders' statement:

- Promote vocational training and workforce learning for the purpose of improving the employability and upgrading skills of the workforce;
- Encourages the participation of the private sector in the conduct of skills competitions such as the ASEAN Skills Competition to support ASEAN workforce development and to achieve regional standards competency;
- Calls for entrepreneurship and innovation of the workforce particularly in SME to promote economic and employment growth;

2. ASEAN Leaders' Statement , (Cont.)

- Encourage the use of appropriate pedagogy in HR and skills development, and design high-quality training syllabus, curriculums and textbooks relevant to the labour market;
- Encourage better access to skills training for vulnerable and marginalised groups in society and those in the informal economy;
- Encourage research, sharing and exchange of experiences in HRD and training policies between ASEAN and its Dialogue Partners;

3. Actions to realize ASEAN Leaders' Statement

3.1 Highlights from the 2nd HR Conference:

- i) **Establish a distinctively ASEAN forum for government officials and HR practitioners**

For that purpose, the HR Conferences are annually hosted and to date there have been 3 HR Conferences convened.

- ii) **Provide networking opportunities amongst the HR practitioners in ASEAN,**

- iii) **Promote the development and adoption of progressive HR practices within ASEAN.**

3. Actions, (Cont.)

3.2 Highlights of the 3rd Hr conference

- a. Develop the respective national skills qualification frameworks in preparation for discussing a regional skills recognition framework;
- b. National skills qualification framework should be developed and vigorously implemented in consultations with TVET institutions, industry and social partners in ASEAN Member States;

3. Actions (Cont)

- c. Work towards improving the comparability of national skills standards;
- d. Continue to assess and improve the quality of HR and education, including TVET and skills training, in the region to match the labour market demands and technology advancement;
- e. Relevant ASEAN sectoral bodies in charge should consider a forum of experts to share information and dialogue to better understand the strategies and constraints of each sector pertaining to mobility of skilled labour;

3. Actions (Cont)

- f. Strive to strengthen their national labour market information systems in order to strengthen efforts in skills development, provide greater job opportunities for their people, better monitor and evaluate labour mobility;
- g. Share their good practices and experiences, as well as consider extending technical support to countries that require assistance in developing and improving the implementation of their national labour market information systems and/or national skills qualifications frameworks;

3. Actions (Cont)

h. Cooperate with relevant international organizations, tripartite partners and other relevant parties in implementing these recommended actions

3. Actions, (Cont)

3.3. ALMM – WP

- Adopted by the 21st ALM, Ha Noi, 24 May 2010
- Overall objective: to build towards the vision of better of quality of life, productive employment, and adequate social protection for ASEAN peoples through enhancing workforce competitiveness, creating a harmonious and progressive workplace, and promotion of decent work for all.

4.The ALM Work Programme

- One of the four strategic priorities of the ALM is “Labour Markets and Workforce development”
- *Labour market to generate decent employment opportunities and the workforce development system to contribute to the creation of a competitive workforce*

4. Actions

4.1. ASEAN SKILLS COMPETITION (ASC)

was initiated in **1993** at **the ILO/APSDEP meeting in Japan**, where it was agreed that there be a biennial skill competition among ASEAN member countries. Such competition is to promote and upgrade skills standards in the region and consequently to the international level, which is organized on a cost-sharing basis.

To date there are 10 participating countries and 21 skill areas.

4. Actions, (Cont.)

4.2. ASEAN Skills Competition:

The objectives of the ASEAN Skills Competition are:

1. Promote the development of quality vocational and technical and work values among the youth and skilled workers
2. Foster technical cooperation in vocational/technical education and training between member countries
3. Encourage close cooperation among government, industries, employers and workers organizations and vocational training institutions
4. ASC will pave the way for work excellence and development of high skilled workers

4. Actions (cont)

4.3. ASEAN Skills Competition:

From 1995 until now, there are 8 ASEAN Skills Competition.

The next 9th ASC will be host in Indonesia in November 2012.



Thank you very much!