



UNITED NATIONS
INDUSTRIAL DEVELOPMENT ORGANIZATION



LKDFForum 2022

Skills for Resilience Are We Ready for a Skills Revolution?

19 and 20 October 2022
Virtual event



SWEDISH INTERNATIONAL
DEVELOPMENT COOPERATION AGENCY



Draft Concept Note

LKDF FORUM 2022

Skills for Resilience: Are We Ready for a Skills Revolution?

THE FORUM

The **LKDF Forum 2022** will convene virtually on **19 and 20 October 2022** under the theme ***Skills for Resilience: Are We Ready for a Skills Revolution?*** The Forum will bring together partners, experts, training professionals and stakeholders from the skills development system to examine why resilience in skills has become even more crucial in these uncertain times. It will attempt to address what resilience in skills implies in the context of the skills development environment. The Forum strives to provide the necessary knowledge and tools to prepare ourselves and the skills development practitioners for a skills revolution at the individual, organizational, educational system, and private sector levels.

THE THEME

Skills for Resilience

The world is undergoing rapid and unpredictable change. When change is fast, as it has been recently, strengthening workers' and institutions' resilience is essential. Concerns about climate change, the COVID-19 pandemic and disruptions to the world economy due to conflicts are among the latest and most pressing reasons for employees and businesses to plan for change, adjust swiftly to changing conditions, and focus on short- and long-term resilience through acquiring skills.

Resilience is defined as “the ability of a system, community or society to resist, absorb, accommodate, adapt, transform and recover from the effects of a hazard in a timely and efficient manner, including via risk management” by the UN Office for Disaster Risk Reduction (UNDRR 2020)¹ and “the ability to adapt to new conditions and risks and wherever possible,

¹ <https://www.undrr.org/terminology/resilience>



especially in crisis contexts, to create new prospects” by BMZ (German Federal Ministry for Economic Cooperation and Development)².

Investing in people and resilience is one of UN Secretary-General António Guterres' goals for 2022³. Because progress achieving the SDGs has been uneven and threatened by the pandemic, UNIDO's role in promoting inclusive and industrial development (ISID) is critical to the Decade of Action's economic growth and poverty reduction⁴.

Workers' and organizational resilience are intertwined (including governments, intermediary institutions, the private sector, academia and the entire TVET ecosystem). Firms' future success depends on reskilling and equipping their employees. However, according to Deloitte⁵, just 10% of firms are equipped to confront this trend.

Unexpected disruptions like financial crises, technology changes, climate change impacts or demand shocks can be anticipated, prepared for, and effectively adapted by resilient companies; and this will be even more crucial for developing countries. So, how can businesses both in developed and developing countries build their organizational and their employees' resilience in a quickly changing environment? As part of their development strategy, Deloitte advises organizations to invest in workers' long-term resilience as well as near-term skill needs (reskilling), enhancing their capabilities and equipping workers and organizations with the tools and strategies to adapt in a world of constant disruption⁶.

Digitalization can also contribute to resilience building. Sales, profits, and ability to limit job losses were all better in digitally enabled enterprises, according to UNIDO research⁷. Deploying 4IR and associated technologies can also help accomplish the SDGs and ISID by increasing climate change resistance and mitigating its effects.

² https://www.bmz.de/resource/blob/34802/a203f08e4f796c1d9442b93bde3ed868/Strategiepapier505_01_2020.pdf

³ <https://www.un.org/press/en/2022/sgsm21113.doc.htm>

⁴ https://www.unido.org/sites/default/files/files/2021-04/UNIDO_AR2020_EN.pdf

⁵ <https://www2.deloitte.com/us/en/insights/focus/human-capital-trends/2020/reskilling-the-workforce-to-be-resilient.html>

⁶ <https://www2.deloitte.com/content/dam/Deloitte/cn/Documents/human-capital/deloitte-cn-hc-trend-2020-en-200519.pdf>

⁷ <https://www.unido.org/sites/default/files/files/2021-11/IDR%202022%20-%20EBOOK.pdf>



LKDF FORUM 2022 - DRAFT AGENDA

Date: 19 and 20 October 2022

Time: 10:00 - 17:00 CEST

Venue: Online (Hopin)

Organizers: UNIDO Learning and Knowledge Development Facility (LKDF)

Participation: Free and open registration

DAY 1

10:00 - 11:00	Official Opening Welcome to the LKDF Forum 2022 with high-level dignitaries
11:00 - 12:30	Setting the Scene: Skills for Resilience: Are We Ready for a Skills Revolution? <ol style="list-style-type: none">1. What do we mean by resilience, especially for skills?2. What can we expect from the Skills Revolution?3. How can we better prepare for this revolution and become more resilient?
12:30 - 13:30	Lunch Break and Networking
13:30 - 15:00	Thematic Sessions Session 1: SKILLS FOR INSTITUTIONAL RESILIENCE How can we create more resilient and inclusive TVET systems? <p>The session will explore the challenges TVET institutions experience, what policymakers can do to help them innovate, evolve and become more resilient to unfavorable economic, social and environmental shocks through development cooperation intervention and what long-term changes need to be made.</p>



<p>15:00 - 16:30</p>	<p>Session 2: SKILLS FOR WORKERS' RESILIENCE</p> <p>How can we reskill our workforce to become more resilient?</p> <p>While there are an estimated 220 million jobless individuals in the world, skills mismatch is still a major problem, with 69% of employers saying they cannot find the correct set of skills for the wages they are prepared or willing to pay. Why is this happening? The session will discuss the pathways for creating more resilient and employable workers and explore flexible and dynamic lifelong learning modalities.</p>
<p>16:30 - 17:00</p>	<p>Closing Session</p> <p><i>Speakers: UNIDO and other representatives</i></p>

