



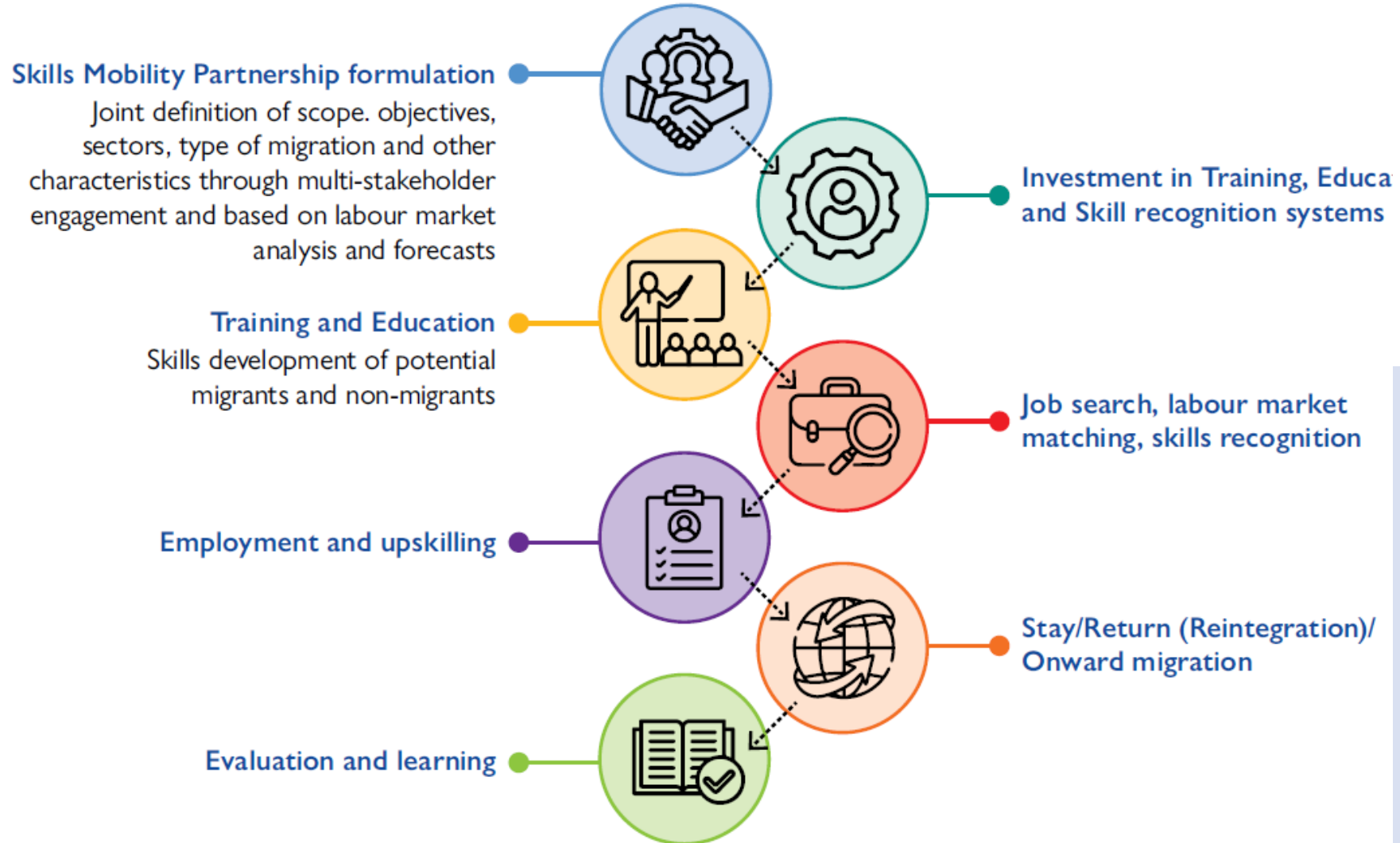
# What is Skills Mobility Partnerships (SMPs)?

