Terms of Reference

Online Discussion Forum on the Skills and Employability Network on

*Identifying Skills Needs in Asia and the Pacific*

The Skills and Employability Community of Practice (CoP) was launched as part of the ILO Knowledge Network series in 2009, since then the portal has been updated, enhanced and served as a platform for discussions and exchanges of ideas, resources and information have been important for the continuous growth of the platform. The aim of the collective is to optimize human resource development processes towards improving the skills and well-being of women, men, youth and persons with disabilities across the Asia-Pacific region.

One of the most important features on the CoP is the online discussion forum, so far three online discussions has been held on skills related topics (you can find them [here](#)). It is now time to host the fourth discussion on the portal, this time the topic is Identifying Skills Needs in Asia and the Pacific and our experienced and informed ILO skills experts will share the moderation.

Background:

In every skills development system, it is important for all stakeholders to understand what skills are in demand now and in the future. There is a wide array of methods that can be used to tackle this challenging task and countries in the region are using many different approaches including social dialogue, sectoral studies, establishment and household surveys and integrated labour market information systems (LMIS). However, experience from various countries continues to illustrate the limits of skills forecasting.

Quantitative analysis based on LMI is important but it needs to be complemented by additional qualitative information, especially from employers and workers.¹

Crucially, it is equally important to focus on providing adaptable core / transversal skills in existing programs and build the capacity of learners to learn rather than on planning training to meet detailed forecasts of technical skills requirements, because these may change before curricula and

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¹ ILO/Regional Skills Programme/Japan Regional Workshop and Study Programme on “Anticipating Skills Demands for Sustainable and Inclusive Growth” Japan Vocational Ability Development Associate (JAVADA) Sendai, Japan, 27 February to 1 March 2012, Background Note
institutions can adjust. Shorter training courses delivered by responsive training institutions, which build on solid general technical and core skills, can minimize time lags between the emergence of skill needs and the provision of appropriate training. Clearly this is a complex issue and we seek the views, experiences and knowledge of our community members to further our work and shared understanding on the topic.

The main question we want to discuss is:

What are the components (or features) of a user-friendly methodology for identifying skills needs that can guide the planning of training delivery?

During the course of the discussion, the moderators will break down the questions and post sub-questions related to the issue.