DAY 2

<p>10:00 - 10:30</p>	<p>Storytelling with young entrepreneur</p>
<p>10:30 - 11:00</p>	<p>Interview Session with the private sector</p>
<p>11:00 - 12:30</p>	<p style="text-align: center;">Thematic Sessions</p> <p>Session 3: SKILLS FOR A RESILIENT PRIVATE SECTOR</p> <p>How to strengthen the resilience of organizations and equip them with the right skills to handle an uncertain future?</p> <p>Organizations are having difficulty navigating the rapidly evolving skills landscape. The session will explore how organizations can strengthen their reskilling and upskilling initiatives and build more holistic strategies to increase their own and their workers' resilience as constant changes and disruptions arise over time.</p>



12:30 - 13:30

Lunch Break and Networking

13:30 - 15:00

Thematic Sessions

Showcase: **RESILIENCE IN SKILLS IN EMERGING ECONOMIES**

Lessons learned on resilience in skills from emerging economies

The session will highlight examples of skills development efforts to build resilience in emerging economies, what lessons can be drawn from these experiences and why it is important to invest in skills for a more resilient world of work.

15:00 - 15:30

Closing Session: Call-to-Action with UNIDO

BACKGROUND

THE UNITED NATIONS INDUSTRIAL DEVELOPMENT ORGANIZATION (UNIDO)

UNIDO is the specialized agency of the United Nations system dedicated to promoting inclusive and sustainable industrial development in the developing countries and in the economies in transition, and to fostering international industrial cooperation.

UNIDO provides a variety of technical cooperation services, and acts as a global forum for the accumulation, analysis and dissemination of knowledge in the field of industrial development. The Lima Declaration, adopted by UNIDO's Member States at the fifteenth session of the General Conference in December 2013, relaunched the Organization's mandate of inclusive and sustainable industrial development (ISID) on the international stage. With the adoption of the 2030 Agenda for Sustainable Development, ISID is a central issue in global development. This is reflected most prominently in Sustainable Development Goal 9 "Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation", but also in the targets and indicators underpinning the other sixteen Sustainable Development Goals (SDGs). UNIDO promotes ISID along four strategic priorities in which the Organization has a comparative



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advantage and expertise: creating shared prosperity, advancing economic competitiveness, safeguarding the environment, and strengthening knowledge and institutions.

THE LEARNING AND KNOWLEDGE DEVELOPMENT FACILITY (LKDF)

The LKDF is a platform that promotes industrial skills development among young people in emerging developing economies. The LKDF supports the establishment and upgrading of industrial training academies to help meet the labour market's increasing demand for skilled employees, ultimately contributing to inclusive and sustainable industrial development (ISID).

For many developing countries, access to quality educational systems and training programs is not adequate to meet new demands and address technological, social and environmental challenges. Uncoordinated dialogue between governments and national and international private companies affects the development and sustainability of a modern Technical and Vocational Education Training (TVET) system. While, poor collaboration between the private sector and TVET institutions often narrows the capacity of providing programmes and curricula that meet market needs and future skills requirements. Moreover, limited financial investments and corporate commitment results in an outdated and untrusted TVET system that does not influence the job market. As a result, young people do not see the value of TVET as a driver for employment, decent work and entrepreneurship that promotes inclusive and sustainable growth and supports transitions to digitalized and green economies.

UNIDO identifies and collaborates with public, private and development partners (SDG17) to develop and scale-up training centers to fill the skills gap in developing countries. Our training and innovative curricula equip young female and male students with demand-driven skills and future skills requirements to seize the opportunities of technological progress (SDG4, SDG9). To date, UNIDO in collaboration with more than 40 partners has established and or upgraded about 15 training centers with a yearly intake of between 100-500 students and the participation of 20-100 trainers per TVET center. Our TVET projects already achieved 35% female participation in male-dominated sectors, with 60% of the trainees confirming they already found a better job situation.

By establishing Public-Private Development Partnerships (PPDP), UNIDO and partners design, establish, sustain, and upgrade training centers and curricula. The PPDP projects support social and environmental standards, such as gender equality and women empowerment (SDG5) and climate resilience (SDG13). Governments receive assistance to evaluate their TVET system, identify financial and human capacity requirements and existing linkages and gaps with the private sector. TVET centers collect contributions from the public and private sector to offer



training services, meeting international standards and market needs. Private companies connect with governments to learn about the local context and inform about skills needs to increase the efficiency, effectiveness, and safety of their businesses, and students acquire demand-driven skills, participate in awareness sessions on job content, and work readiness.

To ensure the long-term success of the industrial academies, the LKDF offers a systematic monitoring and evaluation (M&E) methodology that helps to track results and impacts by collecting, storing, and analyzing trainees' data. A key feature of the M&E system is the feedback loop between the LKDF and the participating PPDP projects. The projects LKDF provides a entail a monitoring database with information collected from the projects and, twice-yearly monitoring reports, and mid-term evaluations are produced along with, and ROI. While the LKDF shows project and country baseline reports, field visit reports, and mid-term and final evaluations. Through results-based learning and knowledge development, the LKDF evaluates the immediate impact in terms of sustainability and scale that will contribute to reducing overall youth unemployment in targeted regions. It further provides the policymakers and the donor community with transparent results to demonstrate the cost-effectiveness of the programmes and justify their expansion to other countries or sectors.