Skills+Labour Mobility focused Cooperation model that promotes mutually beneficial and sustainable partnerships

Purpose: **ACQUIRE** skills to increase employability or **DEPLOY** skills in employment



# How do SMPs Work?



# Aspects to consider when developing SMPs

<b>Form of engagement</b>	MoU, BLMA, trade-related agreement, placement agreements, wider migration partnership, etc.
<b>Type of migration</b>	Short-term, circular, longer-term, permanent migration
<b>Time frame for implementation</b>	Especially for publicly funded interventions, the time frame for implementation is often linked to donor funding cycles
<b>Skill level</b>	High-, mid-, low-level skills
<b>Sector</b>	Economic sectors for which skills are needed or supplied
<b>Location of skills training</b>	Skills training in the country of origin, destination or a mix of both
<b>Level of flexibility</b>	Are there flexible possibilities to change sectors, skill levels and migration and mobility opportunities (length of stay)
<b>Funding structure</b>	Public, private, international organizations, foundations, a combination thereof

# 8 Essential Elements

## 1. Long- and mid-term planning



- Plan for long- and medium-term horizon
- Synchronize with Sustainable Development Goals
- Define needs of all stakeholders in policy planning
- Analyse and incorporate aspects related to the future of work

## 2. Multi-stakeholder approach and policy coherence



- Consider all policy aspects and interests of stakeholders
- Ensure benefits for origin and destination communities, States, private sector and migrants

## 3. Data for evidence-based policy



- Build SMPs on evidence-based policy
- Base SMP on comprehensive and real-time data and analysis

## 4. Local development and job creation



- Build skills development based on local labour market needs
- Support job creation

## 5. Skills classification and recognition at national level and beyond



- Inter-State cooperation on recognition, legal certification
- Alignment of national systems and link to regional and international agreements

## 6. Address the social aspects of employment and mobility



- Include diaspora engagement, remittance facilitation
- Encompass return and reintegration, taxation, social and health insurance
- Ensure good communication with migrant and non-migrant workers

