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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

Programme

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Programme overview

“a radical shift in skills development is both needed and is beginning to take place. To be successful, this shift must respond to the increasing demand for training opportunities with greater private sector involvement” Dunbar, 2015

Outline

That TVET systems need to engage with the private sector is at this point an accepted fact. However, enabling this is difficult and the private sector is far from homogenous meaning a variety of approaches need to be utilised to effectively engage industry and employers or all shapes and sizes throughout a skills system.

This event will explore the principles and practice of private sector engagement in TVET in detail and reflect on how this can be best shaped to different contexts and ambitions to maximise its effectiveness

We will offer the opportunity for participants to hear from experts in the field but also make an active contribution to the debate through discussion.

The seminar will be comprised of a series of online sessions tackling the following questions:

- **Creating an enabling environment for private sector engagement in TVET.**
- **Using different models such as PPP and SSC's.**
- **Working with the informal economy and SMMES**

- **Engaging tomorrow's private sector – Supporting the creation of new jobs and industries**
- **Safeguarding the interests of learners**
- **Creating a culture of private sector participation**

Learning Aims

Participants will leave with an improved knowledge and understanding of effective practice in private sector engagement in TVET and how it can be applied.

More specifically, we will provide:

- An analysis of the components that shape effective private sector engagement in TVET systems.
- Tips and examples of effective practice. Working with the informal economy and SMMES.
- Ideas for policy changes and interventions to contribute to system improvement.
- Safeguarding the interests of learners.
- Time to reflect on the different stakeholders and groups engaged in TVET and the functions they can and do serve.

Hosted by:

Name	Job title / role
Bartelijne van den Boogert	Team Leader, VET Toolbox project
Moses Anibaba	Director Sub-Saharan Africa, British Council
Andrew Hall	Senior Consultant (Policy), Skills Systems, Education and Society, British Council

The language of the seminar will be English and there will be no translation provided.

Programme summary



Day	Theme
1	Welcome and Introductions
1	Opening plenary discussion: Who is TVET for? – The challenges and opportunities
1	Discussion: Finding common ground to create an enabling environment for private sector engagement in TVET
1	Discussion: Analysing different models of private sector engagement
2	Keynote presentation: Daniel Susskind
2	Discussion: Engaging tomorrow's private sector – Supporting the creation of new jobs and industries
2	Discussion: Working with the informal economy and SMMES
2	Information sharing: Showcase of VET Toolbox Projects
3	Discussion : Safeguarding the interests of learners
3	Discussion: Youth Panel – Skills Development and entrepreneurship for meaningful employment
3	Discussion: Building effective partnerships
3	Closing plenary discussion: Forging the Future

Programme

All times below are Central African Time (CAT), with GMT for reference. Timings are subject to change. Final times will be confirmed ahead of the event.

Day 1

10:00–10:15 (CAT) 08:00–08:15 (GMT)	Welcome A welcome to the event from the European Union and the British Council, and an outline of the programme and how the event will proceed.	<i>Facilitator: Bartelijne van den Boogert, Team Leader, VET Toolbox project</i> Antti Karhunen , Director Sustainable Finance, Investment and Jobs, DG International Partnerships, European Commission Moses Anibaba , Director Sub-Saharan Africa, British Council
10:15–11:25 (CAT) 08:15–09:25 (GMT)	Opening plenary discussion: Who is TVET for? – The challenges and opportunities <ul style="list-style-type: none"> • What are the key priorities for TVET stakeholders in the Sub-Saharan region. • How can regional and national actors contribute to these priorities in individual countries? • What more is needed to work better together and achieve common objectives and opportunities? • What are the opportunities for TVET to underpin the job creation and economic strategies of individual countries in the region that lead to decent work opportunities for Africa's youth? 	<i>Chair: Moses Anibaba, Regional Director SSA, British Council</i> Keynote: The Honorable Vice President, Dr. Saulos Klaus Chilima , Malawi Nicholas Ouma , Senior Youth Advisor, African Union Hendrina Chalwe Doroba , Division Manager – Education and Skills Development, African Development Bank Bright Jaja , Founder, iCreate Africa, Nigeria
11:25–12:00	Break / Networking	
12:00–12:50 (CAT) 10:00–10:50 (GMT)	Panel discussion: Finding common ground to create an enabling environment for private sector engagement in TVET Key Questions: <ul style="list-style-type: none"> • What are some of the key roles for the private sector to play and do these need to adapt and change to meet the challenges of the future? 	<i>Chair: Chris Cooper, Head of Skills, Education and Society, British Council</i> Helene Charpentier , Senior Project Officer, Association for the Development of Education in Africa (ADEA) Mr Zukile Christopher Mvalo , Deputy Director-General: Skills Development Branch, Centres of Specialisation, Dept. of Higher Education and Training, South Africa

