

# Skills in the Economy and Skill Development for Industry

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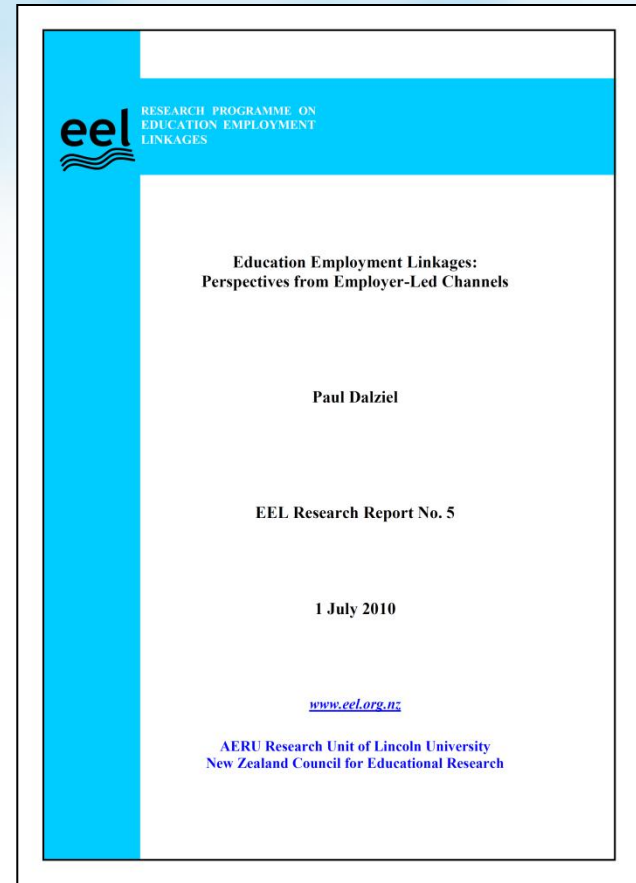
# Details

This PowerPoint presentation was an invited address to the New Zealand Labour Market and Skills Forum organised by the Industry Training Federation, held in the Old Government Buildings, Victoria University of Wellington, on 1 September 2010.

# Presentation Based on Two Reports



[www.oecd.org/dataoecd/7/39/45538500.pdf](http://www.oecd.org/dataoecd/7/39/45538500.pdf)