## 7. Incorporate migration considerations

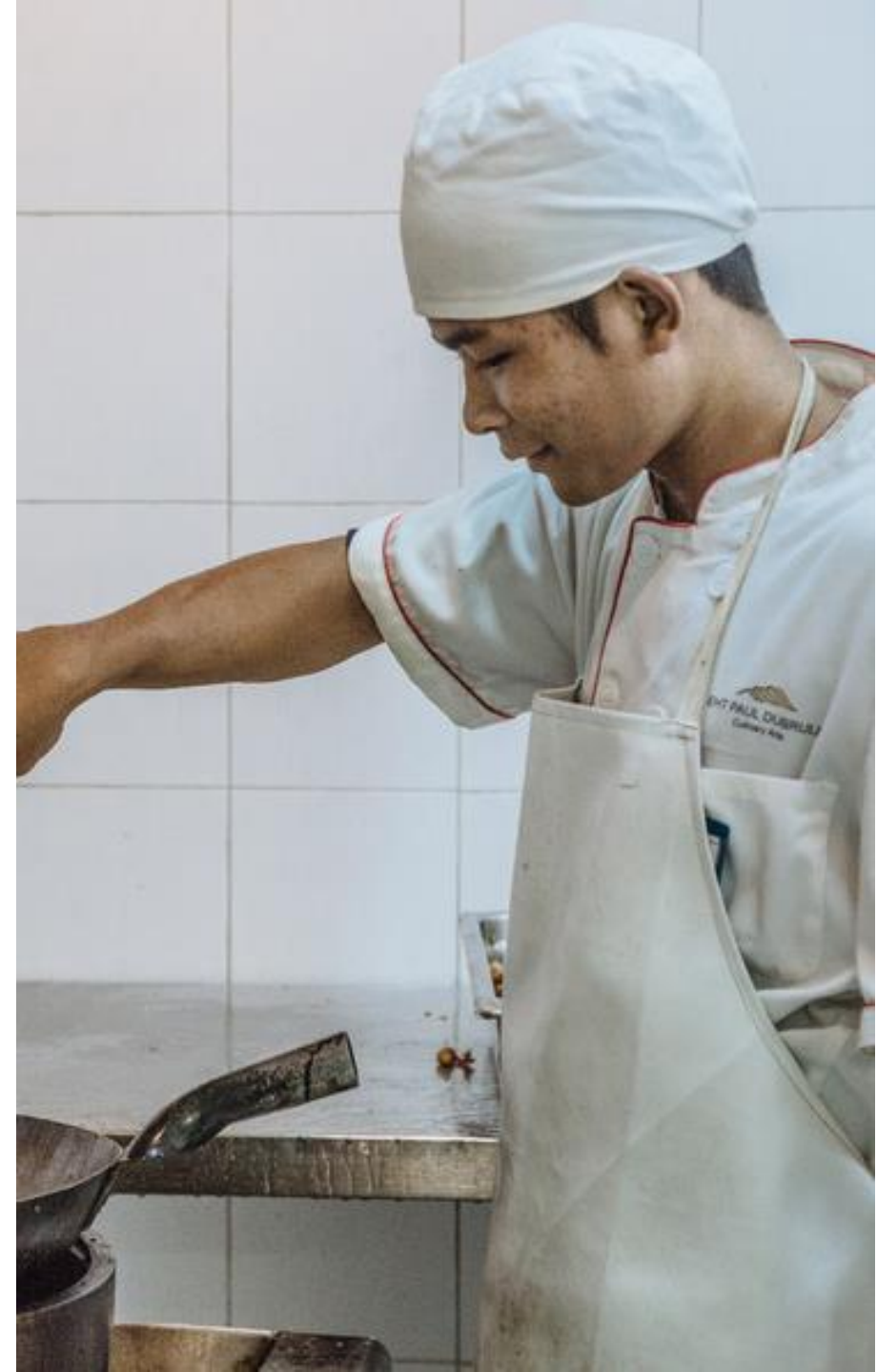


- Ensure alignment between SMP objectives and migration procedures

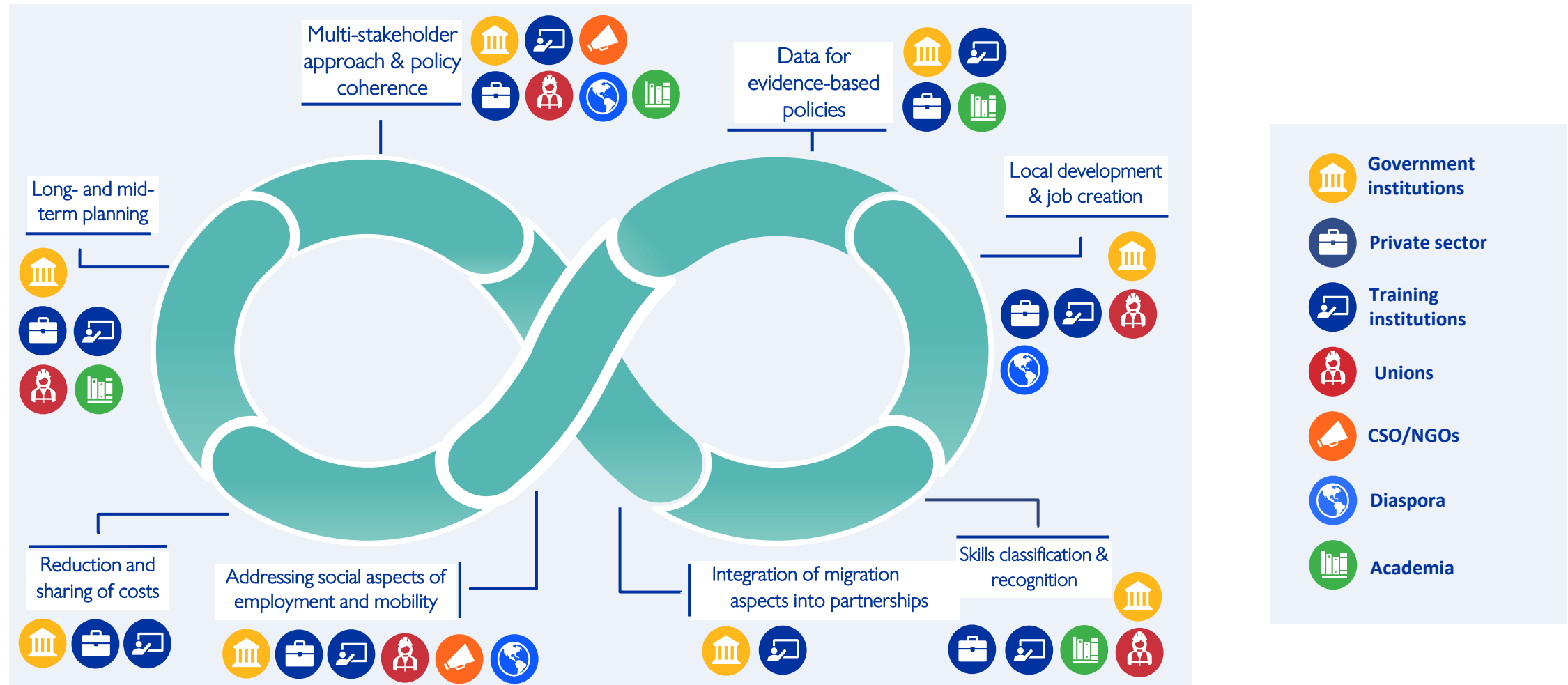
## 8. Cost reduction and sharing



- Analyse, monitor and anticipate costs
- Fairly distribute costs among all benefiting stakeholders



