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Leveraging Training, Certification and Recognition of Employable Skills to Amplify Equitable Development Outcomes

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Global consensus that migration is a key driver of development is fast solidifying, as evidenced by GFMD discussions over the years and the more recent deliberations at HLD preparatory events, in New York and across many regions.

However, for migration to figure prominently and meaningfully in the post 2015 global development agenda, it is imperative that we not only evidence the range of its development outcomes, but be able to demonstrate how they can be further amplified by the design and implementation of sound national policies and bilateral and multilateral collaborative schemes.

A sound framework for managing the acquisition, certification, documentation and formal recognition of employable skills can serve to optimize measurable human and economic development outcomes and ensure their equitable distribution.
Stakeholder buy-in likely

- A migrant worker with certified and relevant skills is more empowered, less vulnerable to unfair treatment or abuse
- A worker with the relevant skills is more valuable to an employer
- The recruitment of a worker with the relevant skills is more efficient (good job matching, higher rate of success of employment), particularly in demand-driven immigration models
- COO’s are better served by elevating and diversifying the skill mix among potential migrants, while COD’s can leverage qualification/certification in formulating immigration policy
- The recording and testing of upgraded/accumulated skills increases the re-employability of the worker and informed recruitment decisions by new employers (enhanced mobility in host labour market)
- The (formal) recognition of upgraded skills by COO government improves the prospect of employability and reintegration upon return
- Addressing skills across all phases of circular and temporary labour migration, in the context of integral bilateral and multilateral collaborative frameworks, augments development outcomes measurably
Questions

• Skill development (pre-departure training) and certification
  – Who bears the cost of training?
  – Who designs curricula?
  – Who tests for certification?
  – Where are tests conducted?
  – Implications on the regulation of private recruitment agencies

• Skill upgrade recording and attestation (register)
  – How can it be standardized, made simple and low-cost to applicant?
  – On demand or cyclic (e.g. on renewal of work permit)?
  – Mandatory upon changing employment?

• Skill recognition
  – Basis for recognition by COO government upon return
    (bilateral/multilateral MOU’s that govern process)
  – Cost of attestation to worker
An example from the UAE

- Labor immigration in the UAE is demand driven.
- MOL is mandated with administering the labour market; the development and implementation of a national qualification framework is the mandate of NQA.
- In the Emirate of Abu Dhabi, the Quality and Conformity Council (QCC) is mandated with personnel certification.
- QCC has embarked on a project to pilot a certification process, using 24 designated occupations for which standards have been developed.
QCC has consulted extensively with regulators and industries to identify 24 occupations for Personnel certification.

**Overview of Target Occupations**

<table>
<thead>
<tr>
<th>Electrical</th>
<th>Services</th>
<th>Structures</th>
<th>Civil Operations</th>
<th>Fit Out and Finish</th>
<th>Agriculture</th>
</tr>
</thead>
<tbody>
<tr>
<td>Trades Assistant [electrical]</td>
<td>Plumbers Assistant</td>
<td>Steel Fix Worker</td>
<td>Hoist and Lift Operator</td>
<td>Paint Worker</td>
<td>Agricultural Chemical Applicator [Team Leader]</td>
</tr>
<tr>
<td>Construction Worker [electrical]</td>
<td>Construction Worker</td>
<td>Shutter Carpenter</td>
<td>Rigger</td>
<td>Joiner [Doors and Frames]</td>
<td>Agricultural chemical Applicator</td>
</tr>
<tr>
<td>Trades Assistant [HVAC]</td>
<td>LV Cable Installer</td>
<td>Mason Plasterer</td>
<td>Scaffolder</td>
<td>Façade Installer</td>
<td>Agricultural Worker [Chemical Application]</td>
</tr>
<tr>
<td>Assistant Elevator Technician</td>
<td></td>
<td>Mason [Block Laying]</td>
<td></td>
<td>Ceiling Installer</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Senior Mason [Block laying, Plastering, Tiling]</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Mason [Tiler]</td>
<td></td>
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<tr>
<td></td>
<td></td>
<td>Structural Steel Erector</td>
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</table>

Source: ADQCC

1Chemical applicators was brought forward by the Standing Technical Committee.
There are five key stages of activity relating to ensuring the quality of personnel performing services in Abu Dhabi.

Overview of the Proposed Tradesmen Licensing System


- **Testing**: Students are tested by an awarding body against curriculum. Public and private sector testing centres offshore and onshore. Ensures biometric link to certification; coordinates designation of centres.

- **Certification**: Certification is issued “back-to-back” with the educational award. Certificates require ongoing training and can be withdrawn. Public and private sector awarding bodies issue on behalf of QCC. Certifying authority; maintains value in certification.

- **Licensing**: Licenses are issued on the basis of a certification granting legal rights to operate in specified roles in each sector. Abu Dhabi sector regulators issue license to operate in the Emirate. Provides central license management software for all regulators.

- **Inspection**: Inspectors ensure that the workforce delivers services that meet regulations. Non-conformity is linked to the license. Abu Dhabi operators perform inspections. Trains inspectors to use licensing to control quality of work.

Source: ADQCC
An expanding plan is suggested to increase the market share of QCC certification in the UAE

**Market Share Overview**

<table>
<thead>
<tr>
<th>International Training</th>
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<tbody>
<tr>
<td>- Certification starts internationally</td>
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<tr>
<td>- All large number of laborers entering the UAE will be certified</td>
</tr>
<tr>
<td>- Eventually certification by QCC will be required for visa approval</td>
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<tr>
<td>- Percentage of staff certified in companies increases over time</td>
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</table>

<table>
<thead>
<tr>
<th>National Training</th>
</tr>
</thead>
<tbody>
<tr>
<td>- Demand for certified labor will increase over time</td>
</tr>
<tr>
<td>- As demand increases companies will ensure a percentage of staff are certified</td>
</tr>
<tr>
<td>- With increased demand, national training centers will develop programs and train workers locally</td>
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</tbody>
</table>

**Market Share Over Time**

- As more regulators are convinced to require QCC certification in their projects the demand for certification will increase.
- The increase in demand will result in the local market developing programs.

*Figures shown are for illustrative purposes only. Source: ADQCC*
Piloting with Abu Dhabi Dialogue Partners

UAE is offering to pilot an integrated training, skill certification, recording and recognition project with COO’s, using a subset of the 24 designated occupations.