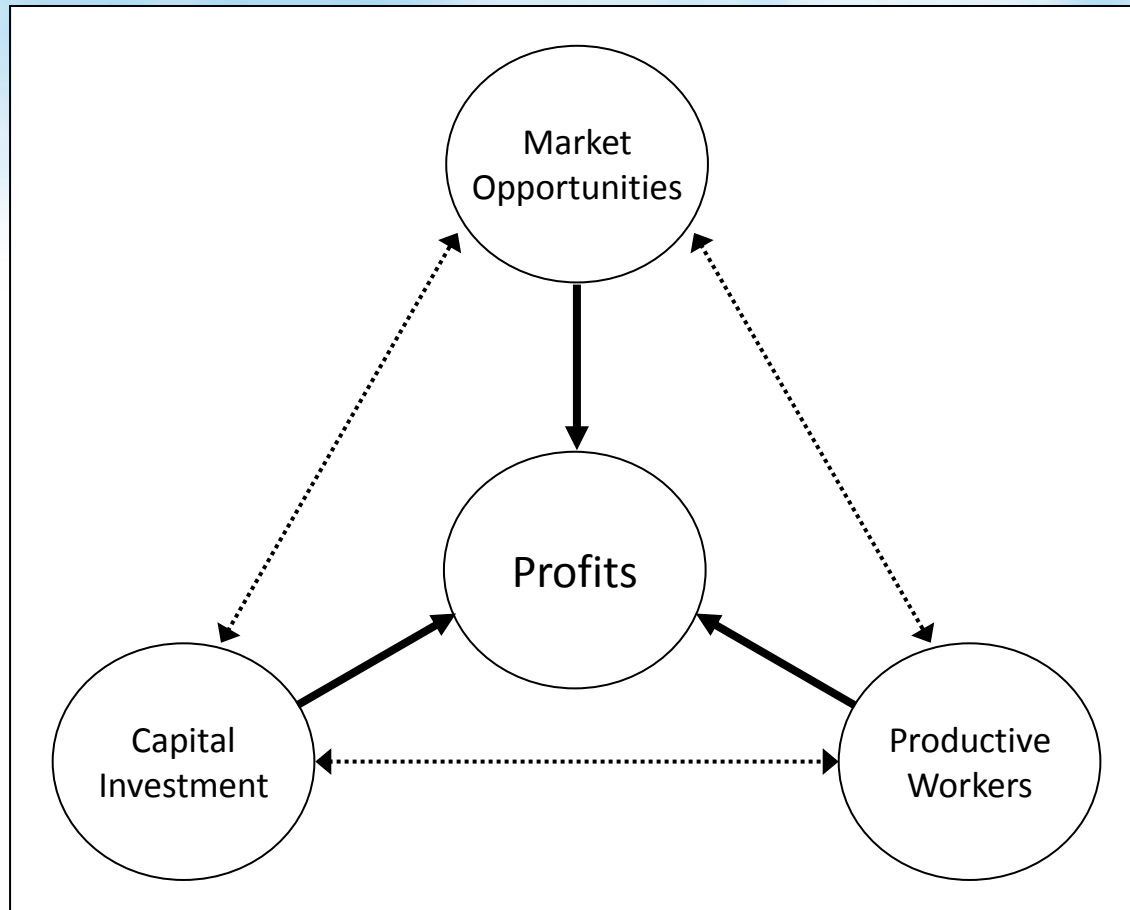


[www.eel.org.nz](http://www.eel.org.nz)

# Matching

- The key word for my presentation this morning is **matching**...
  - **Matching** for employers
  - **Matching** for employees
  - **Matching** between employers and employees
- I am going to construct a diagram showing the importance of effective matching.

