



United Nations
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Managing skills in a time of disruption / July 2018

Dear Readers,

As the world gears up to counter the multifaceted challenges in its pursuit of the sustainable development goals, technology, climate change and demographic changes are disrupting the way we work, live and learn. These disruptions have implications for skills development and the way institutions manage their response. What impact do these trends have on TVET and in enabling responsive skills development for the changing world of work? Addressing this has been one of the key engagements of UNESCO-UNEVOC in the first half of 2018, as we organized a two day TVET Learning Forum titled 'Managing skills in a time of disruption'. During this Forum, global TVET stakeholders, including representatives from the UNEVOC Network, discussed the impact of the disruptions and how TVET systems across the world, can adapt to changing demands.



The beginning of 2018 also witnessed the rollout of UNESCO-UNEVOC's new Medium Term Strategy (MTS –II 2018-2020). Building upon gains made and lessons learnt under its first Medium Term Strategy (MTS-I 2015-2017), this strategy focuses on actions to foster youth employment and entrepreneurship, promoting equity and gender equality, and facilitating transition to green economies and sustainable societies, through TVET. Our programmes and engagements under each thematic area include continued support to capacity building for TVET leaders and institutions, generate new knowledge and develop knowledge resources, and strengthening collaboration and partnerships.

We have also recently concluded the 2018 UNEVOC TVET Leadership Programme; where 19 TVET leaders from all 5 regions participated in an intensive learning and capacity development programme to lead change and transformation of TVET in their respective contexts. We are happy to note the momentum and progress enabled by the alumni of the Leadership Programme's cohorts from 2016 and 2017.

On behalf of the entire UNESCO-UNEVOC team, I wish you a pleasant reading.

Shyamal Majumdar
Head of UNESCO-UNEVOC

Managing skills in a time of disruption

UNESCO-UNEVOC TVET Learning Forum
24-25 May 2018

Increasing demographic shifts, rapid digital expansions and rising threats to environmental sustainability are causing massive disruptions across the world, especially in the world of work. Pressures brought about by these changes call for the growing necessity to adapt and innovate technical and vocational education and training (TVET) systems.

UNESCO-UNEVOC organized its TVET Learning Forum 2018 to facilitate discussions on how TVET systems adapt to new skills demands, ensure smooth transitions of the learners to dynamic labour markets, and enable lifelong learning. Aimed at improving the global understanding of issues and opportunities for TVET to counter the effect of disruptions in the world of work, more than 100 experts and TVET stakeholders, including UNEVOC Network members, from 30 countries across all five regions shared their insights throughout the Forum. The event also included the sharing of experiences from experts from key international agencies including the International Labour Organization (ILO), Organization for Economic Cooperation and Development (OECD), European Centre for the Development of Vocational Training (CEDEFOP) and the European Training Foundation (ETF), amongst others.



**Managing skills
in a time of disruption**

UNESCO-UNEVOC TVET Learning Forum
24-25 May 2018, UN Campus, Bonn, Germany

Ms. Elke Büdenbender, First Lady of the Federal Republic of Germany, and representatives of key UNESCO-UNEVOC partners and UNESCO opened the Forum with special addresses. These included Ms. Susanne Burger from the German Federal Ministry of Education and Research (BMBF), Ms. Marion Edel from the German Federal Ministry for Economic Cooperation and Development (BMZ), Mr. Reinhard Limbach, Deputy Mayor of the Federal City of Bonn, Mr. Shyamal Majumdar, Head of UNESCO-UNEVOC, and Mr. Svein Osttveit, Director of Executive Office and acting Director of the Division of Policy and Learning Systems in UNESCO's Education Sector.



| Ms Büdenbender addressing the participants

Speaking at the occasion, Ms. Büdenbender stressed upon the importance of TVET in countering the challenges of youth unemployment. She also highlighted the role TVET can play in enabling productive learning and professional opportunities for migrants and promote their social integration.

The Forum included three plenary sessions. The first plenary session 'A world in flux – what we know of the impact of disruptions' set the context for subsequent discussions of the Forum by shedding light on major disruptions caused by environmental, digital and demographic transitions and their impact on TVET and the

world of work. The second plenary 'Managing the effect of disruptions through improved governance of TVET systems' discussed country-level responses and initiatives in governance of their TVET systems to grapple with the effects of these disruptions. The third plenary 'Enhancing pathways for learning' examined different policy and institutional approaches that can support and enhance learning pathways for young people, disadvantaged and vulnerable groups including women and displaced individuals.

