



International  
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# Concept Note on Skills Partnerships for Demand-Driven Labour Migration and Webinar Programme

- ▶ A collaboration between ILO, GIZ and AUDA -NEPAD - Through the Knowledge Sharing Portal on Skills and Labour Migration

**Webinar date**

11th April 2024

Time: 11:00 – 12:00 (SAST) (GMT+2) / 12:00 - 13:00 (EAT) (GMT+3)

## ▶ Introduction

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The concept of skills partnerships on labour migration is gaining traction globally due to its potential benefits for all stakeholders involved: countries of origin, destinations, migrants, and employers. These partnerships aim to address labour market mismatches, promote regular and rights-based migration, and facilitate quicker migrant integration.

Skills partnership on labour migration refers to a collaborative effort between countries or stakeholders aiming to align skills development with labour market needs in both origin and destination countries. This means working together to ensure migrants have the skills needed to fill job openings in destination countries, while also benefiting origin countries through better skills development, knowledge transfer, and remittances. However, establishing and sustaining these partnerships requires robust institutional mechanisms and stakeholder collaboration.

This webinar, organized by the ILO and AUDA-NEPAD, aims to address this need by exploring the key elements of successful skills partnerships and their potential in Africa.

### **What do Skills Partnerships on Labour Migration entail?**

Skills partnerships on labour migration aren't just agreements between countries, they're collaborative ecosystems involving governments, employers, workers' organizations, training institutions, and more. This could entail;

- 1. Matching Skills with Demand:** This involves identifying specific skills sought after in destination countries. This information is then used to tailor training programs in origin countries, equipping potential migrants with the precise skill sets needed to thrive abroad.
- 2. Recognition and Portability of Skills:** Bridging the gap between different education systems is crucial for successful integration. Skills partnerships work towards establishing mechanisms that recognize and value qualifications acquired in origin countries. This translates to smoother entry into the destination country's labour market, reducing barriers and fostering equal opportunities for migrant workers.
- 3. Training and Support:** The journey doesn't begin with arrival; it starts with preparation. Skills partnerships prioritize pre-departure training, equipping potential migrants with essential tools for success. Language training helps navigate communication challenges, while cultural orientation fosters understanding and adaptation. Additionally, essential skills training empowers migrants to hit the ground running in their new environment.

**4. Return and Reintegration:** Returning migrants are not forgotten; they are seen as valuable assets. Support systems are established to help them leverage their acquired skills and experiences in their home countries. This fosters economic development through knowledge transfer and empowers returning migrants to contribute meaningfully to their communities.

In essence, skills partnerships on labour migration are not just about skills; they are about building bridges, fostering collaboration, and creating a win-win situation for all involved. By addressing skill mismatches, recognizing qualifications, and supporting both pre-departure and return journeys, these partnerships pave the way for a more inclusive, equitable, and prosperous future for all

Establishing successful skills partnerships involves identifying relevant stakeholders across origin and destination countries (governments, training institutions, businesses, NGOs, diaspora communities), conducting needs assessments to pinpoint skill gaps and potential collaboration areas, jointly crafting an action plan with defined goals, target groups, activities, and partner responsibilities, securing funding from diverse sources, and finally, implementing, monitoring, and adjusting the plan for optimal outcomes.

### **Opportunities for Africa**

Africa presents a potent source of skilled labour, but only if equipped with the right tools. Strategic skills partnerships emerge as a game-changer. These partnerships can address critical skill shortages in agriculture, manufacturing, and healthcare, driving economic growth and prosperity. They can also facilitate the "brain gain" of skilled migrants returning home, bringing valuable knowledge and expertise to fuel development.

Moreover, regional cooperation can create a unified labour market, benefiting both individuals and economies across borders. However, unlocking this potential requires overcoming significant challenges. Limited institutional capacity and a lack of comprehensive data often hinder effective planning and implementation. Securing sustainable funding remains a constant hurdle, and existing initiatives often lack the necessary coordination and collaboration.

Addressing these underutilized opportunities is crucial to harnessing the immense power of skills partnerships and unleashing Africa's full potential.

### **Webinar Objectives**

The object of this webinar is to enhance the understanding of successful skills partnerships for labour migration.

### **Expected Outcomes**

The expected outcome of this webinar is Increased knowledge and awareness of skills partnerships among key stakeholders.

## Webinar Series: Skills and Labour Migration

### Topic: Skills Partnerships on Labour Migration

Date: 11th April, 2024

Time: 12:00 - 13:00 EAT

Register Here: [Registration Form](#)

Session	Duration	Focus Area	Speakers
Session 1	Moderator 1		
	5 mins	<ul style="list-style-type: none"><li>Opening remarks - GIZ</li></ul>	
	10 mins	<ul style="list-style-type: none"><li>Introduction to the webinar series - key concept on skills partnership on labour migration - ILO</li></ul>	
Session 2	Moderator 2 - Panel Discussion		
	20mins	<p><b>Topic 1: Kenya's initiatives on skills partnerships for labour migration</b></p> <ul style="list-style-type: none"><li>Efforts taken by Kenya to promote skills-based labour migration and if the efforts are making a positive impact on the skills development system.</li></ul> <p><b>Topic 2: Learning from an existing programme: Pacific Australia Labour Mobility (PALM) Scheme</b></p> <ul style="list-style-type: none"><li>Overview of the Pacific Australia Labour Mobility (PALM) Scheme including its objects and progress made.</li></ul>	<p><b>Speaker 1:</b> <i>Acquillyne Mbaka - Skills Development Officer - Kenya</i></p> <p><b>Speaker 2:</b> <i>Pita Foliaki Lokotui - Country Liaison Officer, Pacific Australia Labour Mobility Scheme</i></p>

Session	Duration	Focus Area	Speakers
		<ul style="list-style-type: none"> <li>• What are its key features (e.g. coordination, financing, etc.)?</li> <li>• Challenges and lessons learnt from the implementation of the PALM scheme.</li> <li>• What can other countries/regions learn from this scheme and benefit from similar schemes?</li> </ul>	
<b>Session 3</b>	<b>Moderator - Audience Participation</b>		
Session 3A	<b>15 mins</b>	Discussion/Reflections from participants	
Session 3B	<b>10 mins</b>	<b>Conclusion:</b> Closing remarks and vote of thanks	

**Note:** All registered participants shall be invited to the Community of Practice (COP). To ensure your access to the COP, kindly ensure that you register at <https://aspyee.org/aspyeeuser/register>. The COP allows access to resources, virtual networking, discussion forums, calls for good practices from the region, and post-webinar information and material.

