

Win-Win Migration Outcomes: Global Skills Partnerships for Prosperous Labor Mobility

Pablo Acosta

Global Lead for Migration

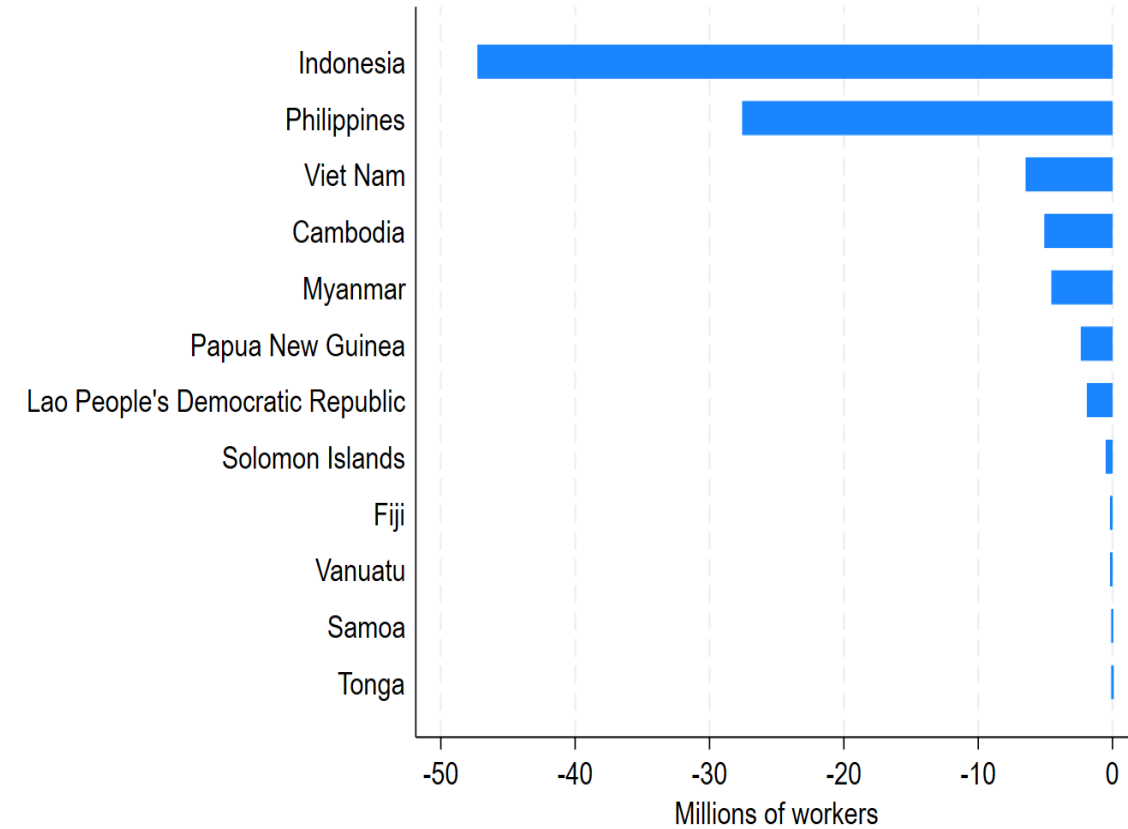
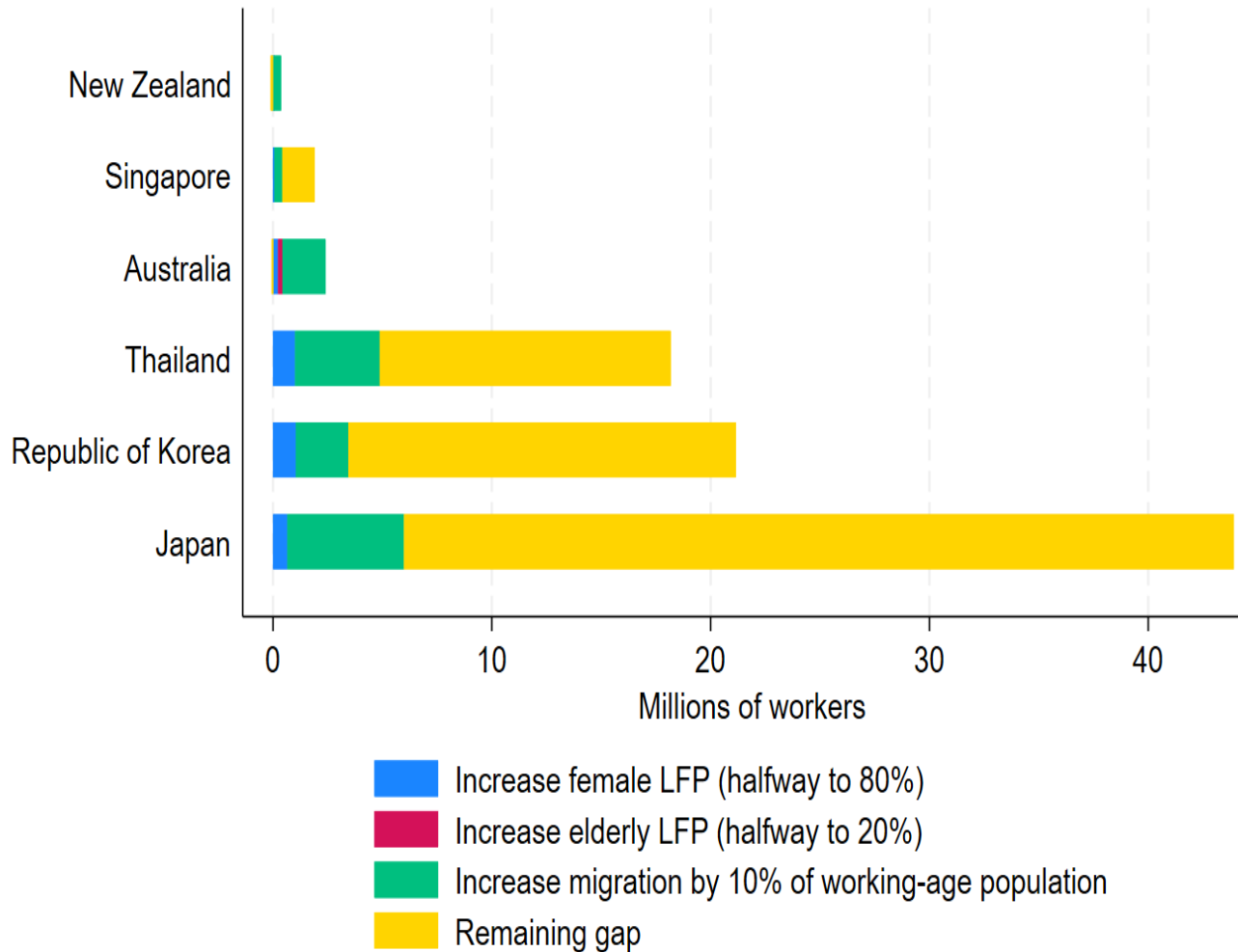
Social Protection and Jobs

