

## Report

### Small Group Discussion no. 9 Skilling Pathways and Qualification Recognition 18 September 2020, 13:00 CET

#### Prepared by the organisers and moderators of the Discussion:

- Ms. Raffaella Greco Tonegutti, ENABEL, Belgium
- Mr. Oleg Chirita, International Center for Migration Policy Development (ICMPD)

#### I. List of Participants:

- Mr. Alex Zalami, UAE
- Mr. Mostafa Magdy, Egypt
- Ms. Brice Monnou, FECODEV
- Mr. Vassiliy Yuzhanin, IOM
- Ms. Ana Ines Montanari, Adecco Group LatAM
- Ms. Stella Opoku-Owusu, AFFORD
- Mr. Tony Nsanganira, FAO
- Ms. Diana Stefanescu, ICMPD
- Mr. Mamadou Goita, Pan African network in defense of migrants' rights (Mali)
- Ms. Camila Ioli, UNMGCY
- Ms. Elenora Testi, UNMGCY
- Mr. Mamadou Goita, the Pan African network in defense of migrants rights

#### II. Introduction and Methodology:

The organisers reminded the participants that the aim of the session was to start narrowing in on concrete partnerships ideas where there is a mutual interest and further developing them.

The participants were asked to articulate their partnership ideas in relation to three dimensions:

#### Dimension no. 1 Skills:

- Who should be involved in these processes, what infrastructure is needed and what are the main bottlenecks?
- Investing in skills (training) before and during mobility schemes?
- How to organise (and who should be involved in the process of) reskilling and upskilling?

#### Dimension no. 2 Mobility:

- Which mobility do you envisage to support/sponsor/need (e.g. circular, long-term, short-term, business-bases, learning-based etc.)?
- Alternative solutions to mobility if COVID-19 pandemic does not allow for it?
- Which are your connections with actors that deal with mobility (i.e. authorities that have a mandate to regulate it, agencies that enables/facilitate mobility processes etc...)?

#### Dimension no.3 Partnerships:

- With whom?
- Why?
- What is the interest of the party to enter the partnership?
- How long will the partnership last?

### III. Quick overview of the main ideas presented:

All the participants presented a variety of partnership ideas targeting a wide range of actors and stakeholders and addressing a spectrum of issues, ranging from skills identification to TVET systems.

- In order to set the stage for the Discussion, ENABEL briefly introduced the PALIM project (funded by EC via ICMPD) that is currently piloting the global skills partnership model. The idea is to rationalise a mobility partnership between Belgium and Morocco through concrete partnership between peer actors (public, private, etc.).
- FECODEV raised a number of aspects targeting diaspora, namely how diaspora members could provide training in countries of origin before young people decide to emigrate or to encourage them to stay. It was proposed to partner with the UN agencies working in the areas of education, climate, or digital issues in order to complement what is being done on the ground. FAO was mentioned as a possible partner.
- Egypt deems that the skilling dimension, mobility and partnerships are inter-related. Firstly, it is of utmost importance that workers (including refugees, foreigners, nationals, employees, graduates and undergraduates) are involved in the skilling process. The bottom line is that the labour markets need skills and in order to move ahead, it is necessary to address the training process and the use of technology. Secondly, accreditation of certificates is important as it offers opportunities of employment and training. In this respect, concrete partnerships could be foreseen when it comes to development of training centers, provision of language training, etc. For partnerships to be successful, all actors would need to contribute – the private sector, countries of origin, transit and destination, communities, diasporas, etc.
- AFFORD proposed a partnership around upgrading TVET institutions and recognising the link between graduate people and challenges around irregular migration by involving diaspora supporting the upskilling process. In terms of actors, governments in the countries of destination and origin, TVET institutions, SMEs, diaspora and local authorities should be involved in the process, also in relation to developing legal pathways. AFFORD has already acquired important experience in skilling graduates, upskilling, etc., by involving diaspora, for instance, in Benin, Ghana, Nigeria, Rwanda, etc., hence these experience could further be developed and replicated.
- Adecco Group presented some recent experience in Latin America as a response to the COVID-19 pandemic that promoted a new thinking of the skilling and training process and identification of innovative solutions for skilling (e.g. new online training programmes, online onboarding, e-recruitment, etc.). Engagement with the public sector is seen as difficult and the future partnerships would need to focus on communication, dialogue, etc.
- FAO introduced a series of piloted initiatives that have already yielded outcomes in the areas of upskilling (e.g. Kenya, Tunisia, Senegal, Ethiopia), training for young people, skilling, etc. All these initiatives could be further scaled up in other contexts. Therefore, the future partnerships could be built upon these positive experiences, with emphasis on replicating and sharing examples and practices in other countries. The potential of a programme in Senegal, targeting young people who received technical skills in agriculture, entrepreneurship and leadership, could also be replicated via future partnerships aiming to scale up this model. Importantly, it is necessary to enhance the enabling environments so that the regular pathways are diversified and dialogue between countries is created. The private sector is to be part of these partnerships with a view to ensuring their sustainability. Working with diaspora is key and further contacts with FECODEV will be made.
- ICMPD introduced the Mobility Partnership Facility (MPF), funded by DG HOME (EC), to support broader policy framework of the EU external dimension of the migration policy.