Day 1

12:50–13:30 (CAT)	<ul style="list-style-type: none"> • What are the key roles for governments to facilitate the involvement of the private sector? • How can industry engagement in TVET lead to gender equity in the labour market? 	Caroline Mutepfa , Senior Programme Officer, ATVET
10:50–11:30 (GMT)	Breakout sessions will run in parallel and feature brief, scene-setting input from experts in the field, followed by a wider group discussion.	Dhiruj Ramluggun , Head – Social Capital, Business Mauritius Tobias Nambala , General Manager TVET Regulations Namibian Training Authority Dr Ehud Gachugu , Director of the Ajira Digital and Youth Employment Project Kenya Private Sector Alliance (KEPSA)
13:30–14:15	Break / Networking	
14:15–15:05 (CAT) 12:15–13:05 (GMT)	Panel discussion: Analysing different models of private sector engagement Featuring a spotlight on the Sector Skills Council and Public Private Partnerships models. Delegates will be invited to share their innovative models of private sector engagement. Key questions: <ul style="list-style-type: none"> • How can a participatory approach be applied, with a wide range of governmental, non-governmental, community and business partners involved in all stages? • How can governments support private initiatives in urban and rural areas to create sustainable employment opportunities that also link to the national TVET training or qualifications? 	<i>Chair: Jane Rexworthy, People 1st International</i> Kristine Langenbucher , Head of Unit, Employment and Skills, Local Employment, Skills and Social Innovation Division, OECD Centre for Entrepreneurship, SMEs, Regions and Cities, OECD Nokuthula Selamolela , Food and Beverage Manufacturing SETA, South Africa Ebenzer Ato Simpson , Former manager, Skills Development Fund, Ghana

Day 1

- How can we strengthen industry bodies or business associations in understanding the value of skilled workers and the needs of the TVET sector to support better quality engagement and consultations?
- What are the key roles for governments to facilitate the involvement of the private sector?
- How can industry engagement in TVET lead to gender equity in the labour market?

15:05–15:45 (CAT)	Breakout sessions: Analysing different models of private sector engagement	Herbert Byaruhanga , Managing Director –Bird Uganda Safaris, Uganda Tourism Sector Skills Council
13:05–13:45 (GMT)	Breakout sessions will run in parallel and feature brief, scene-setting input from experts in the field, followed by a wider group discussion.	Prof. Andrea Micangeli , Academic Coordinator of the Micro-Grid Academy, RES4Africa
		Nidal Ayesh , Skills Development Fund Expert at Enabel-Palestine
15:45–16:00 (CAT)	Wrap-up of Day 1 and preview of Day 2	Bartelijne van den Boogert , Team Leader, VET Toolbox project
13:45–14:00 (GMT)		

Day 2

10:00–10:15 (CAT)	Welcome and overview of the day	Bartelijne van den Boogert , Team Leader, VET Toolbox project
10:15–11:30 (CAT)	Keynote	<i>Facilitator: Andrew Hall, Senior Consultant (Policy), Skills Systems, Education and Society, British Council</i>
08:15–09:30 (GMT)		Daniel Susskind , Fellow in Economics, University of Oxford. Visiting Professor at King's College London. Author and co-author of the best-selling book, <i>The Future of the Professions</i> .
11:30–12:00	Break/Networking	
12:00–13:05 (CAT)	Plenary discussion: Engaging tomorrow's private sector – Supporting the creation of new jobs and industries	<i>Chair: Paul Comyn, Senior Skills and Employability Specialist International Labour Organisation (ILO)</i>
10:00–11:05 (GMT)	Key Questions:	Hugh Lauder , University of Bath, UK, Author of "The Death of Human Capital"
	<ul style="list-style-type: none"> • How do lower- and middle- income countries prepare workers for jobs that don't yet exist, where countries are dealing with emerging jobs or attempting to incubate new economic sectors? • How relevant is the concept of supply and demand of skilled workers, when there are not enough jobs in many countries? • What can a skills system do when there are not enough quality jobs? • What are the priorities for skills systems to prepare workers for fast changing economies and to address environmental pressures? 	Dr Presha Ramsarup , Director of the Centre for Researching Education and Labour, University of the Witwatersrand, South Africa
		Prof Ewart Keep , SKOPE, Oxford University, UK
13:05–13:45 (CAT)	Breakout sessions: Engaging tomorrow's private sector – Supporting the creation of new jobs and industries	Cynthia Mene , Co-Founder and CEO, Inspire Africa, Nigeria
11:05–11:45 (GMT)	Breakout sessions will run in parallel and feature brief, scene-setting input from experts in the field, followed by a wider group discussion.	Mrs. Dineo Mkwesalamba Founding Director: Dzuka Africa Organization
		Oluwafemi Longe , Good Work Guild Members RAS and Co Founder of CCHub and Qiesto, Nigeria