# Who to Involve, When, What for?



→ Depending on the country and local context different stakeholders will be required to set up and maintain a Skills Mobility Partnership



# SMP between Cambodia and Thailand

- **Purpose:** response to the demand for semi-skilled/skilled workers in the construction sector in Thailand
- **Multi-stakeholder:** the Employer Confederation of Thailand, Thailand Professional Qualification Institute and the Ministry of Labour and Vocational Training (Cambodia) moved forward with the pilot to train Cambodian migrant workers on bricklaying and plastering before departure in line with their job placement in Thailand
- **Training:** MOLVT- DGTVET selected TVET institutions in Cambodia whose instructors were further trained by TPQI. The selected TVET institutions trained migrant workers according the professional qualification standard in Thailand; TQPI assessed their skills (in Khmer) and certified the migrant workers.
- **Placement:** ECOT worked with licensed recruitment agencies and Thai employers to place certified migrant workers in positions in line with their skills level

# Lessons learnt SMP Cambodia and Thailand

- Private sector investment is a key factor that contribute to the success and sustainability of an SMP
- Initial donor funding or government subsidy is often needed to establish proof of concept
- Impact assessment through tracer study on beneficiaries is key to show the positive effect of SMP and establish business case ( return of investment).
- Integrating skills certification is not enough. Ideally, it should be linked with positive implication on wages and career progression for migrant workers.
- Skills assessment and certification needs to be migrant-friendly (combination of written, practical and oral test in migrants' language)
- Long term planning: can skills development and certification be institutionalized as an essential part of regular migration, whose cost can therefore be integrated in recruitment and borne by employers?





# Cross-Border Internship

Number of students enrolled per country.



60

Cambodia



15

Myanmar



23

Lao People's Democratic Republic

34

MALE

64

FEMALE

Gender composition.



Internship sectors.



## Results and Lessons Learnt

- 87% reported that their internship has led to a job.
- Hotels that received the interns in Thailand reported that the training previous to the internship had been extensive and the interns arrived with skills and professionalism.
- Within those that reported securing a job after their internship, 68% secured a job in Thailand and 32% in the countries of origin.
- Migrants who enter the country for an internship, do so on an education visa. If they secure a job in Thailand after their internship, they need to leave the country in order to change their visa from education to work permit.
- Extremely high cost per capita and labour-intensive process for IOM, impacting the sustainability of the program



**Migrant Worker Pass Types-** It categorises its migrant workforce into various pass types based on skill levels and job roles.

- Employment Pass: Designed for professionals, managers, and executives (PMEs), this pass caters to highly skilled professionals.
- S Pass: Targeted at mid-level skilled workers, the S Pass has specific eligibility criteria and controls.
- Work Permit: Divided into two tiers: R2 (lower tier, covering low skilled workers) and R1 (higher tier, covering middle skilled workers). Over half migrant workers arrive with this permit, for which levies, and dependency ratios apply.
- Other pass types include those for trainees.

### **Skill Recognition and Upgrading Pathways**

- For low-skilled workers, skills recognition is crucial for career progression and longer-term employment. Workers coming under the Work Permit category can achieve R1 status through various routes, each with specific criteria:
  - Academic qualifications: can qualify by obtaining recognised qualifications from their home countries.
  - Skills evaluation tests or National ITE Certificate: Administered by the Institute of Technical Education (ITE) in Singapore, these evaluations assess practical skills.
  - Workforce Skills Qualification or relevant trade test.
  - Market-based skills recognition: can qualify based on a minimum fixed monthly salary and relevant work experience, varying by sector.
  - Certain workers must in addition pass Workplace Literacy and Numeracy listening and speaking assessments.
  - Some sectors, such as construction, have specific routes for workers to upgrade to a higher-skilled R1 work permit, which may vary by years of experience, skills, certification, and minimum wage.
  - Singapore collaborates with several approved training and testing centres (ATTCs) to assess and certify the skills of migrant workers through various schemes before they can be employed in the country. An example where testing is done before workers' arrival is the Building and Construction Authority's (BCA) collaboration with overseas testing centres in several countries in Asia.

### **Continuing Education and Training**

- R1 workers must engage in Continuing Education and Training within two years of attaining their status. This typically involves a one-day course covering the latest regulations, best practices, and new industry methods.
- The structured approach to skills recognition and continuous training in Singapore ensures that low/middle-skilled migrant workers can progress within their sectors, benefiting both the workers and the industries in which they are active.