Through its Call for Proposals, MPF support mobility and skills partnerships, similar to the ones presented at this meeting. MPF is both a partnership and funding mechanism.

- IOM promoted the idea of involving a diversity of actors in skills-related partnership, ranging from migration and education to development and labour. The role of private sector cannot be underestimated – it is important to realise its role in skilling migrant workers. In this respect, IOM is keen on partnering on various issues mentioned by the previous speakers – e.g. diaspora (building on the IOM’s diaspora platform). It is also necessary to set up skills frameworks at bilateral level by identifying skills via different means, as well as to address student mobility. IOM is ready to cooperate on various development processes.
- UNMGCY presented two ideas, deriving from a broad consultation that involved 16 locally based youth based focus organizations: 1. more investment and support for youth-led project and 2. need for qualification recognition, especially for young refugees and asylum seekers. The EU qualification passport for refugees was cited as a good model.
- UAE brought in another important dimension which was the future of work and how skilling will play out given the changing employment landscapes. The main question is how to use skills to prepare workers for the future jobs. Consequently, a few partnerships ideas have been presented: 1. collaborative research to gauge the impact of technology on jobs (what jobs may become redundant, and implication on training, skilling (pre-departure), upskilling, reskilling in countries of destination) – in this respect, what role for the national development agencies or intergovernmental institutions and how to build capacities at regional level?). 2. Partnerships between the Gulf Countries, EU, Africa on knowledge exchange and research.
- The Pan African network in defense of migrants rights (PANIDMR) shared several lessons learnt from the past in relation to Migration Centers located in Mali. Drawing from this, the future skilling partnerships would need to involve universities, also when it comes to developing training curricula. It would be crucially important to also target and involve young people who need to be prepared (skilled) for the labour market either in their countries or abroad. The connection between the youth, international development, universities, private sector is to be further explored. Finally, partnerships addressing various sectors (e.g. training, labour etc.) are critical, including between countries, so that policy coherence is ensured.
- ENABEL concluded by highlighting the intention to test the Global Skills Partnership in other countries, namely in Western African countries such as Senegal. The intention of ENABEL is to apply the Global Skills Partnership approach to entrepreneurship and diaspora mobilisation, so as to identify new actors and new partnerships.

#### **IV. Main findings and possible areas partnerships:**

- **Diaspora** is a key actor - in countries of origin, partnerships with development and international organisations are possible in terms of mobilisation of diaspora for the skilling or upskilling of youth talents. In countries of destination - partnerships with TVET institutions, the private sector, local authorities, also capitalising on previous or existing partnerships.
- **Conceivable partnerships: International mobility.** Skilling of entrepreneurs/ by entrepreneurs – there is a great potential for upscaling and extending to other actors, including diaspora.
- **The private sector:** Skilling is carried out in house (from assessment to actual training) – no partnership foreseen at this point yet, but there is clear potential for discussions with interested actors (including development organisations). Conceivable partnership ideas with diaspora organisation and public authorities should be considered. The public sector is an important partner, but mostly for the regulatory framework, not as much as operational partner.

