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Comisión Sistema Nacional de Certificación
de Competencias Laborales

National System for the Certification of Labour Competency Standards: a bridge between vocational training and work

Anticipación de la demanda de formación profesional. Metodologías y experiencias.

Estado actual y perspectivas








Panel: Avances y desarrollos en la anticipación de la demanda




Carolina Salazar Escobedo
Information and studies unit
Bogotá, November 22th 2017.



About Chile



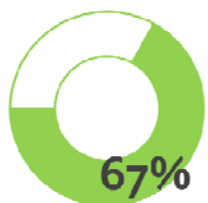
POPULATION  17.400.000	GDP PC (PPP) US\$  24.797	LABOUR WORKFORCE  8.000.000	UNEMPLOYMENT RATE  6,6%	FEMALE PARTICIPATION  48,6%	POVERTY RATE  11,7%	COMPETITIVITY INDEX  (2017-2018) 33/137
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 MAIN SECTORS (EMPLOYMENT)	 MAIN SECTORS (GDP)	 EXPORTS OF GOODS (\$)
<ol style="list-style-type: none"> 1. Commerce 2. Manufacture 3. Education 4. Agriculture, forestry and fishing 5. Construction 	<ol style="list-style-type: none"> 1. Personal services 2. Manufacture 3. Business services 4. Commerce (trading) 5. Mining 	<ol style="list-style-type: none"> 1. Copper 2. Salmon 3. Paper pulp 4. Bottled wine 5. Grape

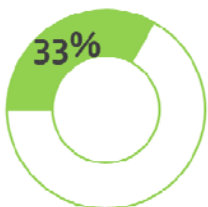
Source: INE, Banco Central, Casen y WEF.

Actual situation

Weak labour productivity performance



67% with low level in PIAAC measurement (Assessment of Adult Competencies), which has not significantly changed in 20 years: functional illiteracy. (PIAAC, 2016)



33% of the population between 20 and 65 years old have not completed secondary education. (Casen 2015)

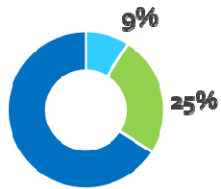


Low labour productivity, 33% of US productivity [CNP]

The gap between the training world and the labor market

- ✓ **PERTINENCIA:** Training offer disconnected from the world of work. (Desconectados BID, 2012).
- ✓ **QUALITY:** teaching-learning methodology does not translate into improvement in the acquisition of knowledge. (OECD, 2009; 2014).
- ✓ **ARTICULATION:** Lack of connection between different educational levels and types of training.

Changes in the labor market



- ✓ PIAAC muestra que en todos los países, el **9% de los puestos de trabajo corren un alto riesgo de ser automatizados**, mientras que para otro 25%, el **50%** de las tareas cambiará significativamente debido a la automatización.



- ✓ Las competencias en TIC no serán suficientes y se necesitarán otras complementarias, que van desde **lectoescritura y aritmética** hasta las **socioemocionales**.
- ✓ Existe un aumento de demanda en oficios relacionados con el **cuidado personal y servicios** que son difíciles de automatizar.



- ✓ Envejecimiento de la población y cambios de estructura del trabajo: 1/3 de los mayores de 50 años trabaja en **empleos por cuenta propia**.
- ✓ Chile es uno de los países de la OECD con **mayor tasa de rotación** 37% (OCDE, 2016).

About ChileValora

Who we are

ChileValora is a **decentralized public service**, with legal personality created in 2008.

It is related to the **Presidency of the Republic**, through the **Ministry of Labor**.



Main purpose of the Labor Competence Certification System and formation

Tripartite and responsive board of directors



It is constituted by a board of Directors, integrated in tripartite form and in equal numbers:

- 3 representatives of employers
- 3 representatives of workers
- 3 representatives of State (Ministry of Labor, Economy and Education).
- 1 Executive Secretariat.

Purpose



Formally recognize labor competencies of people, regardless of how they were acquired and whether or not a degree or underwent formal education.



Promote opportunities for lifelong learning, recognition and appreciation.



Provide information for Technical and Vocational Education and Training.

To make the training processes more relevant, based on the Catalogue of Labour Competencies.