Global Practice

World Bank



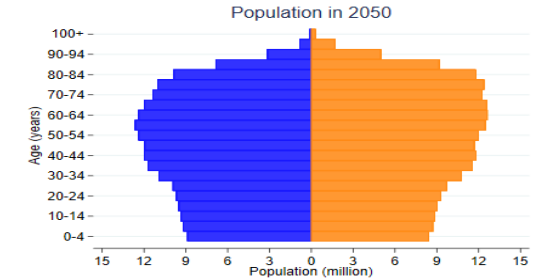
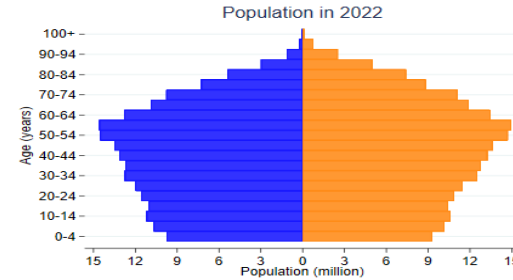
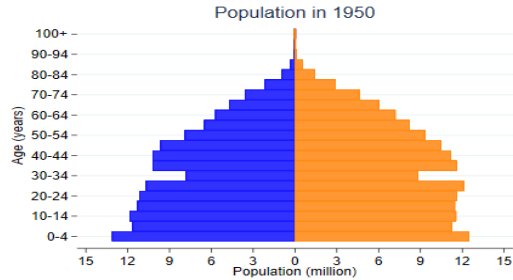
MILLIONS OF WORKERS NEEDED TO MAINTAIN 2.5/ELDER RATIO IN 2050