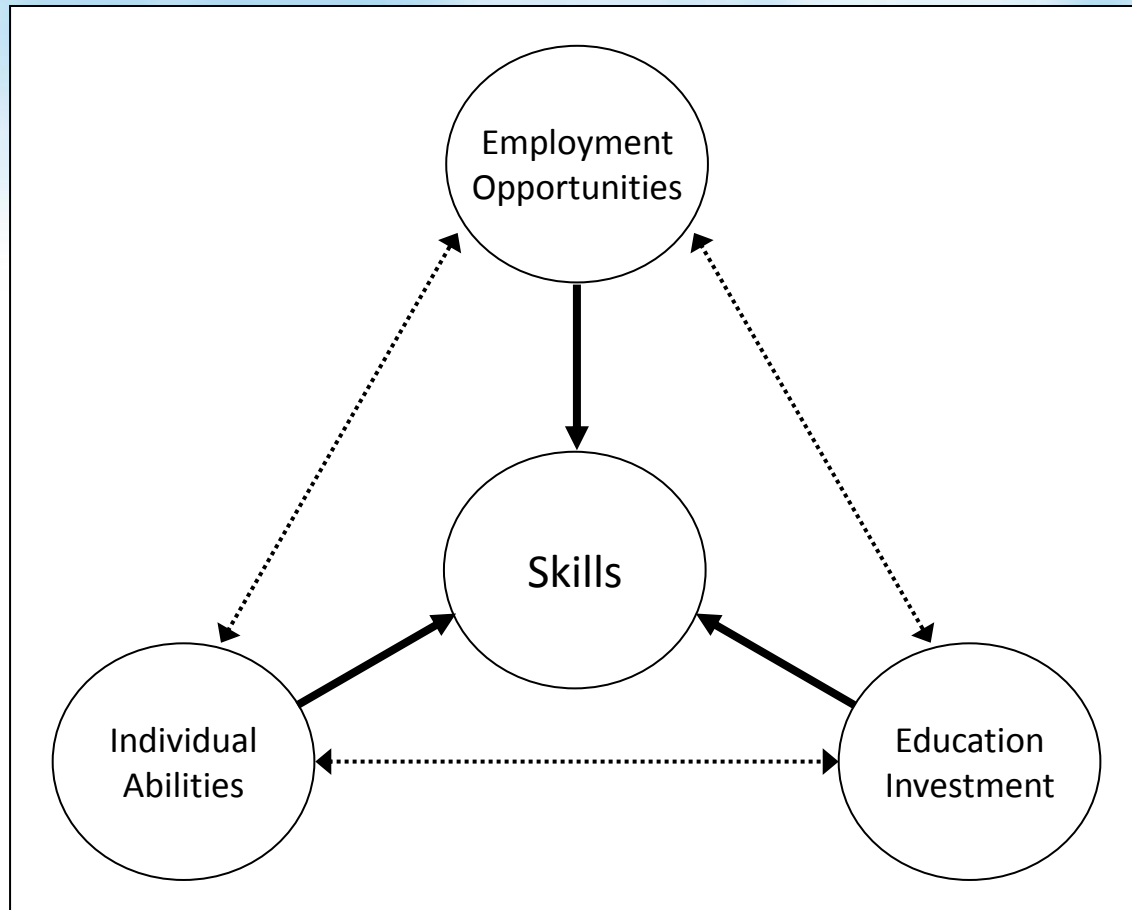
# Matching for Employers



# Some Messages from Employers

- Specialist training for specialist capital
  - Particularly for expensive capital equipment
- On the job training for existing staff
  - Particularly training relevant to the firm
- Skills in incorporating market opportunities
  - Particularly in R&D and customer service

# Matching for Employees



# The Three D's of Education

- **Discover**

- What are my abilities and interests?

