

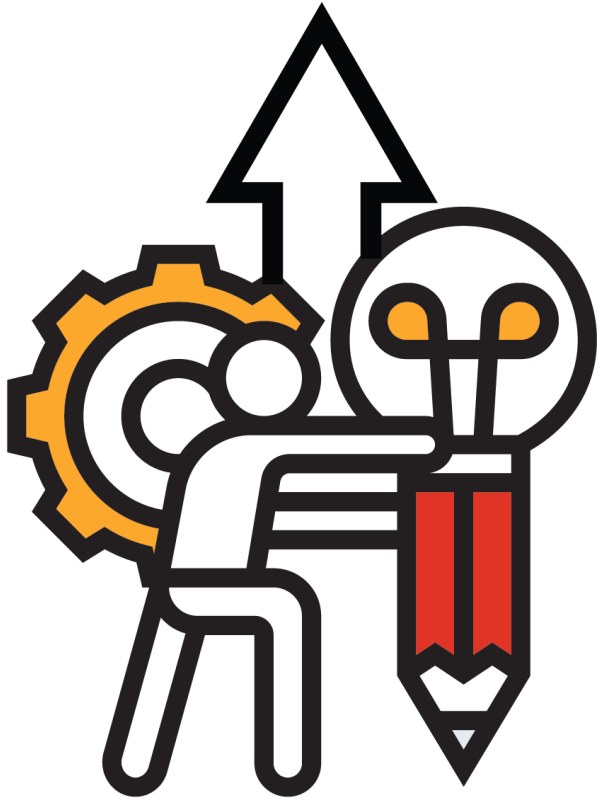


International
Labour
Organization

A black and white photograph of Charlie Chaplin in his iconic 'The Tramp' persona, wearing a bowler hat and a small mustache. He is in a factory setting, surrounded by large, complex machinery. He is holding a wrench and looking towards the camera with a slight smile. The image is partially obscured by a large white diagonal shape that contains the text.

The Private Sector Involvement in Skills Development: The Responsibility Sharing Principle

Issues and Challenges

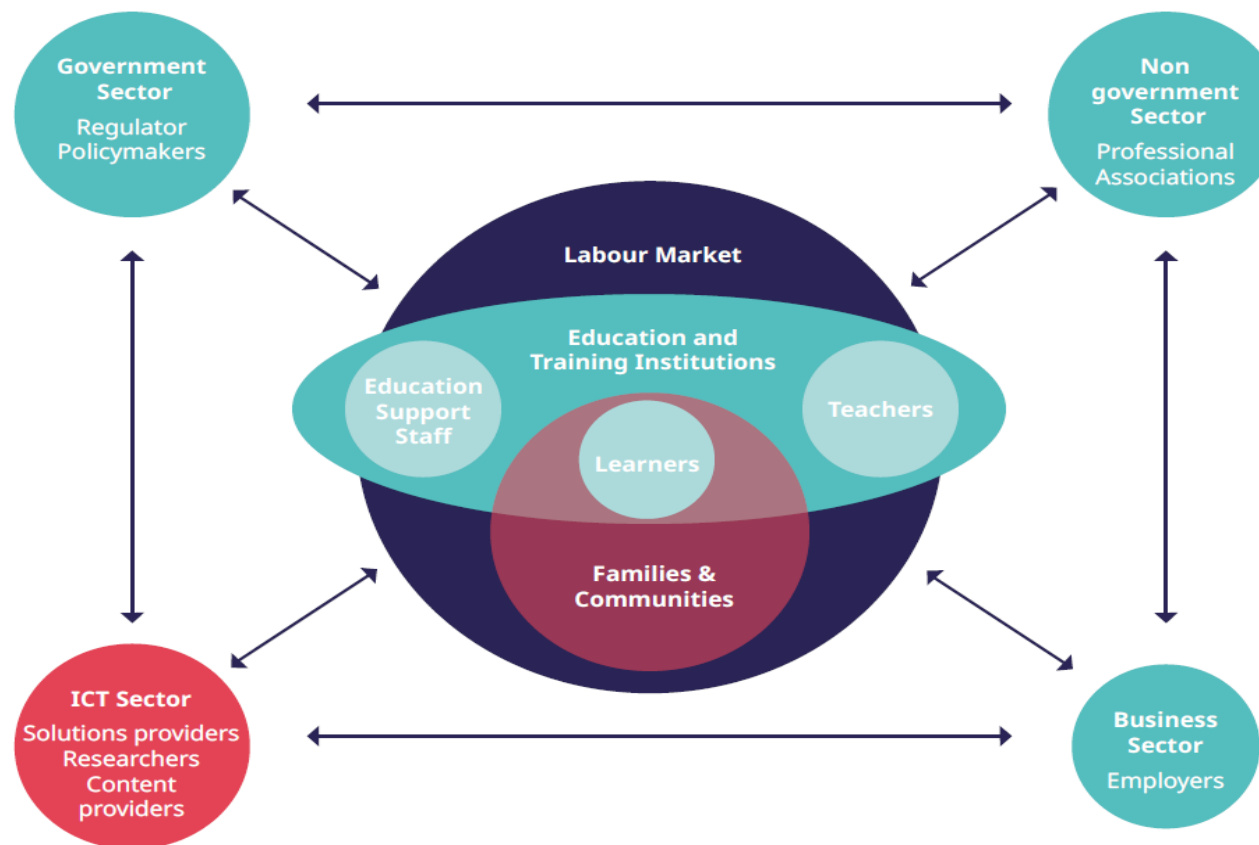


- ▶ Focus merely on skills development not upskilling and/or reskilling
- ▶ Limited access to those in the workplace and informal economy
- ▶ Limited flexibility, quality and relevance (delivery mode, content, curriculum, management)
- ▶ Skills mismatch
- ▶ **Limited involvement of industry in the skills system**

External Factors

Automation
Technology
Globalisation
Digitalisation
Climate-Change
Demographics

Actors and Processes



Source: adapted from Keevy et al. (2019).

The Responsibility Sharing Principle



Levels of Public-Private Partnerships

Policy Making

- Jointly formulate skills policies and legislation
- Jointly monitor and evaluate their implementation

System Development

- Identify skills demands
- Develop skills/competency-based standards, and qualifications
- Set up mechanism for assessment and certification
- Set up mechanisms for workplace learning

Training Delivery

- Provision of workplace learning (apprenticeships)
- Joint assessment and certification of skills
- Joint management of former





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