Day 2

14:30–15:20 (CAT)	Panel discussion: Working with the informal economy and SMMEs	<i>Chair: Tracy Ferrier, Team Lead Skills for Prosperity Hub</i>
12:30–13:20 (GMT)	Key Questions <ul style="list-style-type: none"> Given the fundamental role of the informal sector in African economies how can TVET formally support SMMEs through skill development? What role can pre-vocational skills training and functional literacy and numeracy play in strengthening SMMEs? Is the belief that skill acquisition through TVET will lead to the creation of jobs especially in the informal sector through self-employment instead of job-seeking overly ambitious? Entrepreneurship training often has the establishment of a small business as an indicator of successful training, what other indicators should be included? 	<p>Enoch Cudjoe, Senior Skills Development Advisor, GrEEn project, Ghana</p> <p>Afolabi Imoukhuede, Senior Special Assistant to the Nigerian President, Nigeria</p> <p>Geoff Leask, Chief Executive & Lisa Wardlaw, College Delivery Manager, Young Enterprise Scotland</p>
15:20–16:00 (CAT)	Breakout sessions: Working with the informal economy and SMMEs	Mendy Lerato Lusaba , Founder, The Domestic Workers Association of Zimbabwe
13:20–14:00 (GMT)	Breakout sessions will run in parallel and feature brief, scene-setting input from experts in the field, followed by a wider group discussion.	Ellen Ziwoya Phiri , Employers Consultative Association of Malawi (ECAM)
16:00–16:30	Break / Networking	
16:30–17:15 (CAT)	Showcase of VET Toolbox projects	<i>Facilitator: Bartelijne van den Boogert, Team Leader, VET Toolbox project</i>
14:30–15:15 (GMT)		<p>Herbert Byaruhanga, Managing Director – Bird Uganda Safaris, Uganda Tourism Sector Skills Council</p> <p>Sambath Bun, Secretary General, Young Entrepreneurs Association of Cambodia</p> <p>Neil Shaw, Toolbox Liaison Officer, British Council</p> <p>Alexis Hoyaux, Toolbox Liaison Officer, LuxDev</p> <p>Gert Janssens, Toolbox Liaison Officer, Enabel</p> <p>Anna Lazor, Toolbox Liaison Officer, GIZ</p>
17:15–17:25 (CAT)	Wrap-up of Day 2 and preview of Day 3	Bartelijne van den Boogert , Team Leader, VET Toolbox project