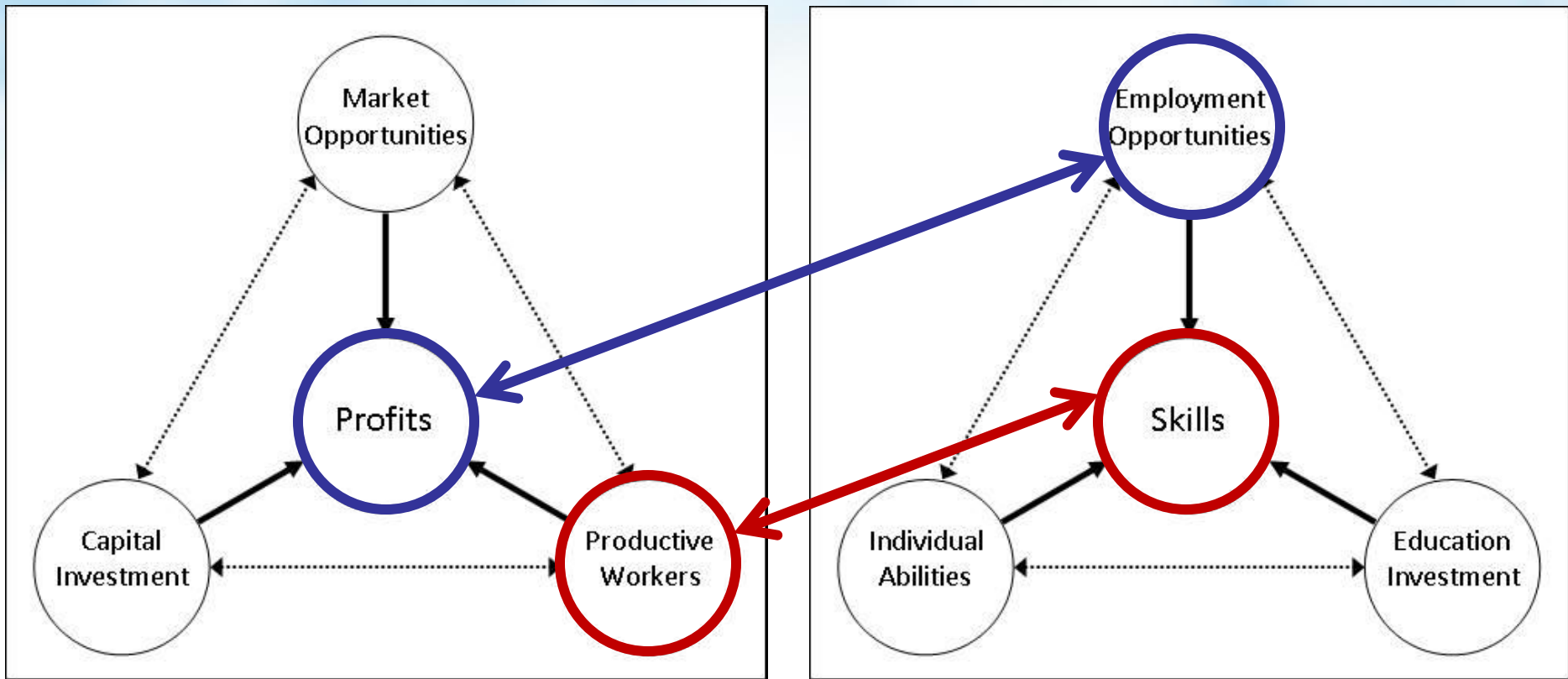
- **Discipline**

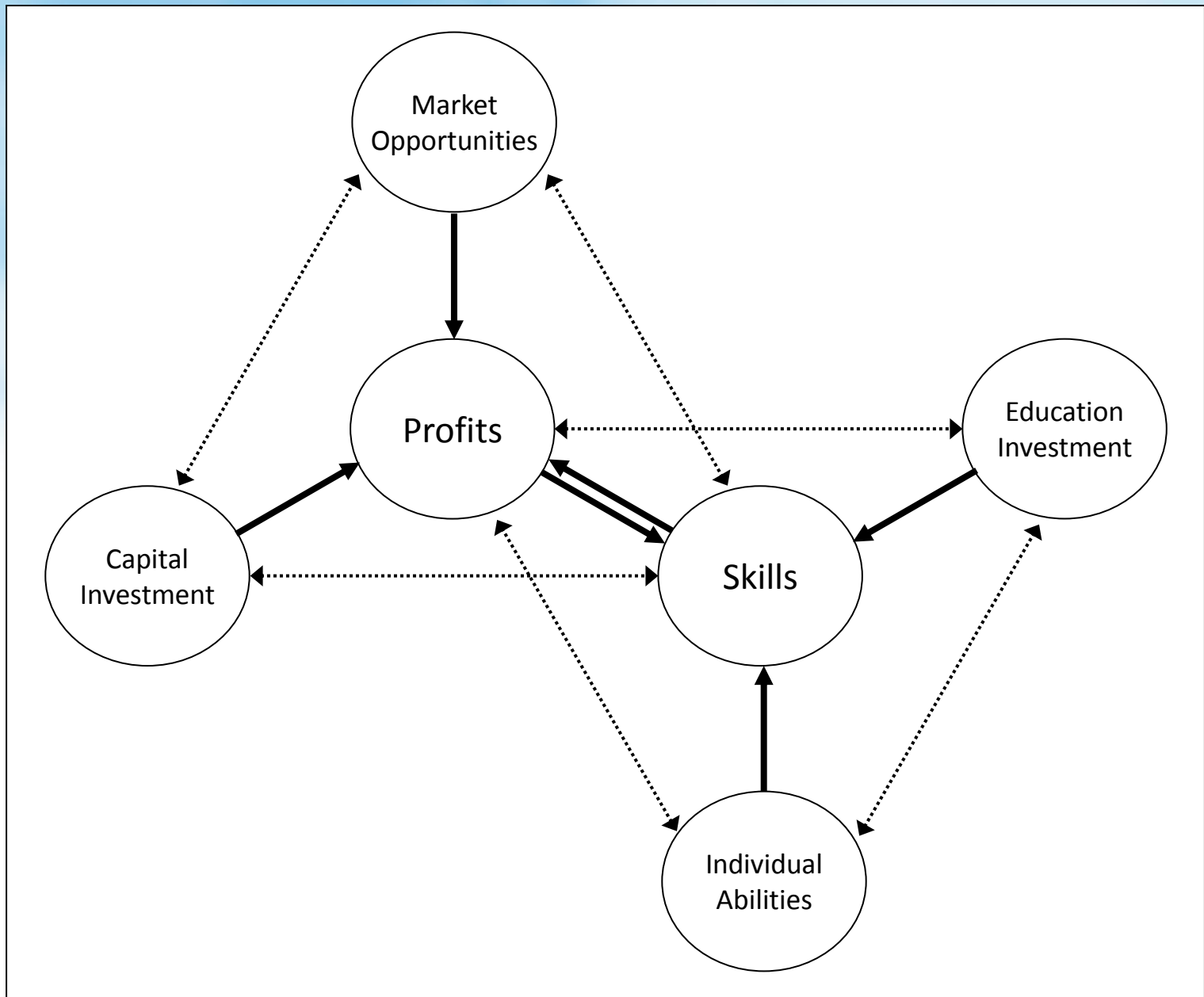
- What do I need to learn in this field?