- **Public institutions:** Skilling processes can happen in countries of origin or destination, what matters is having in place infrastructure for accreditation of qualification. Therefore, partnerships are needed among public actors in different countries (including in regions) addressing skilling for employment and labour market needs assessment. Likewise, partnerships dealing with the changing environment and the future of work are essential, including in relation to knowledge creation and generation and data production.
- **International organisations:** possible partnerships dealing with/supporting training programmes, enabling environment (partnerships needed with institutional actors on three spheres at least: training, employment, mobility), also based on different examples that could be possibly scaled-up.
- **Youth associations:** More inclusive partnerships between public authorities/institutions around qualification recognition for refugees and migrants (ex. EU qualification passport for refugees), as well as mapping exercise on skilling in the EU.
- **CSOs and associations:** Partnerships should include knowledge-producing institutions in countries of origin (including in connection with diaspora) and youth organisations – partnership possible with diaspora organisations/networks, as well as with universities, research institutes, etc. (entities producing knowledge).

#### V. Takeaways from the discussions:

1. **Multi-stakeholder partnerships:** it has transpired from this Discussion that there is a stringent necessity to forge partnerships involving a wide range of actors, in an inclusive manner, including with a strong preference for the private sector. The suggestions of Egypt and the proposal of ENABEL/Belgium to replicate the PALIM model elsewhere (including via the MPF) should be followed up and further explored as they have a promising potential in relation to cooperation between countries of origin, destination or transit by also fully involving a series of relevant actors.
2. **State-led partnerships :** However, there are modest suggestions for State-led partnerships, let alone concrete ideas. The areas of skills' development and training (including the recognition of certificates and accreditation) are those where States expressed their will and need to engage in partnership with peer institutions to overcome current barriers. What is more, there is a need to define 'common denominators' that would bring the public and other sectors together so as to reduce the existing 'divide' between them, be it in terms of priorities, tools, understanding, knowledge, etc. Investing in appropriate enabling environments, conducive to trust and dialogue, seems to represent the preferred solution.
3. **Knowledge is crucial:** the big majority of speakers of this Session referred to lessons, practices and experience from the recent past or current activities carried out by the entities they represent. Moreover, some of them highlighted the need to draw conclusions in order to scale up or replicate the initiatives that have already produced results and have potential of success in the future. In this respect, the Migration Labs could offer some spaces of reflection and exchanges on good practices and how they could spearhead new partnerships. Likewise, partnerships with the aim to generate new knowledge would be highly favored, in particular when it comes to addressing issues revolving around the evolution of labour markets, the future of work and employment, the importance of skilling, TVET systems, or mobility.

#### VI Potential for partnerships (typologies)

Four main set-ups for future partnerships emerged during the small group session.

- development-oriented engagement with entrepreneurs and diaspora investment/peer-to-peer training potential;
- State-to-State dialogue on skills and qualifications' recognitions, including youth and migrant organisations and diaspora representatives;
- private sector-based partnerships around the identification of sectors in need and quick training of human resources (parallel and complementary to official analysis : room for exploring the role of the public sector in its regulatory capacity to define which sectors/professions are needed by each country); and
- projects-based partnerships in countries of origin of migrants between international organisations and diaspora groups/organisations/umbrellas, on the basis of existing skills' and rural development-oriented programmes.

## **VII The way forward**

- **Getting to the Migration Labs:** in order to avoid unfocused discussions during the upcoming Migration Labs, it is recommended that the facilitators 'connect the dots' between different and inter-connected themes of the 2020 GFMD Agenda (e.g. theme 1 – the future of work; theme 2 – skilling; theme 6 –partnerships on migration and development, etc.). As it became obvious during this Discussion, some of the voiced partnership ideas cut across a range of topics that are addressed in a more targeted fashion under other 'thematic areas' of the 2020 Agenda.
- The Migration Labs shall represent a space of creating synergies and complementarities between different elements, topics and constituents of GFMD.
- Migration Labs can offer the opportunity to identify missing links/actors for future partnerships, beyond the search for funding opportunities. The risk exists, if we focus on funding, that structured actors (including 'usual suspects') re-package existing programmes instead of opening other/more encompassing doors for broader partnerships.