# ASEAN

Development of an ASEAN Declaration on Skills Mobility, Recognition, and Development for Migrant Workers, Action Plan, and Checklist

Mutual Recognition Agreements (MRAs)



ASEAN Qualifications Reference Framework (AQRF)

Mutual Recognition of Skills (MRS)

# ASEAN

Development of an ASEAN Declaration on Skills Mobility, Recognition, and Development for Migrant Workers, Action Plan, and Checklist

Mutual Recognition Agreements (MRAs)  
**Highly skilled professions:**  
Engineering, Nursing, Architecture, Surveying, Medical, Dental, Accountancy



**X re-certification**

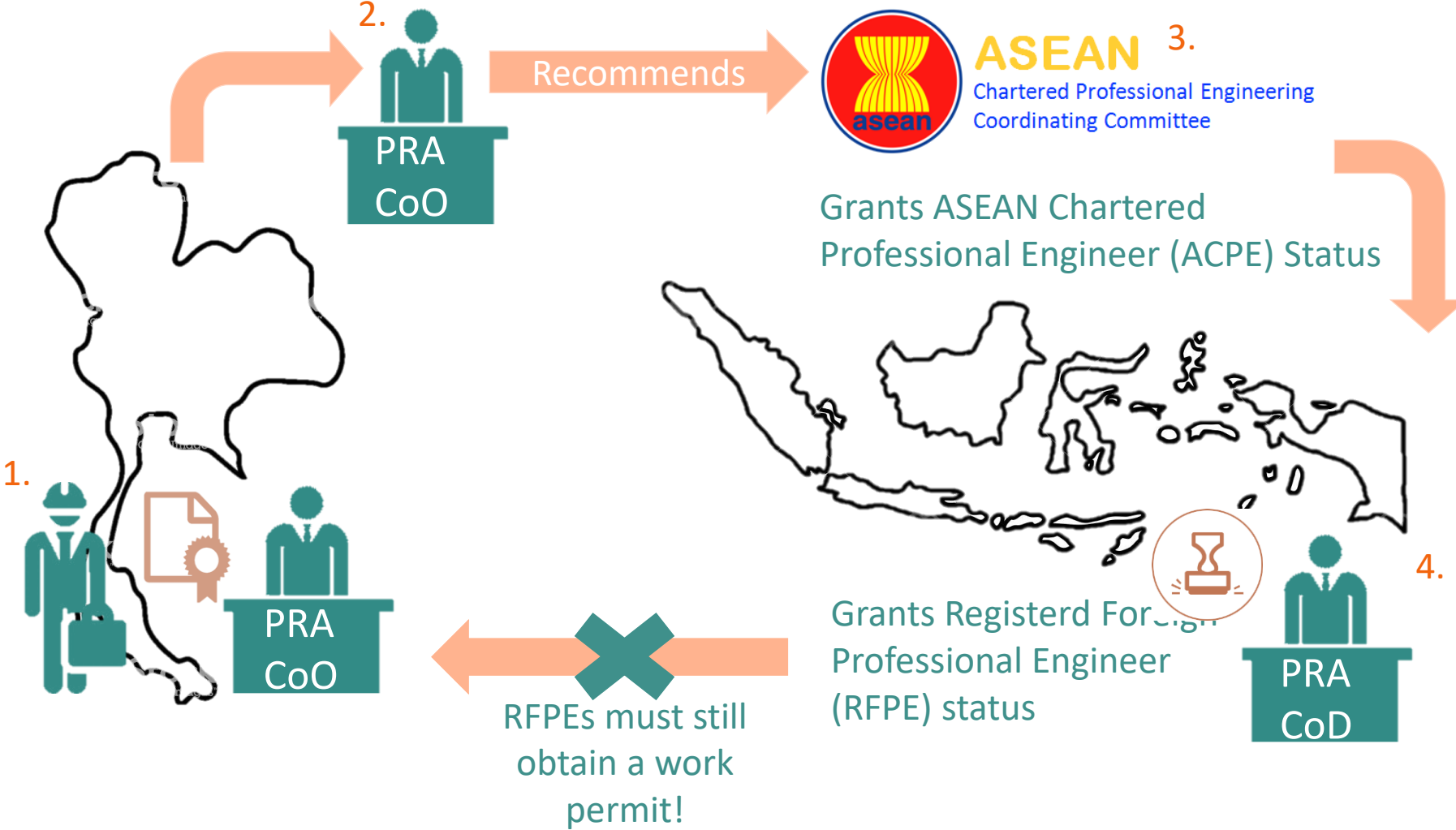


ASEAN Qualifications Reference Framework (AQRF)

