Focus Area on Human Resource Development

Table 1: Revised Strategic Framework of Focus Area on Human Resource Development for IB2022-2026

Focus Area: Human Resource Development			
Scope ● Developing and upgrading of IMT-GT workforce skills and improving labour mobility **Goal (impact)** ● A competitive workforce, enhanced labour mobility, improved labour market efficiency and strong people-to-people connectivity			
Objective (outcome)	Strategy	Action	Timeline
1. Improved workforce competitiveness	S.1.1 Implement demand-driven skills training	A.1.1.1 To commission an independent comprehensive study to identify the capacity building needs of the industry in IMT-GT, taking into account the dynamics of the labour market under the New Normal	2022 (post-pandemic recovery)
		A.1.1.2 To implement the recommendations of the above study	2023-2026
	S.1.2 Undertake capacity building and knowledge exchange	A.1.2.1 To develop and implement capacity building and knowledge exchange programmes on enhancing workforce competitiveness	2022-2026
		A.1.2.2 To conduct Training of Trainers of the Vocational Training Centre	
2. Synchronised competency skill Standards	S.2.1 Pilot skills competency recognition in selected professions in IMT-GT	A.2.1.1 To identify suitable professions as pilot projects	2022-2023
		A.2.1.2 To upscale the pilot implementation of the skills competency recognition in more professions	2024-2026
3. An efficient labour market information system	S.3.1 Establish a labour market information system in IMT-GT	A.3.1.1 To develop a labour market information system	2022
		A.3.1.2 To conduct a labour market information system training	2023-2026

For comparison, Table 2 shows the original (as found in IB2017-2021) Strategic Framework of the Focus Area on Human Resource Development, Education and Culture.

Table 2: Strategic Framework of the Focus Area on Human Resource Development, Education and Culture, IB2017-2021

Focus Area: Human Resource Development, Education and Culture		
Scope ● Developing and upgrading of IMT-GT workforce skills and improving labour mobility ● Capacity building, knowledge exchange, technology transfer and research and development as performed under the IMT-GT UNINET framework ● Cooperation in education, sports, arts, music and other forms of socio-cultural activities that contribute to people-to-people connectivity **Goal (impact)** ● A competitive workforce, enhanced labour mobility, improved labour market efficiency and strong people-to-people connectivity		
Objective (outcome)	Strategy	Action
1. Improved workforce competitiveness	S.1.1 Implement demand-driven skills training	A.1.1.1 To conduct a labour demand and supply survey A.1.1.2 To implement, where appropriate, the recommendations of the proposed labour demand and supply survey
	S.1.2 Undertake capacity building and knowledge exchange	A.1.2.1 To develop and implement capacity building and knowledge exchange programmes on enhancing workforce competitiveness A.1.2.2 To conduct Training of Trainers of the Vocational Training Centre
2. Synchronised competency skill Standards	S.2.1 Pilot skills competency recognition in selected professions in IMT-GT	A.2.1.1 To identify suitable professions as pilot projects A.2.1.2 To upscale the pilot implementation of the skills competency recognition in more professions
3. An efficient labour market information system	S.3.1 Establish a labour market information system in IMT-GT	A.3.1.1 To develop a labour market information system A.3.1.2 To conduct a labour market information system training
4. Enhanced collaboration between IMT-GT	S.4.1 Mainstream the UNINET programme in IMT-GT cooperation effort	A.4.1.1 To conduct workshop and president forum to sign and adopt the UNINET charter

universities under the UNINET framework		A.4.1.2 To broaden and deepen UNINET linkages, including linkages with accredited international universities and industry
5. Enhanced socio-cultural cooperation for greater people-to-people connectivity	S.5.1 Intensify cooperation in education, sports, arts, music and other forms of socio-cultural activities and to promote youth engagement and civil society participation	A.5.1.1 To coordinate and facilitate socio-cultural cooperation, as well as to promote youth and civil society participation