Promote the Recognition of Prior Learning (RPL)

Three main components

1. ChileValora

- It convenes and supports the productive sectors through the OSCL sectoral representative bodies. .
- It accredits the Centres of Evaluation and Certification of Labour Competency Standards.
- It ensures the quality and attestation of the system by way of the monitoring of the quality of action of the Centres of Evaluation and Certification of Labour Competency Standards.
- It develops technical and strategic forums with technical experts in order to identify requirements for technical skills and employability, validating process maps and developing training-work routes that will guide the labour mobility of people.
- It administers the official Catalogue of Labour Competencies.
- It prepares plans for training and closing competency gaps

2. Assessment and Certification Centres (CECCL)

- The Centres of Evaluation and Certification of Labour Competency Standards are legal entities accredited by ChileValora, whose function it is to evaluate and certify individuals who request it, based on existing occupational profiles in the Catalogue and according to the methodological frameworks and standards of quality set by ChileValora.
- Those who obtain the certification become part of the Public Registry of Certified Persons, while those who do not, can try again, searching for alternatives within the training system that enable them to close the identified gaps. In order to develop their work, the centres must only recruit labour competency evaluators who are natural persons previously trained by ChileValora, whose function it is to run the evaluation process of people under the supervision of the centres

3. Tripartite Sectoral Bodies (OSCL)

- The OSCL sectoral representative bodies are strategic and tripartite bodies of social dialogue, coordination, and consensus, comprised of the most representative players in a productive sector with the participation of employers, workers, and government representatives. It aims to define and project participation of the sector in the National System for the Certification of Labour Competency Standards, identify the priority occupational profiles in their sector, validate them, and request their accreditation through ChileValora, ensuring where necessary they are valid and up-to-date. This process culminates in the publication of labour competency profiles in a public register or catalogue of labour competencies.

