MUTUAL RECOGNITION OF SKILLS IN ASEAN

Moving towards the mutual recognition of skills in ASEAN **V. 2019**

Background - MRS

ILO's work on the MRS was initiated to assist ASEAN Member States (AMS) in preparing for a region with a free flow of skilled labour. While the ASEAN's mutual recognition arrangements (MRA) for skilled personnel targets 8 categories of high skilled occupations, the MRS targets middle to low-skilled categories of workers. Through MRS processes, workers with a skills set can have their skills recognized within the AQRF in the selected occupations.

Mutual Recognition of Skills (MRS)

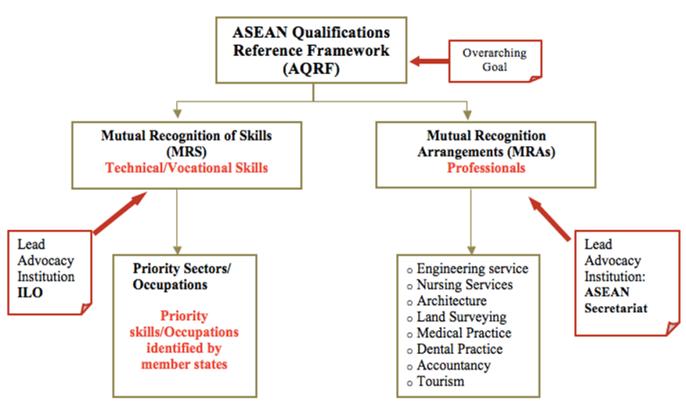
Q: Components for an effective MRS?
A: Effective MRS depends on trust and confidence that education, training institutions and employers place on the credentials and validity of qualifications that are officially issued by mandated organizations.

Q: Challenges in moving towards the MRS in ASEAN?
A: There is considerable variation in national capacity, especially quality assurance mechanisms of national skills development and certifications systems among the AMS.

Q: ILO's efforts in narrowing the gaps?
A: Since 2012, ILO facilitated a series of consultation meetings to push forward the implementation of the MRS. ILO's focus has been on capacity building of institutional structures and mechanisms for MRS, initially targeting Cambodia, Lao PDR and Myanmar (CLM). The MRS work is now ready for the next stage with pilot implementation, see next page on Roadmap for pilot implementing the MRS.

"...facilitating movement of business persons, skilled labor and talents" as a critical priority under the pillar of "a single market and production base with free flow of goods, services, investment and skills labor, and free flow of capital by 2020…"

- Recommendation High Level Task Force on AEC in the Bali Concord II



AQRF Institutional Framework for Skills Recognition (MRA and MRS)

Rationale

- Support AEC's vision of freer flow of skilled workers
- Increase the pace and breadth of policy reform
- Address just labour mobility
- Increase investment in education

Preparatory Stage

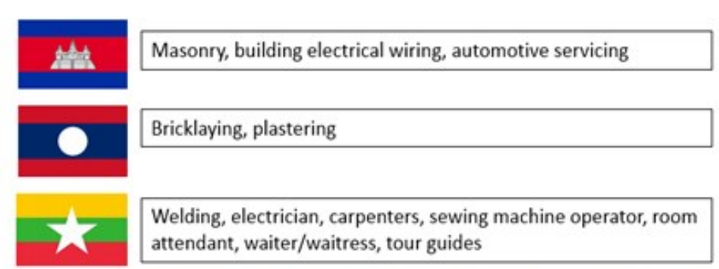
The ILO's programme respond to narrow the gaps in national capacity and focus on capacity building of institutional structures and mechanisms for MRS, targeting Cambodia, Lao PDR and Myanmar (CLM).

Efforts include provisions of technical assistance to the development of national competency standards in selected sectors and occupations, and further develop skills and quality assurance frameworks at national level for MRS with specific AMS.

Technical provision and advisory services to CLM

- ◊ Regional Model Competency Standards (RMCS) are used as benchmark for national skills standards development in this region.
- ◊ Technical assistance in developing national competency standards, providing training of trainers, provisions for curriculum development, and benchmarking of national competency standards to the other standards.
- ◊ Assessment and scoping exercises on the readiness of AMS in implementing the Free Flow of Skilled Labour.
- ◊ Research on skills development initiatives by employers and workers' organization in the selected sectors in CLM.
- ◊ Establishment of the Regional Skills Technical Working Group (RSTWG), see next page.