Mutual Recognition of Skills (MRS)  
**CLMT- Bricklaying, Plastering, Sewing; TPHVN – Warehouse ops; IPHM –Welding; 32 jobs in tourism**



# Hub-Spoke Recognition Procedure

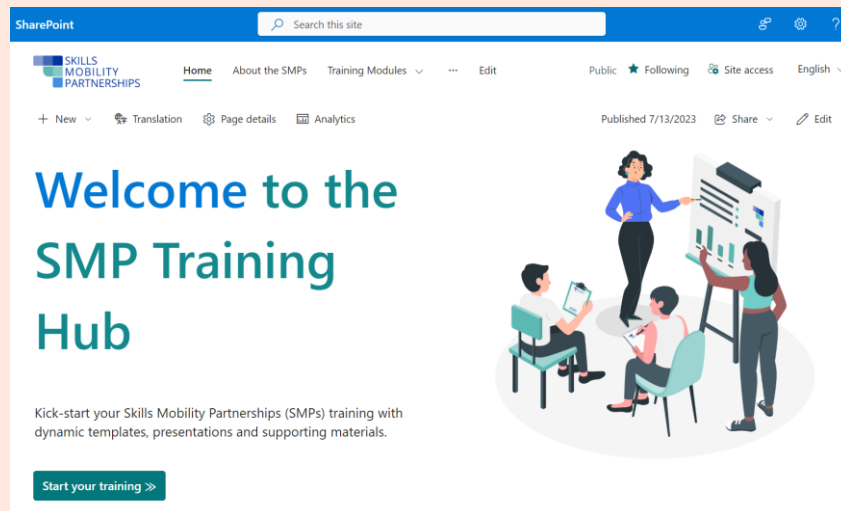


# SMP Tools

## Guidance

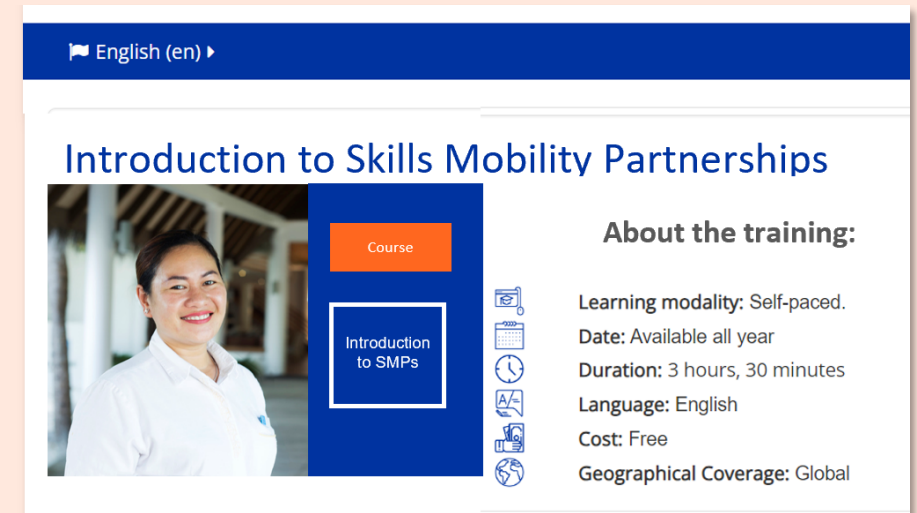


## Training Hub



## + Skills Mapping

## E-learning course



# Food for thoughts on ways forward

Map actual and anticipated skills-needs and qualification requirements in labour markets and industries of interest in both labour-sending countries and local markets to drive anticipatory and demand-driven skills development and qualification recognition practices.

Establish bilateral and/or multilateral skills partnerships with countries of destination and build public-private partnerships that cater to the skills development needs and protection of migrant workers to maximize the potential mutual benefits of labour migration.

Adopt and strengthen comprehensive, skill-specific admission processes that cover all skills levels (low, middle, high) and align with labour market needs and requirements.

Strengthening the education and training systems, especially Technical and Vocational Education and Training

- Regional Mutual Recognition of skills
- RPL in reintegration
- RPL in remigration



# Thank you

Nissara Spence  
Programme Manager (Labour Mobility)  
IOM Vanuatu  
[nspence@iom.in](mailto:nspence@iom.in)

