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# VET Toolbox Seminar

How can TVET work effectively  
with the private sector in  
fast-changing economies?

Online: 23–25 November, 2021

**Speaker article**

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## **Bridging the gap between private sector and TVET providers**

Fast changing economies such as hospitality and tourism have faced a turbulent time over the past 18 months and as industry begins to build back after the disruption caused by Covid-19 there are distinct challenges facing private sector, with widespread staffing and skills shortages.

To address these challenges, we need to think differently.

A few disrupters are changing the way we work. Industry needs a pipeline of skilled talent to meet future demands in areas such as digital, green, and social skills. The younger generation has a different set of priorities around working conditions and work-life balance. And the way people consume learning has evolved tremendously.

We need be more creative in how we work collaboratively to deliver the skills industry needs whilst providing individuals with access to rewarding employment opportunities with clear progression. And critically we need to ensure both are supported with lifelong learning.

### **Practical steps to form effective partnerships**

A sector skills body is a great way of bringing the critical partners together to work on:

- Attracting new talent to the sector: helping employers recruit the skilled staff they need
- Retention of staff: encouraging good working practices and building industry awareness of available skills support to retain talent
- Securing the skills needed: helping identify and develop solutions that provide the skills employers need

Having an organisation such as this in place can facilitate ways for TVET to work effectively with private sector. Some top suggestions include:

**Focus on employer engagement:** Engagement with employers must be a priority for each area of school and needs to be resourced to get local businesses engaged in your work.

**Create a model for working together:** A mutually beneficial partnership approach such as the employer-led accreditation of hospitality colleges in the UK recognises colleges that deliver excellent full-time or classroom-based hospitality training and qualifications. The accreditation also highlights colleges that are working well with employers — allowing them to influence the

curriculum so it meets industry needs and develops partnerships that benefit learners.

**Define how employers can contribute:** Outline clearly how local businesses can work with you to benefit the future talent pipeline such as exposure to realistic working environments, career talks, work experience placements etc.

**Feed skilled talent to local employers:** Plan for students completing their courses and work with businesses to signpost students to available vacancies.

**Think ahead to support lifelong learning:** Consider how shorter, sharper modularised learning can support industry in continuing to upskill staff. Responsiveness to industry and flexibility to meet their needs means thinking about factors such as work patterns and how you can provide skills solutions at a time or format that works for them.

## Effective partnerships working in practice

In recognition of the importance of being innovative, flexible, and reflecting businesses' needs, there are some fantastic examples of how TVET providers around the world are responsive to private sector and an excellent source of future talent:

- **Egypt:** Education provider EFE-Egypt offers a full support package to employers and individuals, running shorter pre-employment programmes that provide the critical technical and soft skills that make individuals competent to enter the industry. EFE-Egypt has strong employer engagement and connect with employers on a regular basis and ahead of running programmes to identify the skills needs of employers and available vacancies. They have an 85% success rate of recruiting into gainful employment.
- **Philippines:** The Philippine Constructors Association (PCA) entered into an agreement with Technical Education & Skills Development Authority (TESDA) to transform the skills of 2,000 supervisory level construction workers. Industry worked with PCA, TVET and internal training teams to provide a fit-for-purpose management training solution that could be delivered by TVET providers to deliver to a consistent standard.
- **Turkey:** TVET providers worked with the automotive and manufacturing industry to provide realistic working environments for training interventions, giving future talent the opportunity to work with the latest equipment.
- **UK:** During the Covid-19 pandemic, as the External Quality Assurance provider for hospitality, retail, travel and aviation apprenticeships, People 1st International secured approval for modifications to the delivery of end-point assessment methods, giving flexibility for employers, training provider and end-point assessment organisations to work together to continue apprenticeship delivery and completions.

W [www.people1st.co.uk](http://www.people1st.co.uk)



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