Skills/Competencies for MRS developed by priority occupations in CLM



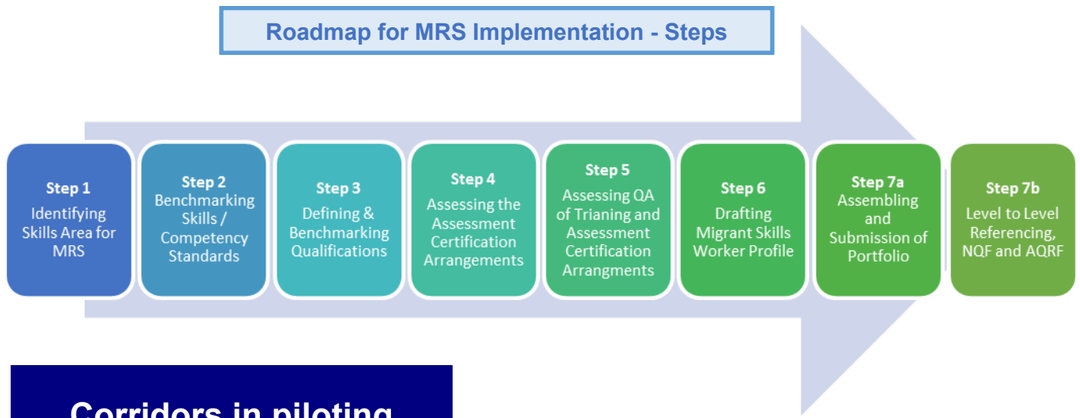
Types of Technical Assistance to CLM

- ◊ Training on Curriculum Development for the Construction and Automotive Sectors
- ◊ Training of Trainers and Assessors on Bricklaying / Plastering and Sewing Machine Operators
- ◊ Asian Welding Federation's involvement in benchmarking study and planning for Myanmar
- ◊ Promotion of Industry Engagement in TVET
- ◊ Workshop on Developing National Skills Recognition

RMCS developed

- ◊ Guidelines on RMCS
- ◊ Core Competencies
- ◊ Mechanical Services
- ◊ Construction
- ◊ Agriculture / Aquaculture
- ◊ Garment
- ◊ Tourism
- ◊ Domestic Work
- ◊ Manufacturing
- ◊ Welding

Accessible at www.ilo.org



Corridors in piloting MRS

I: Thailand & CLM

- ◊ Thailand with CLM in plastering, masonry and bricklaying.
- ◊ Thailand with Cambodia in building electrical wiring
- ◊ Thailand with Myanmar in sewing machine operation

II: Transport and logistics development

- ◊ Philippines, Thailand and Viet Nam

III: Integrating MRS with *ASEAN Guiding Principles for QA and Recognition of Competency Certification System*

- ◊ Indonesia, Malaysia, Philippines, Thailand and ASEAN Secretariat

Guidance Note for Roadmap to Implementing the MRS

Piloting the MRS

- ◊ At the **4th RSTWG Meeting**, it became evident that AMS made significant progress at the ASEAN level to link MRS with AQRF as well as other initiatives, from theory to planning, and now to implementation.
- ◊ **Roadmap** for the MRS implementation in ASEAN was proposed at the 4th RSTWG Meeting. And at the same meeting the identification of the participating pilot countries and selection of sectors and occupations were agreed upon, see left for information on the 3 MRS pilot implementation corridors.
- ◊ **Guidance Note** (draft) for the Roadmap to MRS Implementation can be accessed at: https://www.ilo.org/asia/WCMS_631453/lang--en/index.htm
- ◊ Progress and recommendations from piloting the MRS in all 3 corridors will be reported at the **5th RSTWG Meeting** scheduled to take place in Hanoi, Vietnam in September 2019.

Regional Skills Technical Working Group

Regional Skills Technical Working Group (RSTWG) was established as a technical level working group that supports all skills related activities of the ILO including the MRS. RSTWG has grown to be an effective mechanism for regional dialogue of AMS representatives to discuss, review and provide strategic direction on issues pertinent to MRS, AQRF-TVET and other common skills concerns. RSTWG is a significant driver of the MRS in ASEAN coupled with continued collaboration with the ASEAN Secretariat. Below is a list of RSTWG meetings held in the past. The forthcoming 5th RSTWG Meeting will be organized in Viet Nam in September 2019.

- ◊ 2012: Towards MRS for ASEAN Workshop in Thailand
- ◊ 2014: Consultation on MRS in ASEAN in Indonesia
- ◊ 2015: ASEAN Meeting of Skills Focal Point in Korea
- ◊ 2016: 2nd RSTWG Meeting in Korea
- ◊ 2017: 3rd RSTWG Meeting in Indonesia
- ◊ 2018: 4th RSTWG Meeting in the Philippines

[redacted]

"ASEAN is a diverse region in many aspects, and they include qualifications and skills standards, legislations and institutional structures. This very divergence is what makes initiatives like MRA and MRS more meaningful to address the gaps..."

- Wai Mun Hong
ASEAN Secretariat

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