Work strategy



**Certification Programs
focused on priority
economic sectors based
on social dialogue
(OSCL)**



**Articulation with Public
Policies that promote
certification as a quality
insurer**



**Articulation with
Technical Vocational
Education and Training**

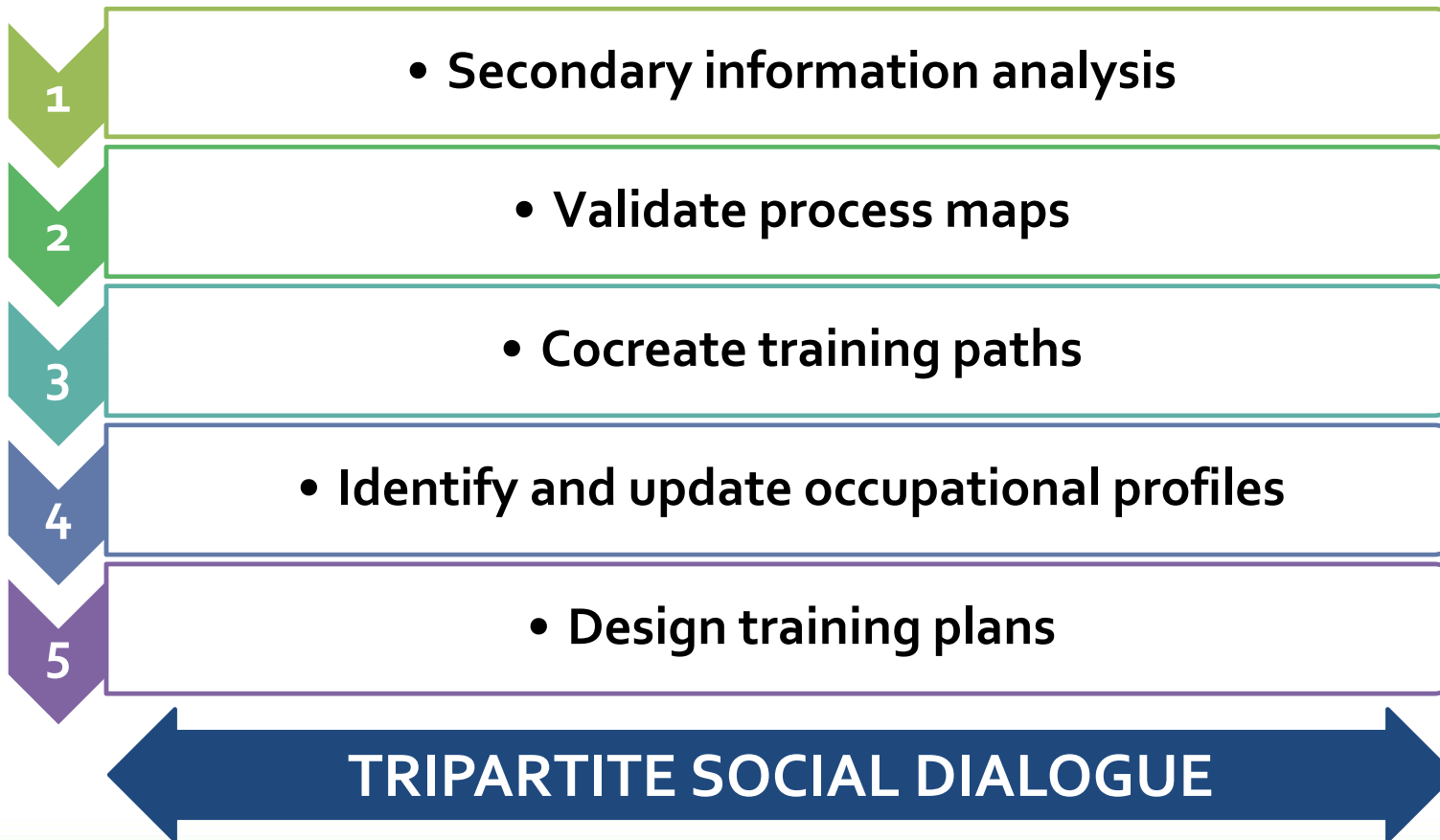


**Cooperation Networks
and International
Homologation
Agreements**

TRIPARTITE SOCIAL DIALOGUE

Methodological Model (Competency Projects)

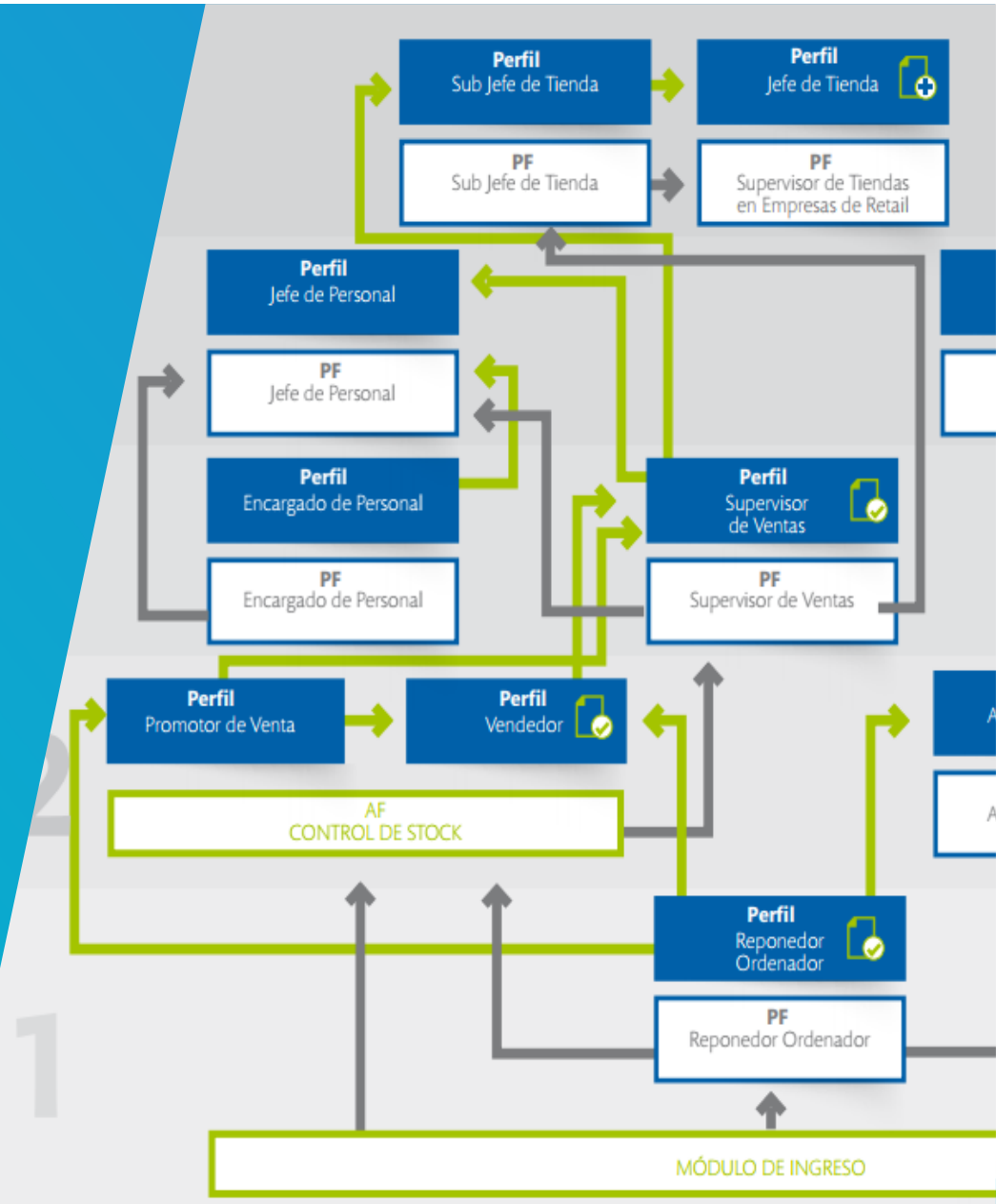
Our main work has migrated from identify occupational profiles, towards the development of other products that enrich the value chain. Between these:



