



UNITED ARAB EMIRATES
MINISTRY OF HUMAN RESOURCES
& EMIRATISATION

Cooperating on skills certification in the Asia-GCC labour migration corridors

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Key decisions to be answered today

- 01 What are the benefits of skill recognition in the context of Asia-GCC labor migration corridors?
- 02 How to improve the skill certification and recognition ecosystem?
- 03 What are the next steps in driving this agenda forward?

Skill recognition in the Asia-GCC labor migration corridors would bring benefits both to countries of origin and destination

Benefits for Asian countries of origin

- Better tailoring of training programs to market needs
- Increased competitiveness of the migrant workforce

Benefits for GCC countries of destination

- Increased transparency for the private sector to understand the skills level of hired workers
- More skilled migrant workforce that supports transition to knowledge based economy

There are three parts to the ecosystem that needs to be put in place to support the scaling up of certification of skills

Skill certification and recognition in Asia-GCC labour migration corridors

Ecosystem for skill certification



1

Policy levers



2

National occupational skills standards (NOSS)



3

Recognized training and testing centers in countries or origin and destination

Cooperation model

Potential for bilateral or multilateral cooperation

1 Policy levers should encourage upskilling and hiring of higher skilled workers

GCC countries can consider the following policy levers

For employers:

- Incentives to encourage hiring of higher skills workers, e.g.:
 - differentiated work permit fees
 - sector level quotas
 - quality rating systems
 - skill requirements in certain professions

For workers

- Increased benefits to workers for upskilling

Asian countries could also consider policy levers

For workers

- Incentives to upskill, e.g.:
 - social services provided for certain skill levels while working abroad

Each country should consider the levers that fit best in its context and strategic goals

2 Accelerating and expanding the development of NOSS in GCC countries is a critical element of the skill certification

Objective for GCC countries

- Scale up the development and sharing of National Occupational Standards (NOSS)

Priority steps for GCC countries



Prioritization of NOSS for development

Focus on **high expat volume occupations**



Outsource development of NOSS

Use **private sector companies** with experience in NOSS development elsewhere



Expand equivalencies through MoUs

Recognize skills already certified in the country of origin¹



Introduce unified transparent framework

Detail common standards across the GCC countries to accelerate the recognition of training and testing centers

¹ Indirect recognition could also be considered; for example if the UAE recognizes skills certified in Australia and Australia recognizes skills certified in India supported by the mapping of the two qualifications framework, the UAE could recognize skills certified in India using the same mapping of the qualifications framework.

2 For countries of origin, two important steps can help accelerate the recognition of skills

**Countries of origin
without a
qualifications
framework**

Accelerate the development of qualifications framework without which MoUs of mutual recognition of skills cannot happen

**Countries of origin
with a qualifica-
tions framework**

Sign MoUs with GCC countries, but also with other third party countries

3 The network of awarding bodies, training facilities and testing centers is cornerstone of skills certification

Awarding bodies are licensed by the government to issue recognized qualifications from the training and testing facilities they recognize



Private sector is expected to play a leading role in training, testing, and issuing of recognized skill qualifications both in countries of origin and destination

3 GCC countries could take the following steps to rapidly expand the network of training and testing centers

Description

Develop a common licensing policy for awarding bodies

Recognized international awarding bodies abroad would **apply with GCC governments** to issue qualifications in countries of origin

Develop licensing policies for training and testing centers to deliver qualifications

International private awarding bodies already **have policies and procedures** under which they recognize training and testing centers in the countries of origin

Develop a fee model for all the players in the ecosystem

Model could include **fees that awarding bodies pay** to regulators and **fees that training and testing centers pay** to awarding bodies

3 Countries of origin could take the following steps to rapidly expand the network of training & testing centers

Description

Encourage existing training and testing centers to be recognized by awarding bodies

Align training and assessments methodologies to the requirements of the awarding bodies

Encourage workers to have their own skills tested

Encouraging workers to have their own **skills tested by recognized testing centers** in the country

Develop a national database of skills

Database to capture recognized skills would **provide transparency** to hiring companies in GCC countries and to countries of origin

Endorse the proposed upgrades to the skill certification ecosystem

Gather feedback from the private sector on the proposed actions

Identify country pairs who would be interested to drive forward proposed agenda

