



Skills Development and Employability

NQF Implementation and Impact

Outcome Statement:

Skills development improves employability of workers,
productivity of enterprises and
inclusiveness of economic growth

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Qualifications Framework – research focuses on Labour Market Impact

- How have QF been designed? Who is involved?
- How effective are they – how do countries track impact?
- How do employers use them? How do trade unions use them?
- Are QFs helping employers and trainers communicate?
- Do QFs connect pathways of learning; improve parity of esteem for TVET and general education?
- What are the conditions for success for QF to contribute to labour market and employment objectives – reduce mismatches, RPL, promote LLL?
- What complementary policies and institutions are needed?
- What models and implementation strategies are most appropriate in which contexts?

Qualifications Framework research: approach and methodology

ILO Research: Beyond sharing good practices; Ask why a policy approach work

- **Literature review and mapping of NQFs internationally**
- **Case studies of 16 countries:**
- **Phase one: Assess the design of the NQF....
Objectives, scope, role of key players, role of donors**
- **Phase two: Analyse the labour market impact
...Implementation process, ownership and use,
monitoring methods, evidence of labour market
outcomes, views of stakeholders**

Qualifications Framework research: Case Studies

- **5 Early starters: England/Wales, Scotland, Australia, New Zealand and South Africa**
- **11 Recent starters:**
 - Africa: Botswana, Mauritius, Tunisia
 - Europe: Lithuania, Russia, Turkey
 - Asia: Bangladesh, Malaysia, Sri Lanka
 - Americas: Chile, Mexico

The European Training Foundation is a research partner for the project.

Qualifications Framework research: lessons from completed case studies

- QFs are not static - early starters changed considerably over time.
- A loose comprehensive framework can help create pathways to higher learning – improve articulation among education providers
- No evidence that QF improved relationships between education and labour markets
- Where new qualifications and competences have been designed - lack of uptake, with many not being used at all
- Little indication that employers find qualifications easier to use than prior to NQF
- Trade union involvement is typically weak
- Learning outcomes too detailed, over-elaborated?
- Limited formal roles for Ministries of Labour
- Many countries not tracking labour market results – no data on whether NQF improves supply and demand of training

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"Skills for improved productivity, employment growth and development" International Labour Conference, 2008

"Researching NQFs: Some conceptual issues", Employment Working Paper 44, 2009

"Learning from the first qualifications frameworks", Employment Working Paper 45, 2009

at <http://www.ilo.org/employment>