Filled of
qualifications
framework for
training
and labor
certification



Anticipation of demand: 1. Labor-training pathways

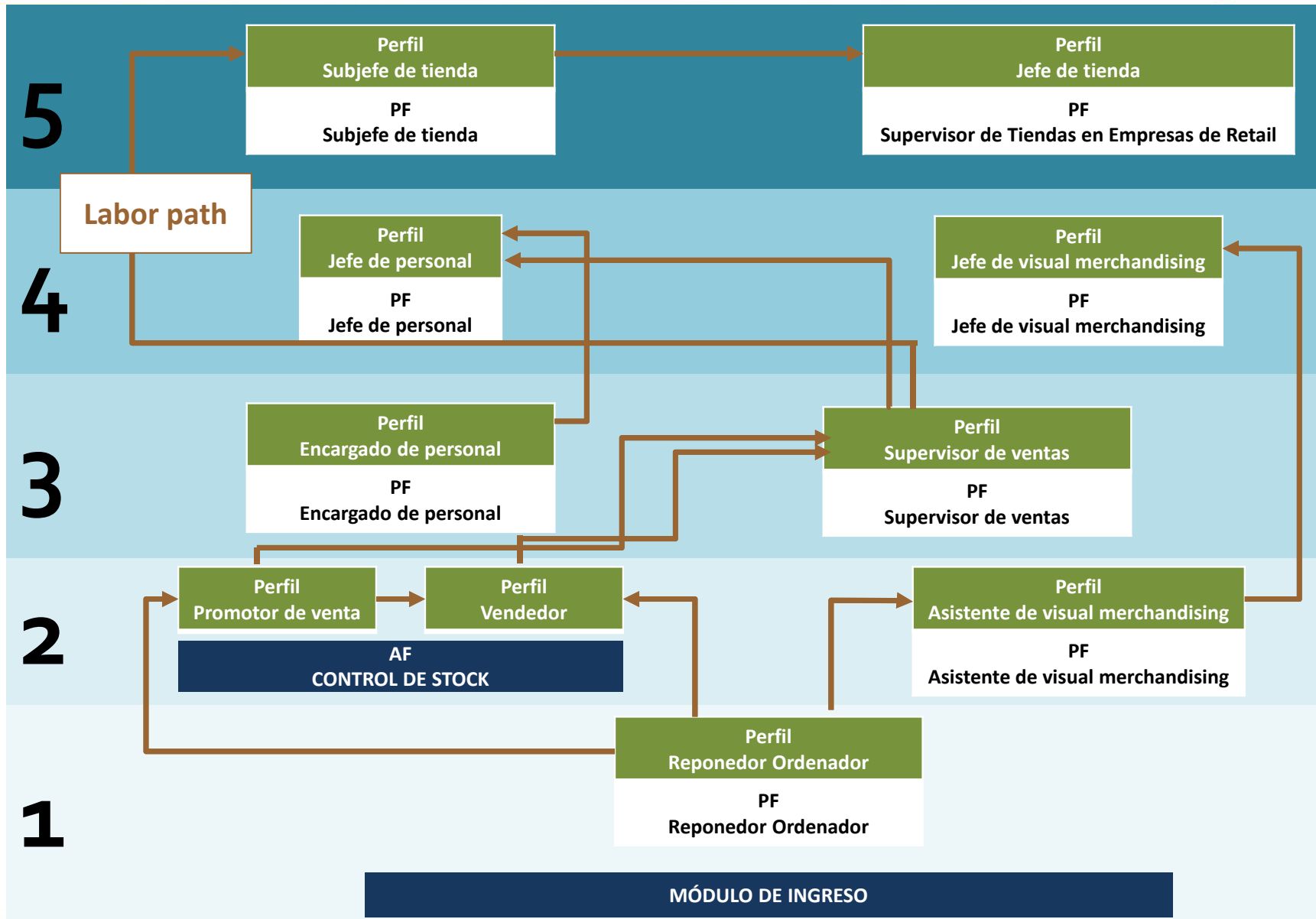


Construction of labor-training pathways

1. Process map: identify the key processes.
2. Identify Occupational Profiles for each function.
3. A level is assigned for each profile, according to the qualifications framework descriptors.
4. Each profile is positioned in a labor-training pathway. The labor-training pathways allow workers to continue to certify their skills, as they acquire new ones.
5. The connections of labor-training pathway are identified.
6. Design of training plans, based on the requirements of the labour market.

