

DECENT WORK

A better world starts here.

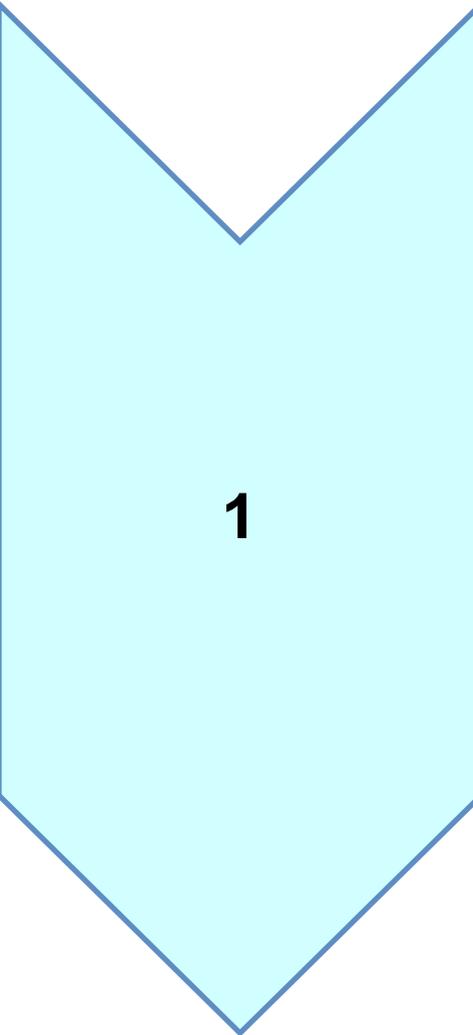


International
Labour
Organization

Roadmap for implementing the Mutual Recognition of Skills in ASEAN (DRAFT)

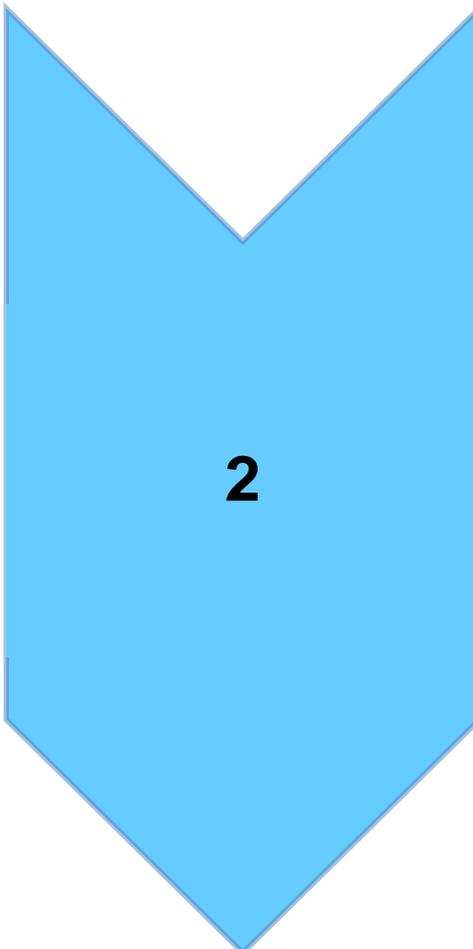
The Roadmap to mutual recognition

- Sending Member States collaborate with receiving Member States, working through the 7 steps for skills recognition.
- Guidance from the receiving Member State will enable the sending Member State to strengthen compliance with the mutual recognition requirements.
- The receiving Member State will have increased confidence that the mutual recognition proposal is robust and can more readily be agreed to.
- *At least 2 corridors of pilots are proposed to guide all Member States and to demonstrate to the SLOM a pathway to the free flow of skilled labour*



1

- **STEP 1: Identifying areas of skills for mutual recognition**
- Each AMS proposes the qualification for mutual recognition. Recognition partners are also proposed.
- What Member State is the target for skills recognition?
- What industry with skilled worker shortage is being identified?
- What is the qualification being proposed for recognition?
- Which Ministry is responsible for skills recognition?
- Are national employer and worker support organisations actively involved?



2

- **STEP 2: Benchmarking Skills/competency standards**
- How skills/competency standards of the sending country compare with those with the receiving country?
- How is industry leadership of skill standards setting achieved?
- Who is involved in national standards setting?
- How is wide stakeholder agreement achieved?
- Are national skill standards developed with an awareness of international standards?



3

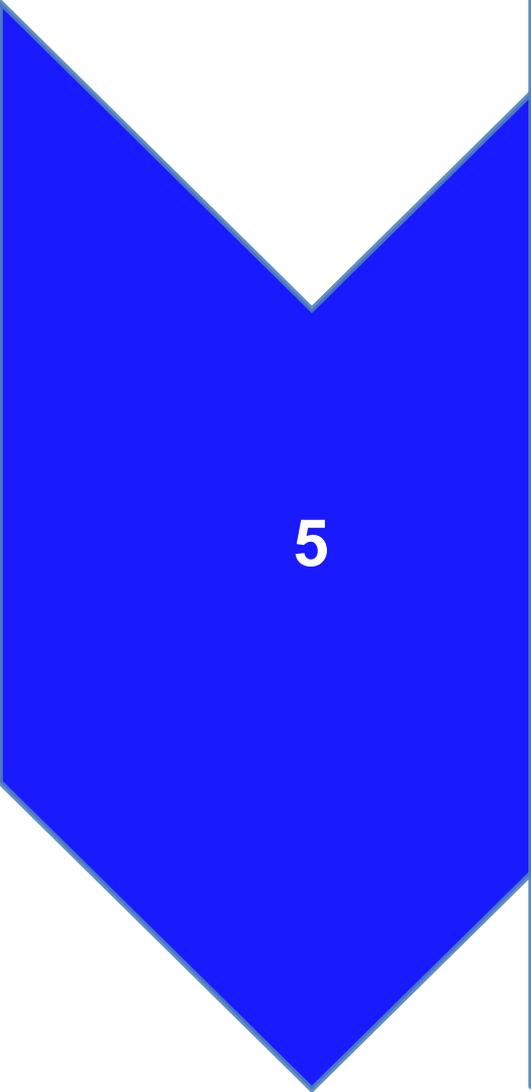
- **STEP 3 Defining and benchmarking the qualification**

