



GFMD Second Thematic Meeting
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Leveraging Training, Certification and Recognition of Employable Skills to Amplify Equitable Development Outcomes

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United Arab Emirates

Context

- 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



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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



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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



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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

Construction Trades

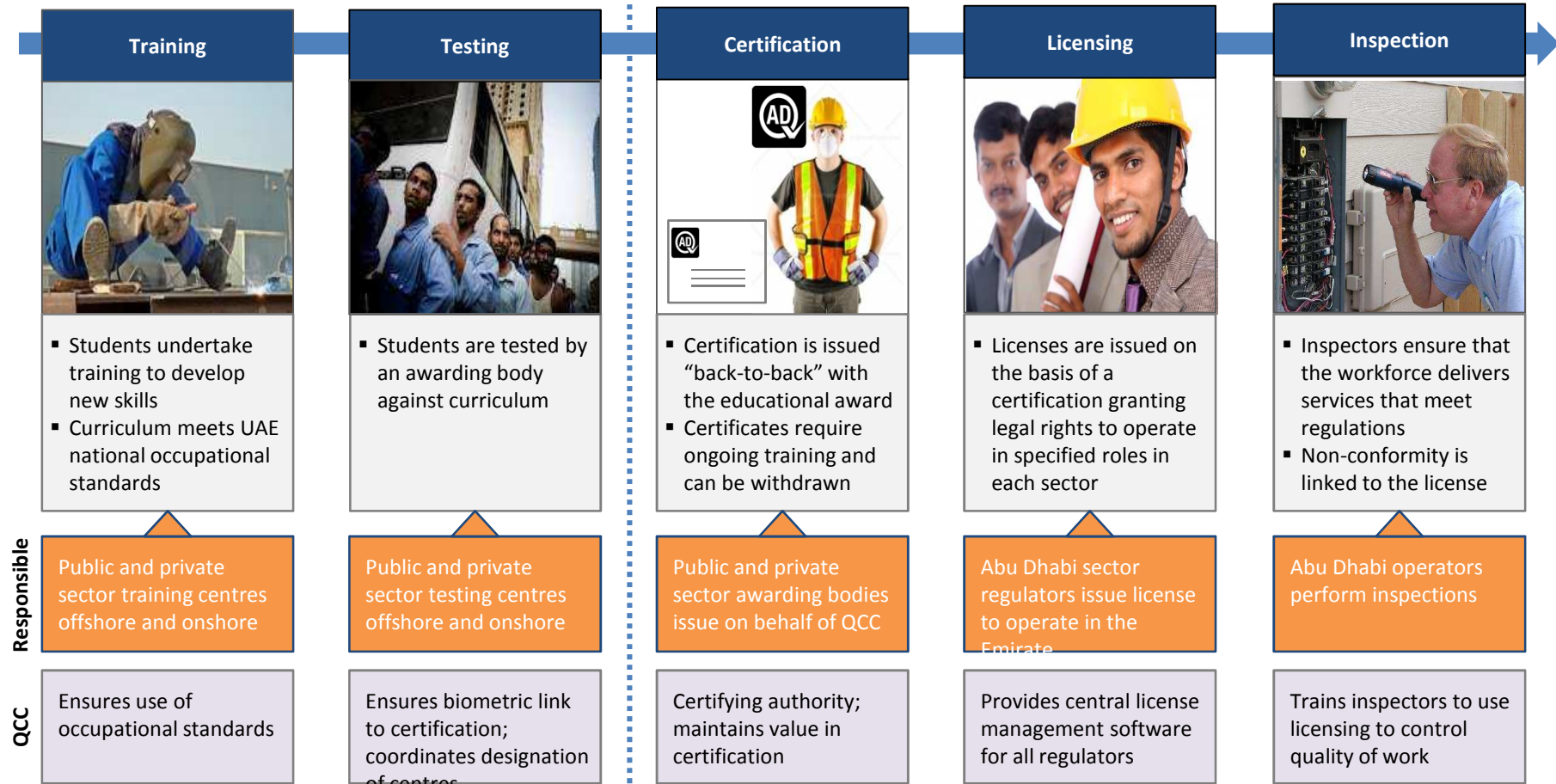
Electrical	Services	Structures	Civil Operations	Fit Out and Finish	Agriculture ¹
					