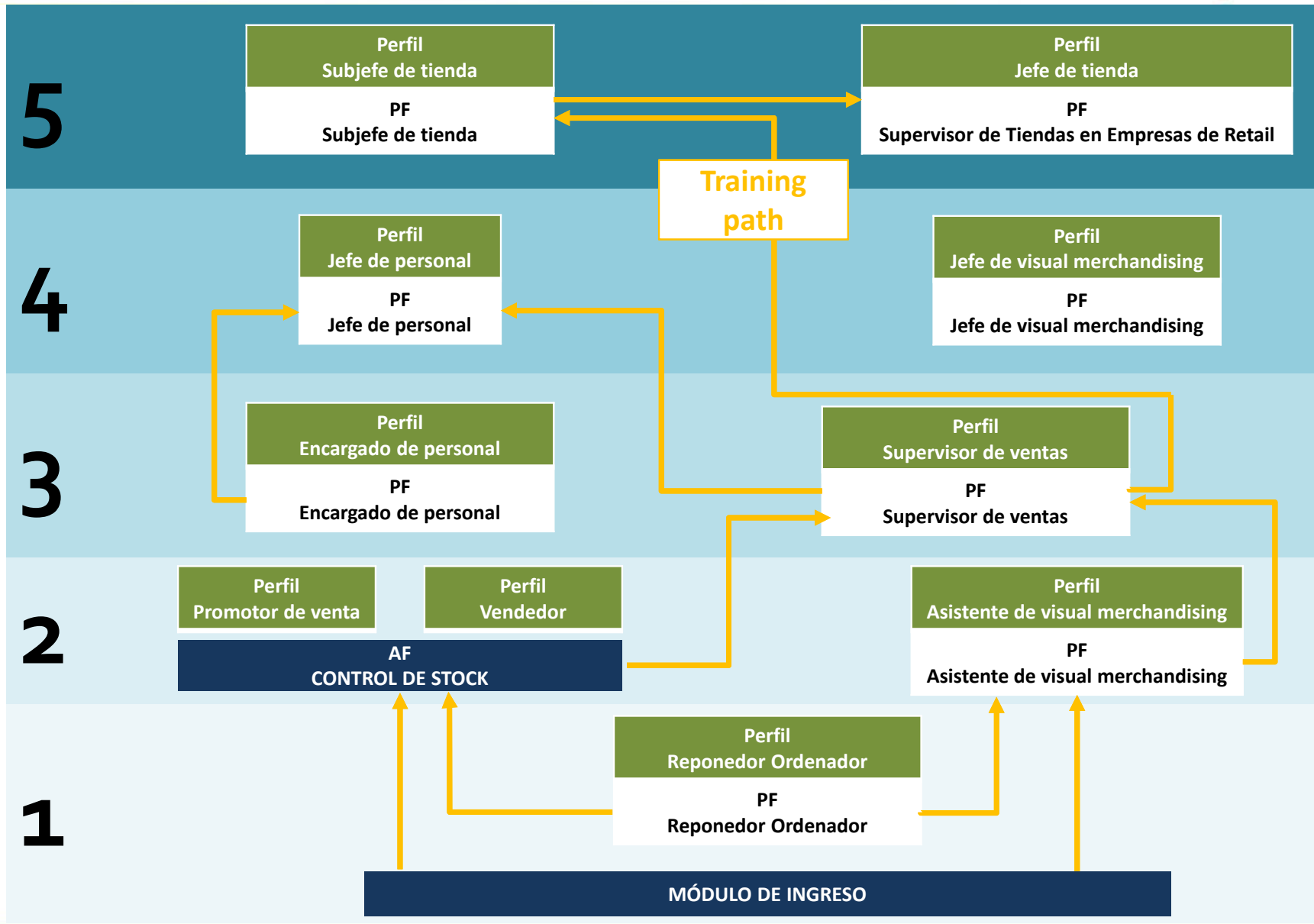
Subsector:
Retail

Process:
Store Operation



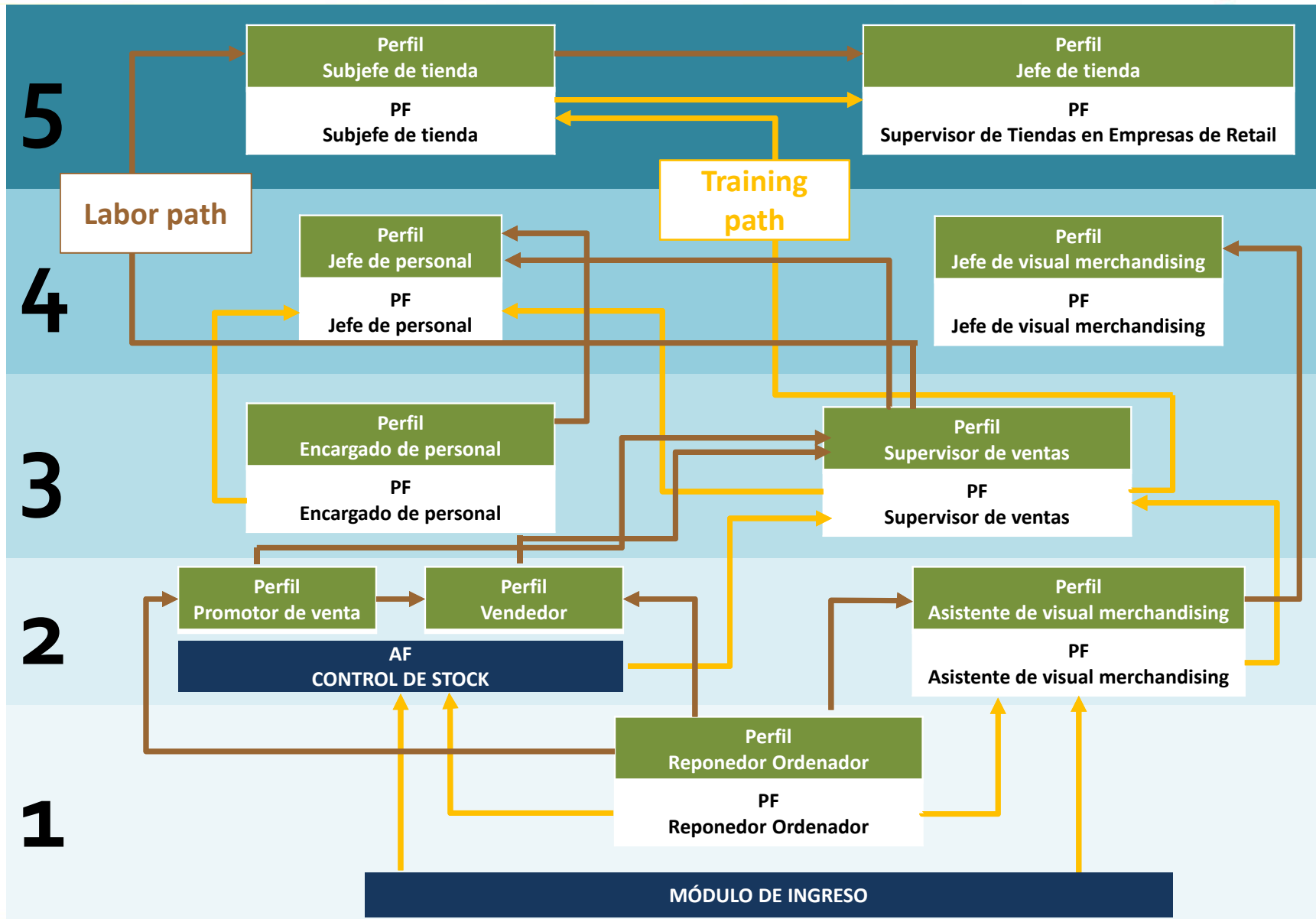
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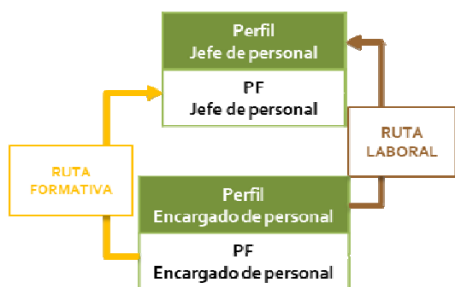