- **Display**

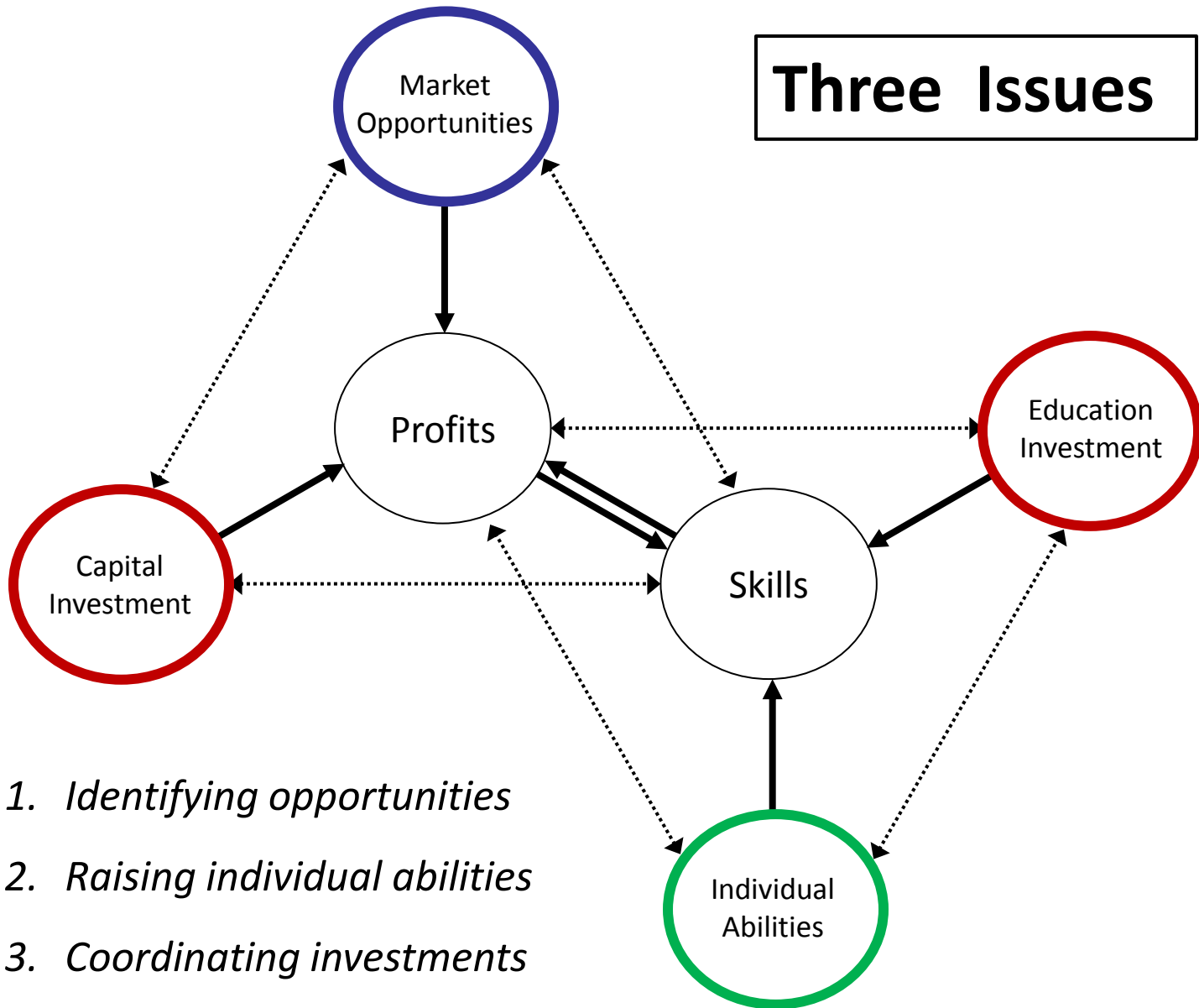
- What do my qualifications convey?

