

Questions and Answers on the *G20 Training strategy:*
A skilled workforce for strong, sustainable and balanced growth

Skills are a foundation of decent work. Ultimately, the skills people have and can use effectively can contribute to prosperity based on how many people are in work and how productive they are. Countries, enterprises and individuals all perceive skills development as strategic, and consequently seek to step up investments in skills. The *G20 Training Strategy* provides a policy framework for developing a suitably skilled workforce for the future, and for obtaining decent work in sustainable enterprises.

Question: What is the G20 Training Strategy (G20 TS) and how did it come about?

Answer: Meeting in Pittsburgh in September 2009, G20 Leaders called for putting quality jobs at the heart of the recovery from the global economic and financial crisis and committed to implementing plans that supported decent work, helped preserve jobs and prioritized job growth. They welcomed the ILO's Global Jobs Pact and agreed on the importance of building an employment-oriented framework for future economic growth. They also acknowledged the role of skills development and called on the ILO, in partnership with other multilateral organizations, its constituents and NGOs, to develop a training strategy for their consideration. The strategy was submitted to the G20 in Toronto in June 2010 and included in a Multi-Year Action Plan on Development adopted by the G20 in Seoul in November 2010, That plan called on international organizations to work together to support developing countries, in particular low-income countries, "to continue to develop employment-related skills that are better matched to employer and market needs in order to attract investment and decent jobs."

Question: How does the G20 training strategy help countries develop relevant and accessible skills training?

Answer: The G20 TS highlights policies and actions that can generate strong, sustainable and balanced growth and narrow the development gap. Building on international experience, it articulates policy elements that are essential for developing a suitably skilled workforce including broad availability of good-quality education as a foundation for future training; a close matching of skills supply to meet the needs of enterprises and labour markets; enabling workers and enterprises to adjust to changes in technology and markets; and anticipating and preparing for the skills needs of the future.

Question: What are the building blocks of strong training and skills strategies?

Answer: Robust training and skills strategies and policies are constructed from a number of building blocks. They include, among others: anticipating future skills needs; participation of social partners; sectoral approaches; labour market information and employment services; training quality and relevance; gender equality; broad access to training; financing training; and assessing policy performance. While there is wide agreement on the broad principles that shape good training policies and systems, there are wide disparities in their application and outcomes.

The G20 TS encourages the exchange of experiences, analysis and viewpoints to address some of the more intractable difficulties faced in shaping good-quality training policies and achieving good outcomes.

Question: What other factors contribute to developing effective skills policies and strategies?

Answer: Strong partnerships between governments, employers, workers and training institutions can help build an effective and enduring bridge between the world of learning and the world of work that responds effectively to changing skills and training needs. To be effective, skills training policies should be closely coordinated with wider economic and social policies on *employment, industry, trade, technology, and macroeconomic and environmental policies*– to promote sustainable and dynamic development.

Question: How does skills development promote equity and inclusive growth?

Answer: Adopting a more inclusive approach to education, training and workplace learning can help to tackle various inequities and can break cycles of poverty in which people are unable to take advantage of economic opportunities. This can specially benefit underrepresented groups such as people with disabilities, people from disadvantaged communities, and people who have been unemployed for long periods of time.

Question: In which countries is the G20 TS being implemented?

Answer: Current development cooperation programmes supporting the implementation of the G20 TS include a project in Mozambique that focuses on anticipation of skills needs, labour market information systems, sector-based approaches and accessibility to good-quality training for vulnerable groups. A project in Nepal focuses on building the capacity of public employment centres to identify job growth potential, assess skills needs and provide better information to young persons, their families, and local training providers. Both projects are supported by the Korea International Cooperation Agency. In Armenia, Kyrgyzstan, Tajikistan, Jordan and Viet Nam implementation of the G20 TS focuses on improving the vocational education system, by improving the structure and orientation of TVET institutions in the labor market. Funding for these projects are provided by the Russian Federation.

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