Subsector:
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Process:
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Labor-training pathways : How can we anticipate the demand?



It depends on the case:

- ✓ Obsolete occupational profile: update
- ✓ Existing profile but not in catalogue: create
- ✓ Existing profile in leading companies, but not in catalog: Observation of fieldwork
- ✓ Occupation profile don't exist in the country: Training plans
 - ✓ Photovoltaic panels case

Anticipation of demand :

2. Chilean Labor Observatory (OL)

del país a partir de múltiples
que presenta información sobre los
condiciones laboral, una sección de
y la actividad en términos generales.

Grupos
prioritarios

Indicadores
macroeconómicos

de las tasas de desempleo, ocupación y
y el aporte de cada sector económico al

participación, 2010-2016

Cantidad neta de trabajadores que entra o sale de la región en busca de empleo (miles de personas)



Background and objectives



- ✓ Created in 2015 to as a tool to make training more relevant in Chile.
- ✓ Mission: produce knowledge about the occupations performed in Chile and about the gaps of current and future occupations.
- ✓ The observatories collect, standardize, produce and link information about occupations, as well as on current and future requirements at the national, territorial and sectoral levels.
- ✓ Gobernance: depends on training service [IDB project]. Advisory Board [action strategies] Technical Committee: [methodological areas].
- ✓ Regional OL: executed by Universities, tax exemption benefit [US\$ 190 mil by year]
- ✓ Users:



Performance and products



Information tools

Data integration

- Adoption of standards that allow interoperability among data sources

System integration

- Link systems for a comprehensive and coherent service for users

Labor Information System

National job offers (BNE)

TVET and higher education

Occupational profiles and pathways career, ChileValora

Training offer SENCE

- Link with occupation of workers
- Link with TVET speciality
- Career-occupation relationship [Mineduc]
- Profile catalog recoding ISCO o8 to ISCO 88
- Secondary analysis
- Coding training courses



Advances, learning and challenges (OL)



Avance

- Survey of scarce occupations
 - 2017 pilot (UK)
 - 2018: work with business associations
- Identify regional needs
 - Shortage occupations in priority sectors.
 - Human capital requirements
- Occupational forecasting model (forthcoming)

Lessons

- A one size fits all standard classification of occupations.
- Speak the same technical language
- Experiences: mining, wine

Challenges

- Institutional
- Technicians
- Communicational
- Strategic alliances

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Comisión Sistema Nacional de Certificación
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Our main results

