ILO Global Approach to Digitalisation in TVET

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Digital Transformation in TVET and Skills Development
Technologies as a Driver and Enabler of Change
Technologies as a Driver and Enabler of Change in Skills Development and TVET Systems

**WHAT**

- Changing skills demand in the digital economies and societies
  - *Core, technical, and digital skills*

**HOW**

- Anticipation, planning and monitoring of skills development
- Development, certification and recognition of skills
- Access to skills development and the labour market for all
- Provide Skills for Employability, decent work and productivity

**Enabling environment**

Provide policies, structure and resources for inclusive and sustainable skills development

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CHANGING DEMAND FOR SKILLS IN THE DIGITAL ECONOMIES AND SOCIETIES

Changing skills demand in the digital economies and societies

Technical, core and digital skills

- STED, Skills Foresight, Rapid Assessment
- Curricula Update + New
- Upgrade TVET institutions
- CPD for Trainers

Flexible and dynamic mechanisms
Tripartite approach for sustainability (SSBs)
PPPs

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DIGITAL TRANSFORMATION OF NATIONAL TVET & SKILLS SYSTEMS
A Generic Representation of the Five Building Blocks of a Skills System

Description of the BBs and key processes

Technologies impacts on each of them

Relevant and adaptable digitalisation models and guides

Initial implementation guidelines

Policy recommendations (policy brief)
DIGITAL TRANSFORMATION OF TVET & SKILLS DEVELOPMENT SYSTEMS

LMIS, Big data, job vacancies, online profiles and applications

Anticipation, planning and monitoring of skills development

Design, delivery and certification of skills

Access to skills development and the labour market for all

Provide Skills for Employability, decent work and productivity

Provide enabling environment for inclusive and sustainable skills development

Governance, policies, strategies, structures, resources

EdTech/HRTech, online credentials, badges

Digital inclusion (access, skills), RPL mechanisms

Career guidance and education, tutoring, vocational support

Provide enabling environment for inclusive and sustainable skills development

Governance, policies, strategies, structures, resources

Anticipation, planning and monitoring of skills development

Design, delivery and certification of skills

Access to skills development and the labour market for all

Provide Skills for Employability, decent work and productivity

Provide enabling environment for inclusive and sustainable skills development

Governance, policies, strategies, structures, resources
Implementation Model
What does that mean for TVET systems and institutions?
Digital Transformation of TVET Institutions

Stage 1: Digitization
1. Digitize information
   - Digitization: Changing from analog or physical to digital form.

Stage 2: Digitalization
2. Organize information
3. Autimize processes
   - Digitalization: Using digital technologies and information to transform individual institutional operations.

Stage 3: Digital transformation
4. Streamline processes
5. Transform the institution
   - Digital transformation: A series of deep and coordinated culture, workforce, and technology shifts that enable new educational and operating models and transform an institution’s operations, strategic directions, and value proposition.

Redefinition of roles and tasks
Capacity development
Change management
Strategic Approach to the Digital Transformation of TVET Institutions

**ASSESS** e-readiness of ecosystem (macro, meso, micro levels)

**ANALYSE** business needs and map (current and target) processes

**DEFINE** strategy, priorities and roadmap
Long term vision, leadership and multistakeholders involvement

**IMPLEMENT** according to needs, targeted groups, and priorities

**MEASURE & EVALUATE**
Learning outcomes, uptake and engagement

=> **RE-ASSESS**
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5 Key Principles in TVET Digital Tranformation

- TVET integrated systems
- Social Inclusion as a key focus
- TVET requires specific digital solutions
- Change management
- DT requires a workforce development approach

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Some Key Publications and Guidance on Skills Development Digitalization

ILO Digitalisation of skills systems webpage
THANK YOU

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