Practical and effective strategies to counter these disruptions through interactive discussions and showcasing existing initiatives from around the world was also a feature of the Forum in the form of 6 Strategy Lab Sessions. These sessions were organized and facilitated by Members of the UNEVOC Network, UNESCO and its partners involved in recent research, capacity building and other collaboration activities. The discussions focused on topics of financing and investment in TVET; entrepreneurship; capacity building of TVET teachers in ICT; pathways between TVET and higher education; greening TVET and preparing for green jobs; and vocational education for migrants and displaced people.

The Forum concluded with messages from four stakeholder groups: youth, the private sector, skills association, and UNEVOC Network. The messages called upon all stakeholder groups to look from within what they can contribute to minimize the negative effects of disruptions and translate them into opportunities. This Forum was organized with the support of the BMBF and the BMZ, and in collaboration with various partners including the BiBB. The proceedings of the Forum were live streamed, with an active engagement of interested stakeholders on our social media channels.

You can learn more about the Forum and access the presentations and videos of sessions here (www.unevoc.unesco.org/learningforum), and key highlights here (www.unevoc.unesco.org/I/574).



| Forum participants and organizers on the last day after the closing session

Perspectives from the UNEVOC TVET Learning Forum

Every Issue of 'Perspective' gives the opportunity for those involved in UNESCO-UNEVOC's activities to voice their view on the programme. For this issue, we share some main messages from key speakers at the TVET Learning Forum.



Elke Büdenbender

Spouse of the President of the Federal Republic of Germany

"Global change brought around due to digitalization, climate change and migration has an impact on every society. Young people and their training for this changing world must be supported, promoted and equipped for the future"

David Atchoarena

Director – UNESCO Institute for Lifelong Learning

"Skills development and TVET should not just be seen in the context of Sustainable Development Goal, but weaved into a broader policy mix to highlight how they can enable the achievement of other Sustainable Development Goals. We need to promote and support TVET that is not only lifelong and equitable but also relevant."



Srinivas Reddy

Chief – Skills and Employability, International Labour Organization

"If we want to equip workers with the knowledge and skills needed to counter the increasing demands of the green industry and ensure economies' continuing preparedness for the transforming labour markets, we need to promote dialogue between stakeholders at all levels and adapt TVET systems accordingly."

Hamid Ahmad

Deputy Chairman, Prime Minister's Advisory Council (PMAC), Government of Iraq

"Education in post-conflict areas should be considered an integral component of the restoration of post-conflict areas. TVET, in particular, is an important instrument for the national reconstruction, rehabilitation and reintegration of youth in learning and productive employment opportunities in post-conflict settings."



Views from the UNEVOC Network Members



Denise Amyot

President – Colleges and Institutes Canada (CiCAN), Canada

"Greening TVET is a way of thinking, a way of doing and a way of being."

Abdi Tiony

Rift Valley Technical Training Institute, Kenya

"Encouraging innovations to improve learning outcomes in TVET needs the integration of blended learning methods through a simultaneous use of traditional classroom teaching and also employing e-learning tools."



Willian Silva de Paula

CONIF, Brazil

"To enable TVET learners to be equipped with the right skills and technological competence, training the teachers in using technological tools for pedagogy is very important."

Ibrahim Al-Rasheed

Technical and Vocational Training Corporation, Saudi Arabia

"In the wake of the 4th Industrial Revolution, TVET systems need to be upgraded to ensure appropriate skills development of the youth for the emerging jobs of the future. UNEVOC Network presents an important platform for knowledge exchange and mutual learning between global TVET community, to improve our respective TVET systems."



Phil Loveder

NCVER, Australia

"Return on Investment on TVET needs to be highlighted for all stakeholders to address the issue of attractiveness of TVET. Students, in particular, should be exposed to the benefits and success stories of TVET graduates and apprenticeships."

Selected news from the UNEVOC Network

College of the North Atlantic-Qatar organizes an International Experts' Meeting on TVET

Doha, Qatar. 17-19 April 2018

College of the North Atlantic-Qatar (CNA-Q), a UNEVOC Centre in Qatar, in partnership with UNESCO Office in Doha, hosted an International Experts' Meeting on TVET for Sustainable and Inclusive Development. The objective of the meeting was to establish a research agenda for TVET that responds to the rapidly changing demands of 21st Century work and recognizes the importance of supporting sustainable and inclusive development. Delegates reflected on the areas driving TVET's transformation including youth, environment, social equity, and industry in the context of Qatar and broader developments around the world. The meeting included the participation of 70 experts from around the world. UNEVOC Centres from Australia and Hong Kong, China, also participated at the meeting. Ms. Kenneth Barrientos represented UNESCO-UNEVOC at the meeting.