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CERTIFICACIÓN DE COMPETENCIAS LABORALES
DEL SECTOR DEL TURISMO, GASTRONOMÍA Y HOTELERÍA



Main results

Catalogue of Labour Competencies

85% Employment, based on the top 100 main occupations

39% Describes 154 of 392 occupations

80% 21 sectors: 80% of GDP 2016



82 thousand certified (91%)
100 thousand process (03/2018)



902 accredited profiles



2.277 Labour Competency Standards units



52 OSCL



34 CECCL



1 catalogue of transversal competencies for employability



12 public sector institutions
public sector institutions



1 Migrant policy



1 migration towards the new qualifications framework TVET

Planes formativos

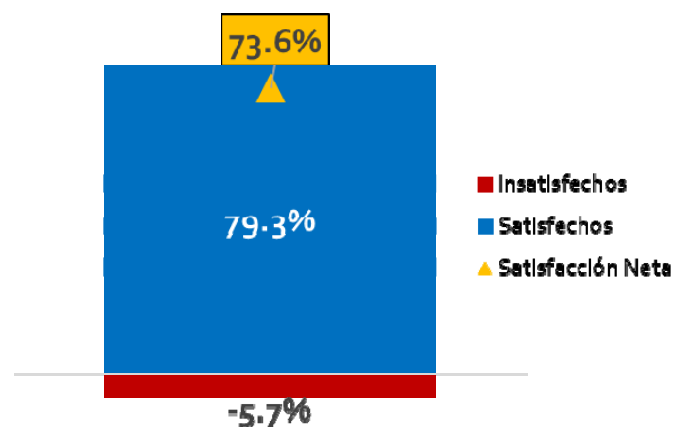


Rutas Formativo-Laborales
32 subsectores



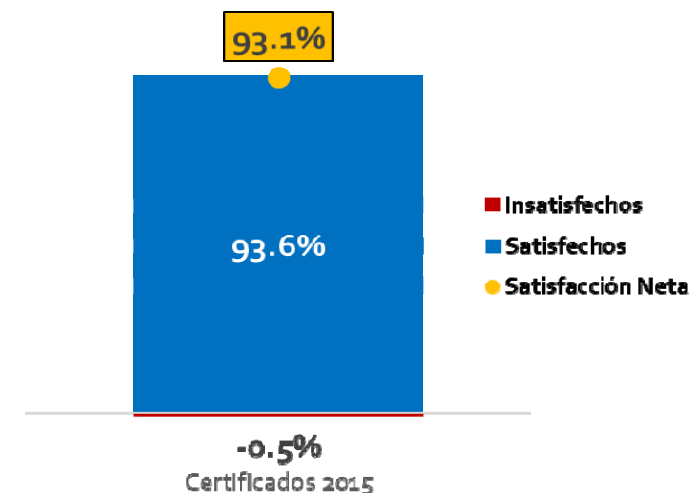
Users satisfaction surveys

COMPANIES



- ✓ **73,6%** net satisfaction of the companies that have participated in a process of evaluation and certification .
- ✓ **94,9%** of the companies surveyed, would recommend to another company in their industry to participate.
- ✓ High perception that certification contributes to commitment, climate and to decrease turnover.

CERTIFIED WORKERS



- ✓ **97%** would participate again in an evaluation process
- ✓ High perception that certification would help them to detect gaps and is a recognition from society.

The main purpose of our work

Evaluate and certify

Training and close
gaps

Guide career
developments

Support human
resources
management

Support the
dialogue between
companies and
unions

Contribute to
productivity and growth

Learning and challenges

- ✓ Learning in the coding of Catalog of Labor Competencies, what is the space to innovate?.
- ✓ Importance of a common language: talk about occupations.
- ✓ Strengthen tripartite social dialogue spaces, such as OSCL sectoral representative bodies, as privileged instances to approach to human capital challenges of each country and sector and ensure the relevance of training processes and certification to changing demands of business and industry
- ✓ Advancing towards integrated systems of training for work, that under the same framework of qualifications agreed by all the actors, allow people to advance in training and work itineraries, recognizing the different types of learning that people acquire throughout of life and are in tune with the challenges of a highly changing labor market.
- ✓ An advance in this line is the recent approval in Chile of TVET Qualifications Framework. Our institution is committed to adopting this new frame of reference.

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