# Matching Between Firms and Workers





# Three Issues



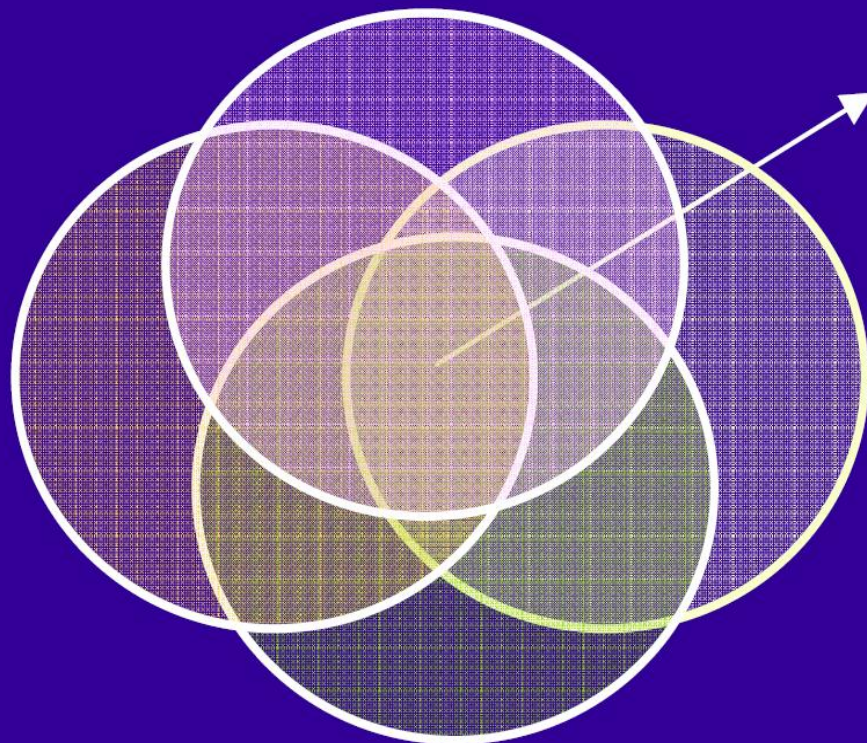
1. *Identifying opportunities*
2. *Raising individual abilities*
3. *Coordinating investments*

# Skills Ecosystems

- A skills ecosystem is defined as ‘a self-sustaining network of workforce skills and knowledge in an industry or region’.
- Windsor, K. and C. Alcorso (2008), *Skills in Context: A Guide to the Skill Ecosystem Approach to Workforce Development*, NSW Department of Education and Training, Sydney. Available at [www.skillecosystem.net.au](http://www.skillecosystem.net.au).