INA, Costa Rica showcases its initiatives at the ESD Global Action Programme Meeting

San Jose, Costa Rica. 25-27 April 2018

The National Institute for Learning (INA), a UNEVOC Centre in Costa Rica, hosted a study visit of the participants of the Global Action Partners (GAP) on Education for Sustainable Development (ESD), and shared its initiatives in capacity building of teachers in the context of Greening TVET. The visit, organized as part of the ESD GAP Meeting, included around 80 representatives of international organizations, ministries, NGOs, universities and research communities.



Participants at the GAP ESD meeting

The GAP on ESD meeting discussed the course of action in support of ESD beyond 2019. UNESCO-UNEVOC, a new partner of the GAP Network (PN2) with a focus on transforming learning and training environments, was represented by Mr. Wouter de Regt at the meeting to share UNESCO-UNEVOC's greening TVET initiatives in support of the ESD agenda.

www.unevoc.unesco.org/l/575

UNEVOC Centres in China organize the BRI International Conference on TVET

Shenzhen, China. 11-12 May 2018

The One Belt One Road International Conference on TVET was organized in Shenzhen, China, with more than 300 education experts and stakeholders from 21 countries in attendance. The Conference included discussions related to the development of TVET in the context of the "One Belt One Road", also referred to as the Belt Road Initiative (BRI). These discussions were aimed at finding strategic solutions for promoting the development of TVET to meet the skills requirements emerging because of this initiative.

Mr. Peter Greenwood from UNESCO-UNEVOC delivered a keynote speech focused on the work of UNESCO-UNEVOC and the UNEVOC Network in promoting knowledge exchange and collaborations in developing TVET systems. The conference was organized under the guidance of the Department of Vocational and Adult Education of Ministry of Education and the Chinese National Commission for UNESCO. Co-hosts and organizers of the Conference included the Chinese Society of Vocational and Technical Education, Central Institute for Vocational and Technical Education, Ministry of Education – a UNEVOC Centre, Education Department of Guangdong Province, and Shenzhen Polytechnic, another UNEVOC Network Member in China. www.unevoc.unesco.org/l/576



Participants at the One Belt One Road International Conference

Tknika hosts International Conference on TVET

San Sebastian, Basque Country, Spain.

30 May - 1 June 2018

Tknika, a UNEVOC Centre in the Basque Country, Spain, organized an international conference titled 'International Encounters on Vocational Training – Anticipating the Future'. Participants from around the world discussed challenges of ongoing digital transformation of industry and businesses and responses to them through increased collaboration and knowledge exchange. Mr. Shyamal Majumdar, Head of UNESCO-UNEVOC, delivered a keynote speech addressing Industry 4.0 in the context of the Sustainable Development Goals. As part of the conference, representatives from six global and regional networks of TVET and professional training stakeholders, including UNESCO-UNEVOC, also discussed the avenues of cooperation within and between the respective networks as part of a panel discussion. Mr. Jens Liebe represented the UNEVOC Network at this panel.

Network sessions for the UNEVOC Network were also organized on the sidelines of the Conference. UNEVOC Centres from eight countries from across 3 regions (Africa, Latin America, and Europe) shared updates on their respective activities and were also apprised of the

UNESCO-UNEVOC Medium Term Strategy II (MTS-II) to enable them to find further opportunities of engagement and mutual collaboration. www.unevoc.unesco.org/l/577

BIBB organizes an international congress on Learning for the Future

Berlin, Germany. 7-8 June 2018

The German Federal Institute for Vocational Education and Training (BIBB), a UNEVOC Centre in Germany, organized an international congress titled 'Learning for the Future: VET of tomorrow – experience innovations'. The Congress attracted around 900 TVET experts from 25 countries to discuss the current challenges and prospects that lie ahead for TVET. Targetting all VET decision makers and multipliers in the field of policymaking, trade and industry, trade unions and academic research community, the discussions facilitated the integration of these various stakeholders, and their engagement in charting a future course of TVET.

Mr. Shyamal Majumdar presented in the panel discussion on 'Work based learning – Challenges and areas of potential'. Further details of the conference can be found here: www.unevoc.unesco.org/l/578

News from the UNESCO-UNEVOC International Centre

UNEVOC European Cluster Meeting

Bonn, Germany. 13-14 March 2018

As part of UNESCO-UNEVOC's efforts to strengthen the engagement of UNEVOC Centres in Europe, a European UNEVOC Network Consolidation Workshop was held at the UN Campus in Bonn. 25 participants from 18 UNEVOC Centres representing 17 countries across Europe, Asia and Africa participated at the workshop. This workshop also aimed at facilitating European UNEVOC Centres' future cross-regional collaborations with UNEVOC Centres in Africa and Asia.

