Vocational training and employment
Articulated strategies for insertion in the labour market

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Articulated strategies for insertion in the labour market

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VT: an institutionality consolidated in the region

- First VTI created in the fourties initially covering the industrial sector
- Between the fifties and the sixties VT expanded to commerce, services and rural sectors.
- VT national entitiets, plan and/or develop and assess VT actions in the region.
- Most with specific contributions to VT
- Tripartite Directive Boards
- Articulation with:
  - Employment and training public policies.
  - Economic, industrial and social development policies
  - Other public and private VT providers
Vocational training institutions in Latin American and the Caribbean

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Challenges of employment in LA

- Unemployment rate (2014) – 6.1%
- Youth unemployment
  2.3 times the total unemployment rate
  Three times the rate of adult
- 21,7 million young people do not study or work in the region.
- 6 out of 10 young people only get informal jobs.
- Informal employment affects 57% of women and 51% of men
- One third of the working population is concentrated in rural areas
Some instruments of the ILO for the development of human resources:

1. Millenium Development Goals - MDG – Decent Work MDG 1
2. Recommendation 195 on the development of human resources – 2004
3. Promotion of sustainable enterprises – (ILC 2007)
5. Global Jobs Pact – (ILC 2009)
7. Recurrent discussion on employment – (ILC 2014)
Anticipating training demands: New competencies in the 21st. century

**MANERAS DE PENSAR**

- Creatividad e innovación.
- Pensamiento crítico, resolución de problemas, toma de decisiones.
- Aprender a aprender / metacognición (conocimiento sobre los procesos cognitivos).

**HERRAMIENTAS PARA TRABAJAR**

- Alfabetización informacional.
- Alfabetización en tecnologías de la información y comunicación.

**MANERAS DE TRABAJAR**

- Comunicación.
- Colaboración (trabajo en equipo).

**MANERAS DE VIVIR EN EL MUNDO**

- Ciudadanía – local y global
- Vida y carrera
- Responsabilidad personal y social incluyendo conciencia y competencia culturales.
Anticipating VT demands:

- VTIS Planning Departments. Preparation of sectoral studies.
- Labour market observatories and information systems (employment and social security offices)
- Social dialogue based devices. Demand-driven.
- Specific studies for groups or dynamic sectors.
- Prospective studies
transfer prospective methodologies and tools, within the scope of the SENAI Prospective Model for Latin American and Caribbean countries, in order they can be in a position to identify:

– Technological trends
– Occupational impacts
– Recommendations for VT strategies

Results:

– 22 participating countries
– 22 prospective studies
– 78 trained technicians

– Database of prospective studies (oitcinterfor.org)
– Prospective studies network (evc.oitcinterfor.org)
Articulation with strategies of productivity and competitiveness

• VT is a tool for improving productivity, employment growth and development.

• Countries are increasingly including vocational training in their competitiveness and productivity strategies.

• Technological development centres of SENA, SENAI, UTU
• Innovation Centres – SENAI
• Technoparks – SENA
• Technological centres - INA
• Plastic sector - INSAFORP
Vocational training, innovation and productivity
Participation of social actors in training

- Most public VTIs in the region are comprised by tripartite boards
- Management of training from the boards is a social dialogue tool
- At local level social dialogue is also developed on training
- A growing interest in strengthening workers and employers organisations to participate in vocational training
Devices for social dialogue in vocational training:

- **MTESS** (Argentina): Sectoral Councils of Competence and Vocational Training Certification.
- **SENAI** (Brazil): Sectoral technical Committees.
- **SENA** (Colombia): Sectoral Tables.
- **ChileValora** (Chile): Sectoral entities.
- **CONOCER** (Mexico): Committees of competence normalisation.
Attention of vulnerable groups. VT double challenge in the region:

The contrast:

- High growth and productivity in some sectors and regions
- Low productivity and persistent poverty in other economic sectors or regions.

Challenges:

- Meet the demand for higher skills in the growing technology sectors (export)
- Improve productivity and support the formalization of the informal sector activities (concentrates poverty)
Informality – VT challenge in the region

*Work is the best way to get out of poverty.*
*ILO Director General, Guy Ryder*

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**Incidencia de la economía informal**

- La informalidad sigue siendo un problema agudo en la región.
- Al menos 50% de la población urbana ocupada tiene un empleo informal.
- Implica un importante déficit de trabajo decente y de calidad del empleo. También afecta al ajuste entre oferta y demanda de perfiles y competencias.
- Los jóvenes son el grupo más afectado por el empleo precario o informal.
Young people and employment in LA rural areas

- In rural areas the group of teenagers (12-17) who neither study nor work is almost double that in cities.
- Disadvantages associated with the material conditions of life, in addition to problems of supply of educational services.
- This gap is especially wide in the poorest countries of the region.
Responses of VT to reduce vulnerability

- VT contributes to the inclusion of the most vulnerable groups to unemployment and their escape from poverty and informality.
- Incorporation of women into the labour market faces limitations despite having superior educational levels to men and legislative developments and public policy education levels.
- A more accessible VT enables accreditation of knowledge and formal job.
- Free access in most countries facilitates the incorporation of the poorest.
- VTI several assessments show that trained women achieve better employment and income.
- Knowledge certification processes in the region are developed in more than 12 countries and favour formality and mobility.