VET Toolbox Seminar

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

Online: 23–25 November, 2021

Programme

Join the conversation via #RelevantSkillsForAll

www.britishcouncil.org/education/skills-employability/programmes/vet-toolbox
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:

<table>
<thead>
<tr>
<th>Name</th>
<th>Job title / role</th>
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<tbody>
<tr>
<td>Bartelijn van den Boogert</td>
<td>Team Leader, VET Toolbox project</td>
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<tr>
<td>Moses Anibaba</td>
<td>Director Sub-Saharan Africa, British Council</td>
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<tr>
<td>Andrew Hall</td>
<td>Senior Consultant (Policy), Skills Systems, Education and Society, British Council</td>
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The language of the seminar will be English and there will be no translation provided.
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 (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.
Facilitator: Bartelleine van den Boogert, Team Leader, VET Toolbox project

10:15-11:25 (GMT)
Opening plenary discussion: Who is TVET for? – The challenges and opportunities
• 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?
Chair: Moses Anibaba, Regional Director SSA, British Council
Keynote: The Honorable Vice President, Dr. Saulos Klaus Chilima, Malawi
Nicholas Ouma, Senior Youth Advisor, African Union
Hendrina Chalwe, Division Manager – Education and Skills Development, African Development Bank
Bright Jaja, Founder, iCreate Africa, Nigeria

11:25-12:00
Break / Networking
Chair: Chris Cooper, Head of Skills, Education and Society, British Council

12:00-12:50 (GMT)
Panel discussion: Finding common ground to create an enabling environment for private sector engagement in TVET
Key Questions:
• 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?
Chair: Helene Charpentier, Senior Project Officer, Association for the Development of Education in Africa (ADEA)
Dr Zukile Mvalo, Deputy Director-General: Skills Development Branch, Centres of Specialisation, Department of Higher Education and Training, South Africa

12:50-13:15 (CAT)
Breakout sessions: Finding common ground to create an enabling environment for private sector engagement in TVET
Breakout sessions will run in parallel and feature brief, scene-setting input from experts in the field, followed by a wider group discussion.

13:15-13:30 (CAT)
Information sharing: Finding common ground to create an enabling environment for private sector engagement in TVET
Facilitator: Chris Cooper, Head of Skills, Education and Society, British Council

13:30-14:15
Break / Networking
Chair: Jane Rexworthy, People 1st International

14:15-15:05 (CAT)
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:
• How can a participatory approach be applied, with a wide range of governmental, non-governmental, community and business partners involved in all stages?

15:05-15:30 (GMT)
Keynote: Saulos Klaus Chilima, Malawi

Day 1

• 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?

Fati N’Zi-Hassane, Supervisor Human Capital and Institutional Development, Programme Delivery and Coordination Directorate, AUDA–NEPAD
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)
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, 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?

15:05-15:30 (CAT)
Breakout sessions: Analysing different models of private sector engagement

Breakout sessions will run in parallel and feature brief, scene-setting input from experts in the field, followed by a wider group discussion.

15:30-15:45 (CAT)
Information sharing: Analysing different models of private sector engagement

Plenary feedback

15:45-16:00 (CAT)
Wrap-up of Day 1 and preview of Day 2

Bartelijne van den Boogert, Team Leader, VET Toolbox project

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
Facilitator: Andrew Hall, Senior Consultant (Policy), Skills Systems, Education and Society, British Council

11:30-12:00
Networking and information booths
Chair: Poul Comyn, Senior Skills and Employability Specialist International Labour Organisation (ILO)
Hugh Lauder, University of Bath, UK, Author of “The Death of Human Capital”
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

12:00-13:05 (CAT)
Plenary discussion: Engaging tomorrow’s private sector – Supporting the creation of new jobs and industries
Key Questions:
- How do lower- and middle-income countries prepare workers for jobs that don’t yet exist, where there are countries 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?

13:05-13:30 (CAT)
Breakout sessions: Engaging tomorrow’s private sector – Supporting the creation of new jobs and industries

Breakout sessions will run in parallel and feature brief, scene-setting input from experts in the field, followed by a wider group discussion.

13:30-13:45 (CAT)
Information sharing: Engaging tomorrow’s private sector – Supporting the creation of new jobs and industries
Facilitator: Andrew Hall, Senior Consultant (Policy), Skills Systems, Education and Society, British Council

13:45-14:00 (CAT)
Plenary feedback

Herbert Byaruhanga, Managing Director - Bird Uganda Safaris, Uganda Tourism Sector Skills Council
Timothy Olawale, Nigerian Employers Consultative Association
Marta Caradonna, Coordinator of the Micro-Grid Academy, RES4Africa

Information: Analysing different models of private sector engagement
Facilitator: Jane Rexworthy, People 1st International

Facilitator: Andrew Hall, Senior Consultant (Policy), Skills Systems, Education and Society, British Council

