

*2017 Fiji Human Resource Institute
Convention
Quality & Labor Market Demand in Skills
Development*

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Objectives

- Changing landscape of Skills Needs & Development
- Emergence of Quality Assurance in tertiary education
- Industry expectations verses accreditation
- Demand driven programme development
- Pathways and workplace training recognition

Instruments of change

- ‘Game Changers’
- Sustainable Development Goals
- Sub sector declarations
- Regional, national and institutional

Game Changers

Do You Know?

In 1998, Kodak had 170,000 employees and sold 85% of all photo paper worldwide. Within just a few years, their business model disappeared and they went bankrupt.

Game Changers

Uber is just a software tool, they don't own any cars, and are now the biggest taxi company in the world

Game Changers

Most car companies might become bankrupt.

Game Changers

Insurance companies will have massive trouble because without accidents, the insurance will become 100x cheaper. Their car insurance business model will disappear

Game Changers

Health: The Tricorder X price will be announced this year. There will be companies who will build a medical device (called the "Tricorder" from Star Trek) that works with your phone, which takes your retina scan, your blood sample and you breathe into it. It then analyzes 54 biomarkers that will identify nearly any disease. It will be cheap, so in a few years everyone on this planet will have access to world class medicine, nearly for free.

Game Changers

Basic Education: The cheapest smart phones are already at \$10 in Africa and Asia. Until 2020, 70% of all humans will own a smart phone. That means, everyone has the same access to world class education. Every child can use Khan Academy <https://www.khanacademy.org/> for everything a child learns at school in First World countries.

Game Changers

Business opportunities: If you think of a niche market, you want to go into, ask yourself: "In the future, do you think we will have that?" and if the answer is yes, how can you make that happen sooner? If it doesn't work with your phone, forget the idea. And any idea that was designed for success in the 20th century is doomed to fail in the 21st century.

Game Changers

- Massive Open Online Course (MOOC)
- Open Educational Resources

Work: About 70 - 80% of jobs will disappear in the next 20 years. There will be a lot of new jobs, but it is not clear if there will be enough new jobs in such a short time.

SDG's

Goal 4-Quality Education -Direct Impact

4.3. By 2030, ensure equal access for all women and men to affordable and quality technical, vocational and tertiary education, including university

4.4. By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship

Conti..

4.5 By 2030, eliminate gender disparities in education and ensure equal access to all levels of education and vocational training for the vulnerable, including persons with disabilities, indigenous peoples and children in vulnerable situations

4.4.1 Proportion of youth and adults with information and communications technology (ICT) skills, by type of skills

Other serving SDG's

- 8- Decent work and economic growth
- 9- industry, innovation and infrastructure

Education will cut across in others

Sub sector

- Affiliated to SDG's
- World Congresses, Conventions & Conferences
- Global Peak bodies

Regional, national and institutional

- Pacific Island Leaders Meeting
- Forum Education Ministers Meeting
- Forum Economic Ministers Meeting
- Forum ICT Ministers Meeting
- Forum Health Ministers Meeting
- CROP agency's mandate
- National standards agencies, national development plans, sectoral plans
- Organisational development and corporate plans

Emergence of QA systems

- ADB/PIFS ‘Skilling Pacific’ report showed poor quality against international benchmarks
- DFAT APTC 1 Design and ‘Skills for Pacific Prosperity’
- Minimal recognition of qualifications by international assessment agencies by foreign employers
- Low human capital ratings
- Safeguard interest of students, employers and providers

Quality Regulators

- Qualification Frameworks
- Higher/tertiary commissions
- Industry professional associations
- Sectoral accreditation agencies
- International Network of Quality Assurance Agencies in Higher Education
- Transnational qualifications (international trade)

USP's Quality Assurance Structure



Industry verses accreditation

In highly diversified and market-oriented systems, such as in the United States of America (USA), the provision of information to consumers and the public at large through accreditation is a longstanding practice

Pacific lacks market plethora. Programme sustainability and responsiveness to small market skills is an investment challenge

Conti...

- Industry expectation is changing and tertiary providers have to be dynamic
- Providers see important may not be important to industries
- Industry academia collaboration is important

Demand driven programme development

- Labor market analysis
- Development plans
- Environmental scanning
- Demand and supply
- Human capital export

Pathways & Recognitions

- Lacks of credit point
- Pathway is missing
- Recognition of industry training
- Statement of Attainment
- Recognition of Prior Learning
- Institutional knowledge and agreement

Conclusion

- Transferable and portable skills
- Multi skilling
- Quality will be globally marketable

Q & A's

Thanks for listening..



to respond to ?s,



suggestions

and



misinformation (if any)