The discussions were guided by the priorities identified by the UNEVOC Network members in Europe, in the context of UNESCO-UNEVOC's Medium Term Strategy II (2018-2020). These included Industry 4.0; Entrepreneurship; Migration and Skills; Greening TVET and, Attractiveness of TVET. www.unevoc.unesco.org/l/579



Participants of the European Cluster Meeting at UNESCO-UNEVOC in Bonn, Germany

UNESCO-UNEVOC organizes a workshop at the UNESCO Mobile Learning Week

Paris, France. 26 March 2018

As part of UNESCO Mobile Learning Week (26-30 March 2018), UNESCO-UNEVOC organized a workshop titled ‘Boosting skills learning through mobile technology: The skills-pedagogy-technology nexus’ to highlight the importance of mobile technologies as a tool for teaching and training the workforce of the future. UNEVOC network members representing Fundacion Paraguaya, BiBB and the Fulminense Federal Institute-Brazil presented approaches and innovations in the use of mobile technology to improve the skills and content delivery by teachers and trainers in their respective contexts. Further details of the event and the workshop can be found here:

www.unevoc.unesco.org/l/580

High Level delegations from Mongolia and Ethiopia visit the UNESCO-UNEVOC International Centre

Bonn, Germany. March 2018

A high level delegation headed by the H.E. Dr. Tilaye Gete, Minister of Education of the Federal Democratic Republic of Ethiopia visited the UNESCO-UNEVOC on the 13th March 2018. Another delegation headed by H.E. Sanja Mungunchimeg, Vice Minister of Labour and Social Protection at the Mongolian Government, also visited the UNESCO-UNEVOC on the 21 March 2018. Discussions between the UNESCO-UNEVOC and the delegations focused on issues of mutual partnerships and the strengthening of the TVET sector in the respective two countries.

UNESCO-UNEVOC’s Greening TVET featuring higher in policy discussions

UNESCO-UNEVOC’s engagements in the thematic area of Greening TVET has been attracting a lot of interest from the TVET community from around the world. UNESCO-UNEVOC was invited to present the Greening TVET Guide, as part of the discussions on education for sustainable development at the Swedish Council for Higher Education organized a National Conference on the Future of TVET organized on the 18-19 April 2018 in Lund, Sweden. The event aimed to raise awareness among teachers and municipalities in Sweden on issues affecting the future of TVET in the context of digitization and pedagogy, and education for sustainable development.

On the 19-20 June 2018, an inception workshop for UNESCO’s Better Education for Africa’s Rise (BEAR) II project in Kenya was organized in Nairobi, Kenya. As part of the preparation and consultation process for the BEAR II project, the stakeholders in Kenya identified environment technologies sector as a priority area. UNESCO-UNEVOC participated in the programme to sensitize the participants on environmental, socio-economic, and political dimensions of greening TVET, including labour market trends and needs. Participants were briefed about UNESCO – UNEVOC’s programme and Greening TVET Guide and examples of greening initiatives from across the UNEVOC Network.

UNEVOC TVET Leadership Programme 2018

Bonn, Germany. 25 June - 6 July 2018

The 2018 UNEVOC TVET Leadership Programme was organized at the UNESCO-UNEVOC International Centre, Bonn. The Programme is aimed at capacity development of TVET experts to become change agents in their institutions and countries. This year, 19 mid-to senior-level TVET leaders from UNEVOC Centres and other institutions participated in the two-week Programme, covering 18 countries from around the world. In an interactive, hands-on Programme, participants augmented their leadership skills through nine thematic modules covering “Vision for change”, “Knowledge for change”, and “Skills to drive change”. The modules and special lectures, delivered by international experts included latest developments in policy and practice. The 2018 Programme was conducted in partnership with BiBB, CEDEFOP, European Commission, European Training Foundation, GIZ and JET Education Services, amongst others.