Cynthia Mene, Co-Founder and CEO, Inspire Africa, Nigeria
Mrs. Dineo Mkwazalama Foundation Director, Dzuka Africa Organization
Olufawemi Longe, Good Work Guild Members RAS and Co Founder of CCHub and Giesto, Nigeria
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<thead>
<tr>
<th>Time</th>
<th>Session</th>
<th>Chair/Team Leader</th>
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<tbody>
<tr>
<td>14:30-15:20</td>
<td>Panel discussion: Working with the informal economy and SMMEs</td>
<td>TBC</td>
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<td>12:30-13:20</td>
<td>Key Questions</td>
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<td></td>
<td>• Given the fundamental role of the informal sector in African economies how can TVET formally support SMMEs through skill development?</td>
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<td>• What role can pre-vocational skills training and functional literacy and numeracy play in strengthening SMMEs?</td>
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<td>• 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?</td>
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<td>• Entrepreneurship training often has the establishment of a small business as an indicator of successful training, what other indicators should be included?</td>
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<td>15:20-15:45</td>
<td>Breakout sessions: Working with the informal economy and SMMEs</td>
<td>Geoff Leask, Chief Executive &amp; Lisa Wardlaw, College Delivery Manager, Young Enterprise Scotland</td>
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<td>13:20-13:45</td>
<td>Breakout sessions will run in parallel and feature brief, scene-setting input from experts in the field, followed by a wider group discussion.</td>
<td>Ellen Ziwoya Phiri, Employers Consultative Association of Malawi (ECAM)</td>
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<td>Plenary feedback</td>
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<td>16:00-16:30</td>
<td>Break / Networking</td>
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<td>16:30-17:00</td>
<td>Showcase of VET Toolbox projects</td>
<td>Barteljine van den Boogert, Team Leader, VET Toolbox project</td>
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<td>14:30-15:30</td>
<td>Facilitator: Barteljine van den Boogert, Team Leader, VET Toolbox project</td>
<td>Jane Rexworthy, Executive Director People 1st International</td>
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<td>17:00-17:10</td>
<td>Wrap-up of Day 2 and preview of Day 3</td>
<td>Barteljine van den Boogert, Team Leader, VET Toolbox project</td>
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<td>15:00-15:10</td>
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<td>10:00-10:15</td>
<td>Welcome and overview of the day</td>
<td>Barteljine van den Boogert, Team Leader, VET Toolbox project</td>
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<td>10:15-11:10</td>
<td>Panel discussion: Safeguarding the interests of learners</td>
<td>James Keevy, CEO, JET Education Services</td>
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<td>08:15-09:10</td>
<td>• How do we balance national needs for broad skill-based qualifications with narrow job role specific qualifications?</td>
<td>Dr Anthony Mann, Senior Policy Analyst, OECD</td>
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<td>09:10</td>
<td>• How can career advice ensure realistic matches in courses and jobs?</td>
<td>Prof. Stephanie Matseleng Allais, Centre for Researching Education and Labour, School of Education, University of the Witwatersrand, South Africa</td>
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<td>11:10-11:35</td>
<td>• What kinds of strategies can reduce dropout rates or providing meaningful work-based learning etc?</td>
<td>Sabelo Buthelezi, Chief Director, Special Project Unit, Department of Higher Education and Training, South Africa</td>
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<td>09:35</td>
<td>• 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.</td>
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<td>11:35-11:50</td>
<td>Panel discussion: Safeguarding the interests of learners</td>
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<td>11:50-12:20</td>
<td>Plenary feedback</td>
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<td>13:15</td>
<td>• Africa has a large youth population, how can countries support the aspirations of young people through TVET?</td>
<td>Alice Mukashyaka, Co-Founder, Starlight, Rwanda</td>
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<td>14:30-15:30</td>
<td>• 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?</td>
<td>Juscelina Guirangane, Entrepreneur / former President of the National Association of Young Entrepreneurs, Mozambique</td>
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<td>15:00-15:10</td>
<td>• How can countries provide interventions when young people need them most and what might these interventions look like?</td>
<td>Euphrasia Mulenga, Champions Trust Regional Representative for Africa, WorldSkills Champions Trust, Zambia</td>
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Day 3

14:00-14:55 (CAT)
Panel discussion: Building effective partnerships

Chair: Jean September, Deputy Director, British Council, South Africa
Xhanti Mhlambiso, Programme Manager, Youth Employability and Social Transformation, National Business Initiative, South Africa
Stefan Thomas, Human Capital Development Expert, Work Based Learning, Africa Team, Centres of Excellence European Training Foundation
Lowell Williams, Chair, Colleges West Midlands

Key Questions
- 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?

14:55-15:20 (CAT)
Breakout sessions: Building effective partnerships

Nazrene Mannie, CEO, The Global Apprenticeship Network
Janavi Da Silva, Director of Programmes – Green Matters Imvelisi Enviropreneurs, South Africa
Mrs Mpho Mookapel, CEO, Energy and Water SETA South Africa

15:20-15:35 (CAT)
Information sharing: Building effective partnerships

Facilitator: TBC

15:35-16:05
Networking and information booths

Chair: Rachel Lomax, Deputy Chair of the British Council
Indhira Santos, co-lead of the Skills Global Solutions Group, World Bank Representative, Government of Ghana
Fabian Wallace-Stephens, Senior Researcher at the RSA Future Work Centre

16:05-16:50 (CAT)
Closing plenary discussion

- 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?

16:50-17:00 Wrap-up and thank-yous

Bartelijne van den Boogert, Team Leader, VET Toolbox project

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

VET Toolbox is a partnership of leading European development agencies, including British Council (UK), Enabel (Belgium), Expertise France (France), GIZ (Germany), LuxDev (Luxembourg) and AFD (France). The project is co-funded by the European Union and by the German Federal Ministry of Economic Cooperation and Development (BMZ).

The consortium is led by Enabel.