

Investment in skills and labour force for human development

2017 Round Table Implementation Meeting (RTIM)

Pre-consultation Outcome Summary

We, the Government of the Lao PDR and the Partners in Development will enhance efforts to ensure that the current and future labour market demands of the nation will be met by a trained, skilled and qualified workforce. During the Pre-consultation meetings, we recognised that:

- Improvements are needed to current policies and practices to ensure that the interests of all stakeholders are met, and that development plans and programs address the reality of the labour market situation in the Lao PDR; and
- Recommendations for action should focus on the implementation of the National Human Resource Development Strategy, the National Social and Economic Development Plan and the Sustainable Development Goals in these areas, particularly to:
 - help drive private sector development;
 - make the Lao national labour market more diverse and competitive; and
 - take advantage of the demographic dividend.

Conclusions of the Pre-Consultation Meeting held on 13 October 2017:

1. Labour Market Information Collection and Analysis

- The Government and Development Partners shall continue to strengthen the development of a national Labour Market Information System (LMIS) based on meeting the needs of the public and private sectors. The LMIS shall provide accurate, high quality and timely information to meet the planning and investment cycles of Government agencies, the needs of the education and training system and be responsive to private industry.
- The Ministry of Labour and Social Welfare will work with other Government agencies and Development Partners to improve the process of data collection, the analysis of information and the dissemination of information to stakeholders on a regular and timely basis.

2. Education, Training and Skills Development

- The Government and Development Partners shall continue to strengthen the capacity of the National Council for Vocational Training and Skills Development as the mechanism for collaboration between Government, trade unions and the private sector for training and skills development for the Lao PDR.
- The National Council for Vocational Training and Skills Development, in cooperation with the private sector and with training providers, will lead the development of

occupational standards and skills competencies for TVET and industry based training conducted in the Lao PDR, ensuring as far as possible that these skills and competencies meet industry and ASEAN requirements.

- The Quality Assurance Centre of the Ministry of Education and Sports will have the capacity to ensure that all Government and non-Government education are duly authorised and certified to award qualifications based on the National Qualifications Framework for all levels of education .
- The National Human Resource Development Commission will ensure that education and training policies and programs, including higher education, overseas scholarships, TVET, other post-secondary schooling and industry based training are directed towards national human resource development priorities and the demands of the labour market in the Lao PDR.
- The Government shall establish a English Language Training Technical Working Group to develop a Language Training Strategy for the public sector, taking into account existing and planned training programs, the level and nature of expected demand, identifying priority areas that require English and setting selection criteria for agencies and participants.
- Government, Development Partners and the private sector shall work together to ensure that education and skills development in the Lao PDR is sufficiently financed, and that appropriate technical support is made available.

3. Workforce Development Planning

- The Government, Development Partners and the private sector shall cooperate in the development and dissemination of industry/economic sector workforce plans to guide labour market forecasting and education and training investments for the Lao PDR.
- Workforce planning shall be undertaken by the National Human Resource Development Commission Secretariat at the Ministry of Education and Sports, in consultation with the Ministry of Labour and Social Welfare, the Ministry of Planning and Investment and representatives from the private sector.
- Government agencies and Development Partners in key industries/economic sectors will be involved in providing technical advice and support for the development of workforce plans.
- The Ministry of Home Affairs shall take responsibility for the development of a public sector workforce development plan covering all relevant Ministries and agencies.

4. Employment Information and Services

- The Ministry of Labour and Social Welfare and the Ministry of Education and Sports shall ensure the effective dissemination of information on labour market conditions, changing employment demand and education and training opportunities to the people of the Lao PDR, especially to school leavers and those entering the workforce.