G20

INDONESIA
2022

LABOUR AND
EMPLOYMENT
MINISTERS'
MEETING

13 - 14 SEPTEMBER
2022

The G20 Policy Recommendations for Sustainable Growth and Productivity in Human Capacity Development through Strengthening Community-Based Vocational Training (CBVT)

The G20 Policy Recommendations for Sustainable Growth and Productivity in Human Capacity Development through Strengthening Community-Based Vocational Training (CBVT)

2022

The G20 Policy Recommendations for Sustainable Growth and Productivity in Human Capacity Development through Strengthening Community-Based Vocational Training (CBVT)

G20 countries have implemented significant measures to reinforce the delivery of education and training opportunities for people of working age to minimise the negative impact COVID-19 has had on economic growth as well as to prepare them for the work of tomorrow. The pandemic also accelerated the widespread use of digital skills and new forms of work which could be seized as an opportunity in its aftermath.

We acknowledge the critical role of skills development in fostering a human-centred recovery that is inclusive, sustainable and resilient. In line with our previous commitments in Ankara 2015, Mendoza 2018 and Catania 2021, we reiterate our commitment to fostering lifelong learning[1]. In addition, in light of the inequalities exacerbated by the pandemic, skills development urgently needs to become more accessible to traditionally under-served groups, such as persons with disabilities.

New approaches to skills development might strengthen and usefully complement our previous and current works[2], taking into account challenges such as demographic change, the digital transformation, and the green transition. This includes lifelong learning, which can be supported by a participatory approach of community-based training. Strengthening and transforming the trainings delivery is imperative since training is expected to improve the skills and productivity of the people of working age, to reduce job losses during a crisis, and to ensure individuals have the competencies to benefit from the new job opportunities arising in the labour market throughout the recovery and adopting re- and upskilling opportunities to changing needs is important.

Community-Based Vocational Training (CBVT) addresses human capacity building at the local level and opens up the opportunities for communities to organize, run and contribute to sustainable productivity improvements in local economies. CBVT is generally understood as decentralized training for work, focusing on community participation, self-advancement, and empowerment, on the inclusion of disadvantaged groups, and is particularly relevant in rural areas where there is little access to formal institutions. Beyond other policies on education and training that are being implemented by the G20 countries, and also dependent upon national circumstances, CBVT can serve as a training model to address human capacity building at the local level. It has key advantages that distinguish it from other training models. It emphasizes a bottom-up approach. CBVT encourages the participation of the community in several ways.

- First, CBVT ensures that the benefits are felt locally, and it encourages the creation of entrepreneurship and social solidarity enterprises, both of which directly strengthen the local economy.

- Second, CBVT provides for decentralized governance, giving local communities opportunity for choosing a training course to maximize local potential. In this context, CBVT can create training opportunities for sustainable jobs because of the bottom-up mechanism which informs the demand from the local industry to the training design.

---

[1] G20 Skills Strategy (Ankara, 2015); Policy principles for promoting labour formalization and decent work in the Future of Work and in the platform economy (Mendoza, 2018); G20 Roadmap Towards and Beyond the Brisbane Target: more, better and equally paid jobs for women (Catania, 2021).
[2] G20 Priorities on the Future of Work (Bad Neueanahr, 2017); Policy Principles for Promoting Labour formalization and decent work in the Future of Work and in the Platform Economy (Mendoza, 2018); Youth Roadmap 2025 (Riyadh, 2020); Update of the G20 Skills Strategy (Bali, 2022)

- Third, CBVT provides avenues for social mobility and for especially disadvantaged and rural communities to build professional identities.

- Fourth, the opportunities for civic participation in CBVT increases and promotes trust in institutions and communities, which is particularly valuable after a crisis.

- Fifth, individuals who live near CBVT providers can access the training in their neighbourhood.

- Sixth, CBVT helps ensure that no one left behind in the age of disruption and that communities can recover together to recover stronger.

Most G20 countries have implemented some form of CBVT model. While there is no one-size-fits-all model, we will strive to improve access to quality training at the local level. Therefore, we emphasize the local community-based aspect in delivering human capacity development to reduce skills gaps and provide more quality employment opportunities for all. This includes digital skills, where gaps among vulnerable and disadvantaged groups have become increasingly visible during the COVID-19 pandemic, and skills for green transition. Reflecting the previous policy priority (Melbourne, 2014)[3], national economic growth does not necessarily translate into employment opportunities across regions. The contribution of skills development on the sub-national level may enhance employability and increase the overall growth of region. A local strategy can also encourage enhanced training system flexibility and governance to accommodate the needs of employers, individuals, and the local labour market (Beijing, 2016).

We acknowledge the importance of conducive environment to improve the quality of skills development in addition to the effort for providing labour market access, improving employability, and promoting decent work. Where appropriate, we will work with employers' organizations, trade unions and civil society to strengthen local social dialogue with the view to provide additional support for better access to skills development for targeted group.

In this context, we will make effort to prioritize the following recommendation to strengthen CBVT in line with national circumstances:

1. Work with partners to support communities to develop training opportunities tailored to the needs of vulnerable and disadvantaged groups, including low-skilled workers, people at risk of losing their job and workers at the end of their career, particularly in disadvantaged territories, including rural areas.

2. Promote the development of training curricula and methods that support lifelong learning which is affordable and sustainable and facilitates access to quality employment particularly for vulnerable and disadvantaged groups enabling them to make a viable living.

---

[3] Annex B – Policy Priorities for Creating Better Jobs (Melbourne, 2014)

3. Take any feasible or appropriate measures for communities in response to megatrends and global issues affecting the world of work, to ensure communities have access to reskilling and upskilling programs to equip them for a changing world of work.

4. Adapt training delivery methods to accommodate inclusive training modalities for vulnerable and disadvantaged groups.

5. Promote flexible training frameworks that can address future challenges.

6. Support multi-actor partnerships and community collaboration to improve training quality, the recognition of skills and qualifications acquired through training, financial sustainability and capacity of CBVT providers.

7. Build on and strengthen partnership, participation, and multi-level social dialogue to effectively address community concerns and facilitate local economic empowerment.

8. Enhance local communities' capabilities to lead their CBVT initiatives and to create networks to respond to local needs and economic potential, and integrating socio-cultural and environmental concerns, where possible.

9. Improve integrated labour market information systems that link skills systems and governance to local demand to fill the gap between supply and demand of labour market across different levels of governance.

10. Facilitate collaboration and partnerships between communities for increased productivity and links to national markets and beyond.