**Firms** – see comparative advantage through addressing skill development and business performance in tandem to generate Innovation and growth

**Education and training**  
–responsive delivery at all levels that individuals and employers value

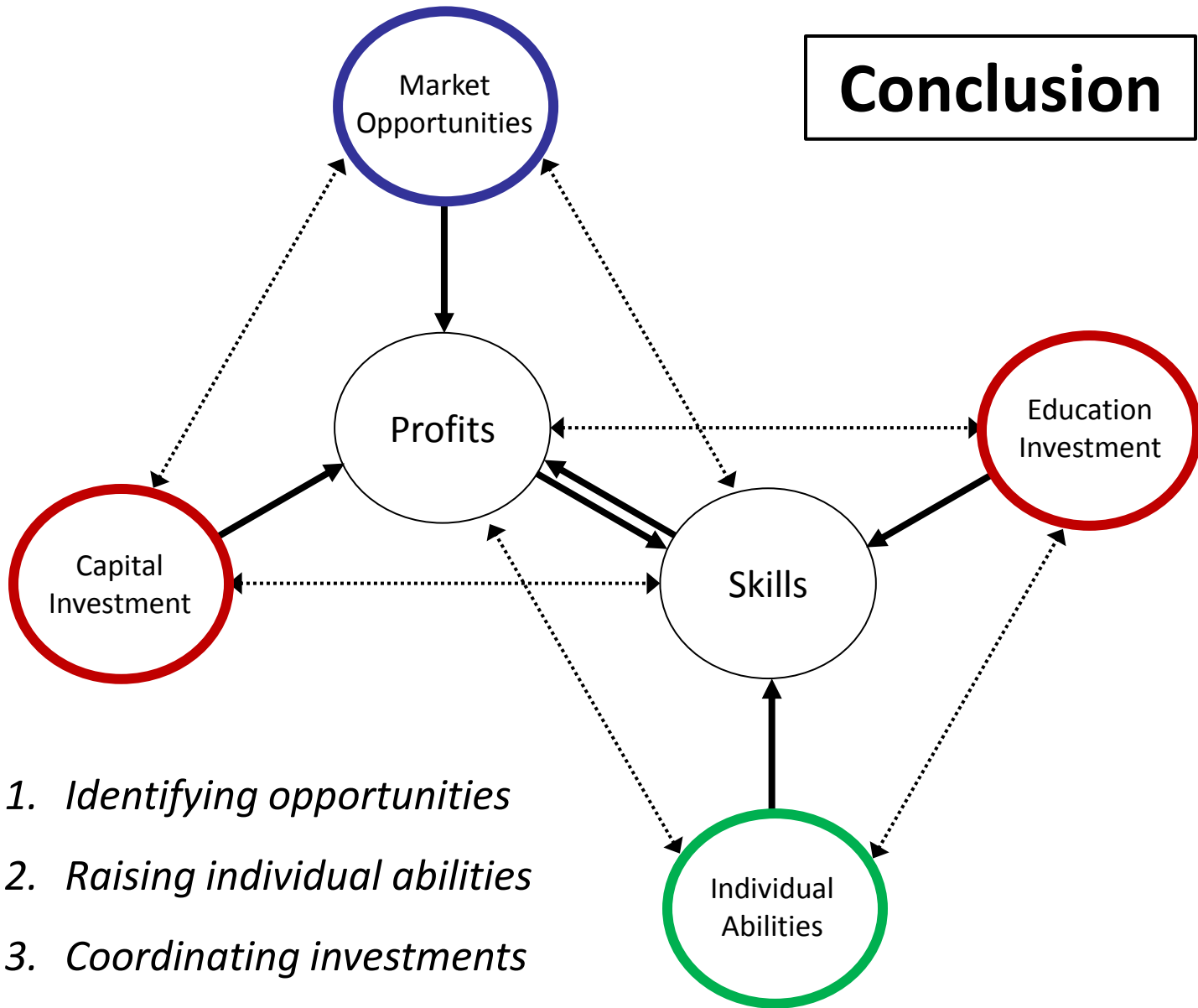


**High skill  
Ecosystem  
Flourishes**

**Policy settings**  
VET, employment and industry policies support high skills strategy

**Individuals** – invest in skills because rewarding jobs/career opportunities are available

# Conclusion



1. *Identifying opportunities*
2. *Raising individual abilities*
3. *Coordinating investments*