<ul style="list-style-type: none">Trades Assistant [electrical]Construction Worker [electrical]Trades Assistant [HVAC]Assistant Elevator Technician	<ul style="list-style-type: none">Plumbers AssistantConstruction WorkerLV Cable Installer	<ul style="list-style-type: none">Steel Fix WorkerShutter CarpenterMason PlastererMason [Block Laying]Senior Mason [Block laying, Plastering, Tiling]Mason [Tiler]Structural Steel Erector	<ul style="list-style-type: none">Hoist and Lift OperatorRiggerScaffolder	<ul style="list-style-type: none">Paint WorkerJoiner [Doors and Frames]Façade InstallerCeiling Installer	<ul style="list-style-type: none">Agricultural Chemical Applicator [Team Leader]Agricultural chemical ApplicatorAgricultural Worker [Chemical Application]

Source: ADQCC

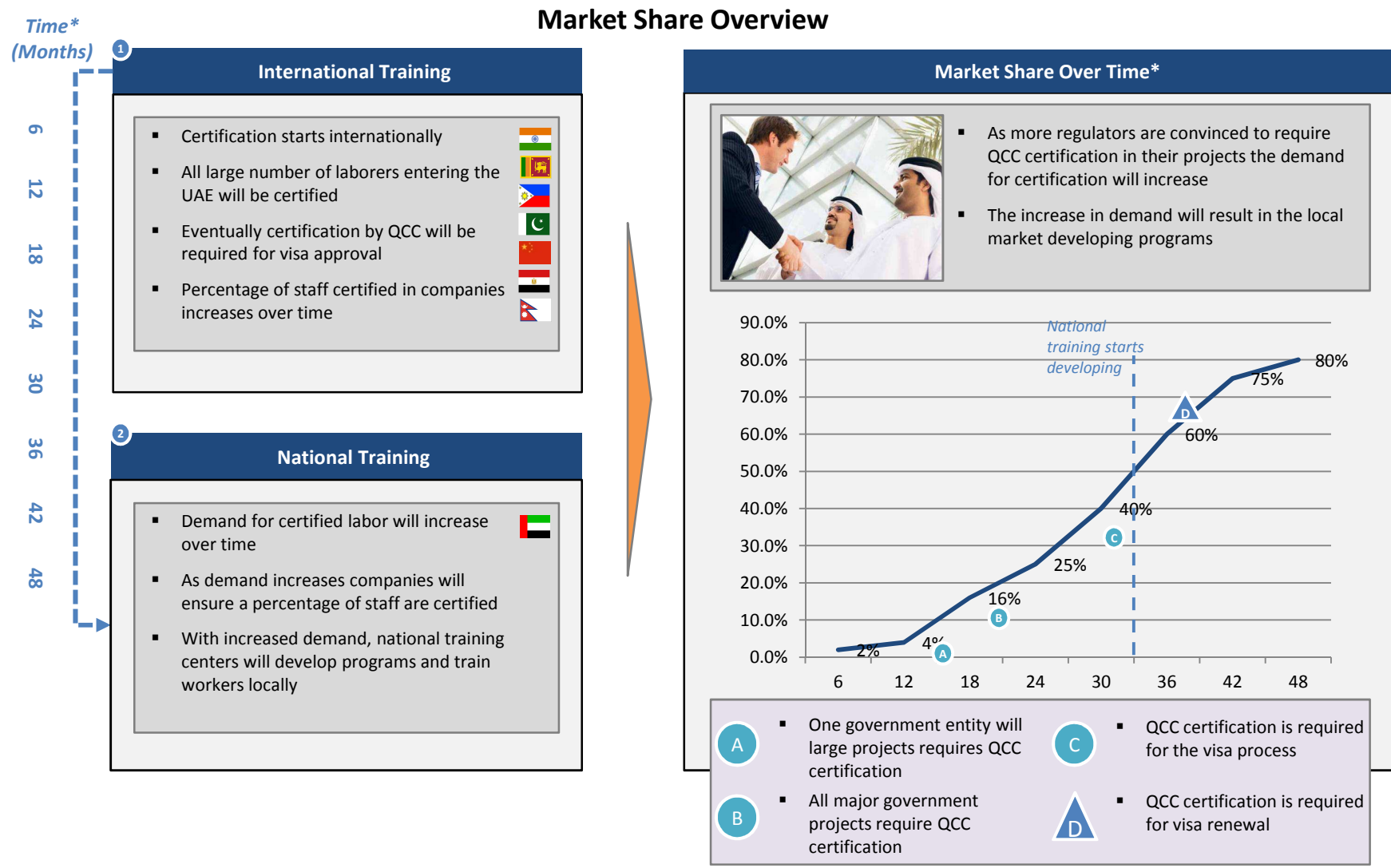
¹Chemical applicators was brought forward by the Standing Technical Committee

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



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



*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