- Is the proposed qualification recognised in the national qualifications system?
- What are the rules for assembling the units of competency standards into a coherent qualification?
- Has the national qualifications system been described?
- The qualifications and competency standards are put into a comparability matrix



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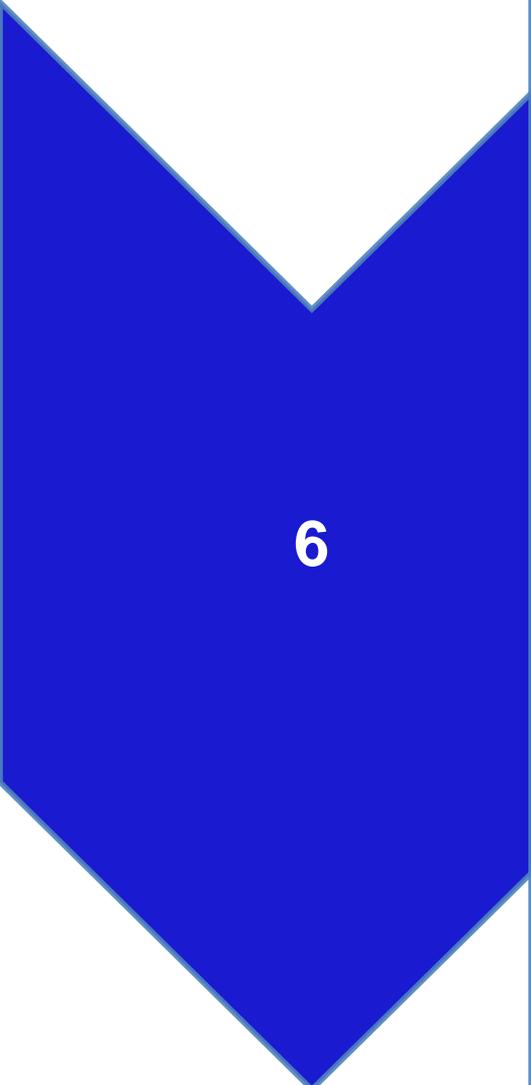
- **STEP 4 Assessing the assessment and certification arrangements:**
- What is the national student assessment process?
- What assessment instruments are available?
- Who is authorised to assess students?
- What moderation mechanisms are in place to secure student assessment which is fair, valid, consistent and to the specified industry standard?
- How is the issuing of certificates authorised?
- Is there a national register of officially awarded certificates and how is that secured and maintained?



5

- **STEP 5 Assessing quality assurance of training assessment and certification arrangements:**

- Do the quality assurance policies and processes follow those outlined in the “ASEAN Guiding Principles for Quality Assurance and Recognition of Competency Certification Systems”?
- Who is responsible for quality assurance? How does the responsible national agency carry out its regulatory quality assurance functions?
- Where is full detail available of all policies and processes?
- Are external quality assurance audit reports available?



6

- **STEP 6 Drafting the migrant skilled worker profile:**
- This step is particularly relevant when MRS is implemented on the basis of business-to-business and sector-to-sector with a focus on selected occupations.
- Does the migrant worker profile incorporate all the skills in the qualification and provide useful information for potential employers?

Two Options



7



- **STEP 7a Assembling and submission of the portfolio of evidence:**

- Portfolio is prepared based on:
 - 1) Identifying areas of skills for mutual recognition
 - 2) Benchmarking Skills/competency standards
 - 3) Defining and benchmarking the qualification
 - 4) Assessing the assessment and certification arrangements
 - 5) Assessing quality assurance of training assessment and certification arrangements
 - 6) Drafting the migrant skilled worker profile
- Submission of the portfolio to the designated authority of the receiving country for approval of the recognition of selected (vocational) qualification

- **STEP 7b Level-to-Level Referencing of the selected qualifications between the NQF and AQRf (and NQF of receiving country):**

- Can the domains of learning and descriptors be used to establish level comparisons with the AQRf and the QF of the receiving Member State?

***How many steps are achievable over
the next year?***

Output

- Documentation and analysis of the pilot implementation that would provide a strategic and informed guidance to AMS in taking the region's MRS initiative forward.
- In terms of the results of the pilot, the document would highlight critical:
 - the feasibility and suitability of the roadmap for MRS implementation
 - Areas of unexpected shortfalls and obstacles
 - the feasibility and applicability of the existing tools (e.g. ASEAN Guiding Principles, Referencing guidelines) on MRS;
 - Recommendations by the pilot 'receiving' countries to the 'sending countries' in terms of areas of further strengthening for completing the steps for MRS.
- Reporting to AMS at next RSTWG and possibly at SLOM 2019

Outcome

- Collaborative development by sending and receiving Member States will promote successful negotiation of skills recognition for migrant workers
- Systems strengthening and confidence building for full AQRF referencing