Day 3

10:00–10:15 (CAT)	Welcome and overview of the day	Bartelijne van den Boogert , Team Leader, VET Toolbox project
10:15–11:10 (CAT)	Panel discussion: Safeguarding the interests of learners	<i>Chair: James Keevy, CEO, JET Education Services</i>
08:15–09:10 (GMT)	<ul style="list-style-type: none"> How do we balance national needs for broad skill-based qualifications with narrow job role specific qualifications? How can career advice ensure realistic matches in courses and jobs? What kinds of strategies can reduce dropout rates or providing meaningful work-based learning etc? Other potential issues to be touched on include ensuring the choice to access pathways to higher level quals rather than quals leading to a job in one company. Or work placement requirements that may exploit student labour and not provide meaningful learning opportunities, or gender issues around safety in workplaces during work placements. Or a continuous cycle of short courses for employment that doesn't always exist. 	<p>Dr Anthony Mann, Senior Policy Analyst, OECD</p> <p>Prof. Stephanie Matseleng Allais, Centre for Researching Education and Labour, School of Education, University of the Witwatersrand, South Africa</p> <p>Sabelo Buthelezi, Chief Director, Special Project Unit, Department of Higher Education and Training, South Africa</p>
11:10–11:50 (CAT)	Breakout sessions: Safeguarding the interests of learners	Dr Shahinaz Khalil , Career Guidance Consultant (GIZ)
09:10–09:50 (GMT)	Breakout sessions will run in parallel and feature brief, scene-setting input from experts in the field, followed by a wider group discussion.	Lillian Moremi , CEO, Career Coaching, Botswana
11:50–12:20	Break / Networking	
12:20–13:15 (CAT)	Panel discussion: Youth Panel – Skills Development and entrepreneurship for meaningful employment	<i>Chair: Alice Vossa, ILO Regional Skills Specialist</i>
10:20–11:15 (GMT)	<ul style="list-style-type: none"> Africa has a large youth population, how can countries support the aspirations of young people through TVET? Are the aspirations of young people realistic and able to be achieved or does there need to be a remarketing of available and promising jobs? How can countries provide interventions when young people need them most and what might these interventions look like? 	<p>Alice Mukashyaka, Co-Founder, Starlight, Rwanda</p> <p>Juscelina Guirengane, Entrepreneurship and employment expert / CEO of Sahane Consultoria & Serviços Lda</p> <p>Euphrasia Mulenga, Champions Trust Regional Representative for Africa, WorldSkills Champions Trust, Zambia</p>
13:15–14:00	Break / Networking	

Day 3

14:00–14:55 (CAT)	Panel discussion: Building effective partnerships Key Questions	<i>Chair: Nazrene Mannie, CEO, The Global Apprenticeship Network</i>
12:00–12:55 (GMT)	<ul style="list-style-type: none"> • How can countries support the development of trust between industry and TVET to work successfully together? • How can the culture gaps between industry and the public sector be overcome? • How can industry learn what types of information and support the TVET system needs to develop relevant training? • What changes do TVET institutions need to make to meet the needs of industry? 	<p>Xhanti Mhlambiso, Programme Manager, Youth Employability and Social Transformation, National Business Initiative, South Africa</p> <p>Stefan Thomas, Human Capital Development Expert, Work Based Learning, Africa Team, Centres of Excellence European Training Foundation</p> <p>Lowell Williams, Chair, Colleges West Midlands</p>
14:55–15:35 (CAT)	Breakout sessions: Building effective partnerships	Nazrene Mannie , CEO, The Global Apprenticeship Network
12:55–13:35 (GMT)	Breakout sessions will run in parallel and feature brief, scene-setting input from experts in the field, followed by a wider group discussion.	<p>Janavi Da Silva, Director of Programmes — Green Matters Imvelisi Enviropreneurs, South Africa</p> <p>Ms Mpho Mookapel, CEO, Energy and Water SETA South Africa</p>
15:35–16:05	Break/Networking	
16:05–16:50 (CAT)	Closing plenary discussion	<i>Chair: Rachel Lomax, Deputy Chair of the British Council</i>
14:05–14:50 (GMT)	<ul style="list-style-type: none"> • Going forward what are the key priorities for TVET stakeholders in the Sub-Saharan region. • How can regional and national actors contribute to these priorities in individual countries? • What more is needed for businesses and TVET to work together and achieve common objectives and opportunities? • What are the opportunities for TVET to underpin the job creation and economic strategies of individual countries in the region that lead to decent work opportunities for Africa's youth? 	<p>Indhira Santos, co-lead of the Skills Global Solutions Group, World Bank</p> <p>Dr. Fred Kyei Asamoah, Director-General for the Commission for Technical and Vocational Education and Training (CTVET).</p> <p>Fabian Wallace-Stephens, Senior Researcher at the RSA Future Work Centre</p> <p><i>Rapporteur: Heike Buerskens, Policy Officer VET, Vocational Education and Training, DG International Partnerships, European Commission</i></p>
16:50–17:00	Wrap-up and thank-yous	Bartelijne van den Boogert , Team Leader, VET Toolbox project

Please note, sessions and speakers are subject to change.

VET Toolbox would like to thank all those who have made this event possible.

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The consortium is led by Enabel.

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