Sponsored by the German Federal Ministry of Education and Research (BMBF) and the German Federal Ministry for Economic Cooperation and Development (BMZ), the UNEVOC TVET Leadership Programme is UNESCO-UNEVOC’s flagship programme that has trained 65 TVET leaders from 45 countries since its inception in 2016. Further information on the Programme, including a sign-up form for an email alert for next year’s Programme, can be found at www.unevoc.unesco.org/tvetleadership



| Participants of the UNEVOC TVET Leadership Programme

Publications and knowledge management news

New publications

UNESCO-UNEVOC Biennial Report

Moving forward – UNESCO-UNEVOC Biennial Report 2016-2017

The report highlights our concerted actions and support to the UNEVOC Network and the UNESCO Member States through capacity development, international collaborations and knowledge exchange to advance TVET. The report also details key engagements of UNEVOC Centres under each of the five thematic priority areas of UNESCO-UNEVOC, and can be downloaded here:

www.unevoc.unesco.org/l/581

UNESCO-UNEVOC Medium Term Strategy 2018-2020 (MTS-II)

This new Strategy of UNESCO-UNEVOC has two overarching objectives:

1. Address the capacity needs of TVET leaders and managers to transform TVET. The strengthened capacities will help them to adapt their institutional strategies to the changing expectations of TVET and address multiple SDGs.
2. Strengthen collaboration, knowledge exchange and peer learning.

Together, these developments will support decision-making to help institutionalize change. In the process, UNESCO-UNEVOC will create mechanisms to form TVET learning communities and develop knowledge-based resources to drive innovations and stimulate mutual co-operation in TVET. The MTS II can be downloaded here: www.unevoc.unesco.org/l/582

Open Educational Resources for Skills

Development

In May 2018, UNEVOC published a brochure on OER for skills which aims to provide an introduction to OER, the history of the concept, and its current and potential use with a particular view to TVET. The publication includes a brief summary of a study UNEVOC commissioned in 2017 which looked at the potential of OER to improve access to quality TVET. Details of platforms offering OER for TVET, and the brochure can be viewed at www.unevoc.unesco.org/oer



Forthcoming Virtual Conference

As part of the forthcoming World Youth Skills Day 2018, UNESCO-UNEVOC is hosting a Virtual Conference titled "Improving the image of TVET: Making TVET attractive to youth". This Virtual Conference will be organized from the 16-24 July 2018, and discuss how the image of TVET can be improved amongst the young people and other stakeholders. Further details on the Virtual Conference can be found here: www.unevoc.unesco.org/TVeT-forum



TVET Country Profiles

Since late 2017, UNESCO-UNEVOC has embarked upon revising the Country Profiles currently available on the World TVET Database. These revised Country Profiles will provide information about technical and vocational education and training systems around the world. View the Country Profiles here: www.unevoc.unesco.org/l/583

Skills in Action Photo Competition

This year, as part of the World Youth Skills Day, UNESCO-UNEVOC invites you to participate in the Skills in Action Photo Competition. We want you to capture amazing moments when skills are in action, showing how TVET and skills development are contributing to one of the following:

- Encouraging youth employment and entrepreneurship
- Promoting equity and gender equality
- Facilitating transition to sustainable economies and societies

The photographs should focus on highlighting examples and role models, such as students, junior workers, and young teachers/trainers, who are engaged in any of the above thematic priorities, and illustrate a better image of TVET.

Winners of the competition will be awarded attractive cash prizes. The deadline for submission of the pictures is 31 July 2018.

For more information, please visit www.unevoc.unesco.org/wysd

Upcoming events

July 2018



UNESCO-UNEVOC follows the United Nations' stride in celebrating the World Youth Skills Day every year on 15 July, and continues to call for increased prospects for the youth to gain access to quality training and skills development through TVET, globally. Join UNESCO-UNEVOC on the World Youth Skills Day 2018, in its call for "Improving the image of TVET" and build a shared understanding of its true prospects. More information on how you can be a part of the WYSD and the Photo Competition are available here: <https://unevoc.unesco.org/wysd/>

August 2018

16-26*

Institutional Leadership and Management Training Programme

Lilongwe, Malawi

27-31

UNEVOC TVET Leadership Programme for Central and Latin America

Panama City, Panama

September 2018

10-14

REDITEC 2018: Work in the 21st Century | Globalization, Innovation, Vocational and Technological Education: Paths and Challenges for Inclusion

Búzios/RJ, Brazil

October 2018

8-10

World Federation of Colleges and Polytechnics | 2018 World Congress Preparing for the skills future, now

Melbourne, Australia

24-25

East Asia and Southeast Asia Network Consolidation Workshop hosted by KRIVET

Seoul, Republic of Korea

November 2018

12-16

UNEVOC TVET Leadership Programme for Western Africa

Dakar, Senegal

*Tentative dates

Stay in touch

The Bulletin aims to inform the wider public on activities undertaken by the UNESCO-UNEVOC International Centre for Technical and Vocational Education and Training on a certain thematic issue. It also presents selected news from UNEVOC Centres, and readers can find out more about these and other activities on our website.

The Bulletin is published twice a year and is available in all six UNESCO languages: Arabic, Chinese, English, French, Russian and Spanish.

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