



Breakout Session 1B: Reskilling and upskilling toward a green transition

ASEAN TVET Council Regional Policy Dialogue

“Reskilling and Upskilling in ASEAN”

28 – 29 Feb 2024 in Bali, Indonesia and Video conference

Dr. Lukas Kleine-Rueschkamp, OECD

Main conclusions

1. Identification of green skills and actual skills demand
 - Data & analysis as a prerequisite,
 - Exchange with employers

2. Stakeholders & collaboration
 - Consultation and feedback loop between employers, training providers, and policy makers
 - Co-creation and co-determination of training priorities and programmes
 - Integrated policy approach: skills, local economic development strategies, innovation

Recommendations and implications for the ASEAN TVET Council

Exchange: learning from international experiences

Strong interest in best practices (training provision, skills anticipation, support to vulnerable workers)

Models of systematic partnerships (e.g. industry) and solutions to specific problems (e.g. SMEs, gender)

Novel approaches and new tools (microcredentials etc.)

(Technical) assistance

Labour market intelligence systems

Identification of local green skills priorities and feasible career pathways for workers in polluting industries

Boosting experimentation, monitoring and evaluation of skills development programme

Shaping Reskilling and Upskilling towards a Gender Transformative Approach

RECOMMENDATIONS

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Breakout Session 2A

Recommended Actions at a glance

For Organisations	Implement gender equity, diversity and inclusion policies and programs that target workforce culture rather than attempting to 'fix' women; creating a supportive and inclusive work culture and environment.
For Leaders of Organisations	Role model inclusive, respectful and equitable behaviour; Personally promote cultural change that removes gender bias within existing systems.
For Professional Industry Associations	Invest in initiatives that lift the visibility and voices of women in the sector; Ensure equal gender representation on boards and committees; Ensure gender balance and diversity on speaker panels.
For Governments	Implement policies and initiatives that support diversity and inclusion; provide funding and resources for initiatives that promote gender equity.
For the Wider Community	Call out gender stereotypical images and terminology and replace them with diverse and equitable representations.



Recommendations for Education Institutions

- Ensure **curriculums are gender inclusive and representative.**
- Analyse educational content for **gender bias and stereotypes.**
- **Collaborate with industry associations** to design and provide initiatives that encourage women to pursue careers in non-traditional areas.
- **Promote inclusive attitudes and behaviours** – that is, females are equally as capable in STEM subjects as males – among all students at all ages.
- Create **networking opportunities** to improve awareness and support for students and families
- Ensure **female representation** and respect at all levels of the institution.
- Ensure **gender inclusiveness and diversity of industry guest speakers.**
- **Recognise and highlight women’s research and industry achievements** and contributions.



BREAKOUT SESSION 2B

“Modalities of reskilling and upskilling implementation”

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Ms. Raihan Tahir, Exzellent Profis

Recommendation 1

Right Competencies for Right Task for Right Audience.

Implementing targeted recruitment drives and training programs aligns with our commitment to cultivate a skilled workforce, ensuring that employees receive comprehensive and relevant training to excel in their roles.

Recommendation 2

Programmes to Cultivate Meaningful and Learning

Focus on development of concrete and practical programmes and guidelines aimed at improving specific areas for specific sectors, appealing to all regardless of gender, background and socioeconomic status to underscore the dedication to creating an inclusive work environment that recognizes and values the development of diverse skills.

Recommendation 3

Strategic Collaboration of Government, Industry and Institutes for Developing Defined Industry Relevant Competences

Advocating for a Government-Industry-Institute collaboration to boost employee capacity and productivity signifies a cooperative strategy. This calls for aligning government efforts with industry requirements and institute capacity specialising/ championing in a specific area to cater to the competences development needs of high, middle and low-skilled workers, creating a holistic ecosystem.

BREAKOUT SESSION 3A

“Investment decisions of various stakeholders in reskilling and upskilling”

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Dr. Paryono, SEAMEO VOCTECH

Background

- **Input:** Sharing part of the findings from the behavioral study on upskilling and reskilling: especially on What prevents certain firms and workers in Southeast Asia to engage in up-/reskilling? And the process and influencing factors for up-/reskilling decisions
- **Sharing from stakeholders:** Firm, HR and Gender Expert, and training provider
- **Feedback from 7 participants:** government' roles, assuring and assessing the effectiveness, learning from other countries

Take-aways

Decision making process, including in investment, in Up-/reskilling is a complex process that occurs at different levels:

- Top-down: government/funding donors/regulators, private sectors, Training providers, individual and community → bottom-up → mix approach.
- Other considerations: how to strike the balance between the existing resources and the demand to meet the needs for Up-/reskilling, size of company, preferences in various training modalities, how to be more inclusive, sustainability

Take-aways

- Communications and collaborations amongst stakeholders are required.
- Assuring the effectiveness of the investment/scholarships for Up-/reskilling, assessing the effectiveness (ROI), learning from other countries
- This a good start but need to be continued at the country level or having a multi-stakeholder engagement.