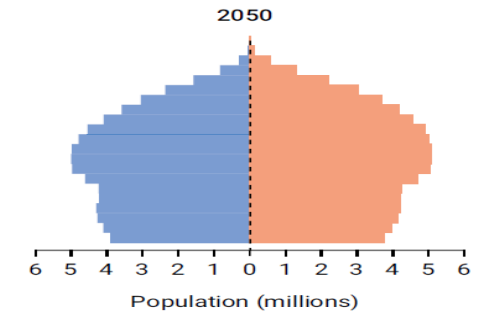
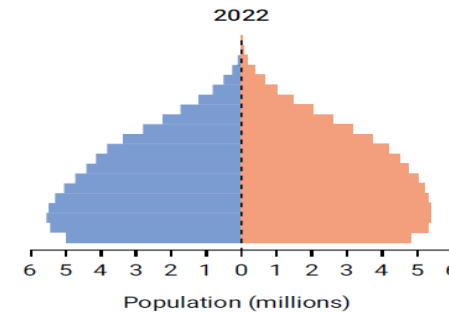
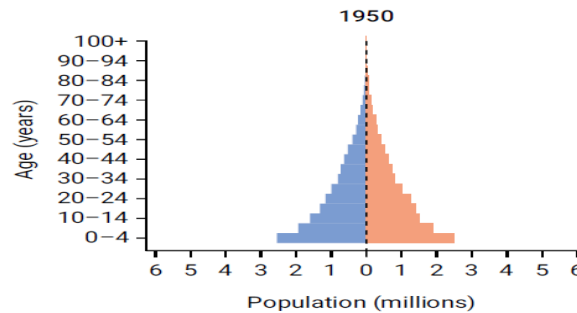
DEMOGRAPHIC TRANSITION AND LABOR MARKET IMBALANCES WILL MEAN GREATER COMPETITION FOR TALENT



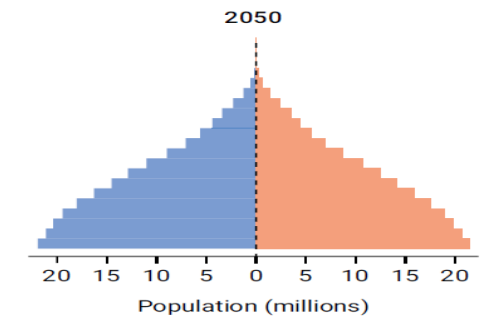
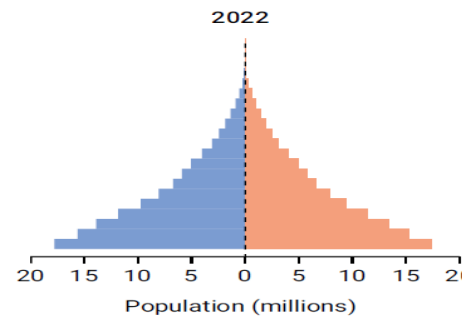
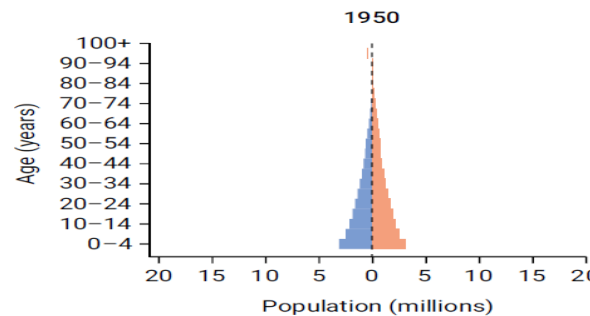
Western Europe's population is aging and declining



In Mexico, the demographic transition is well under way and is expected to accelerate



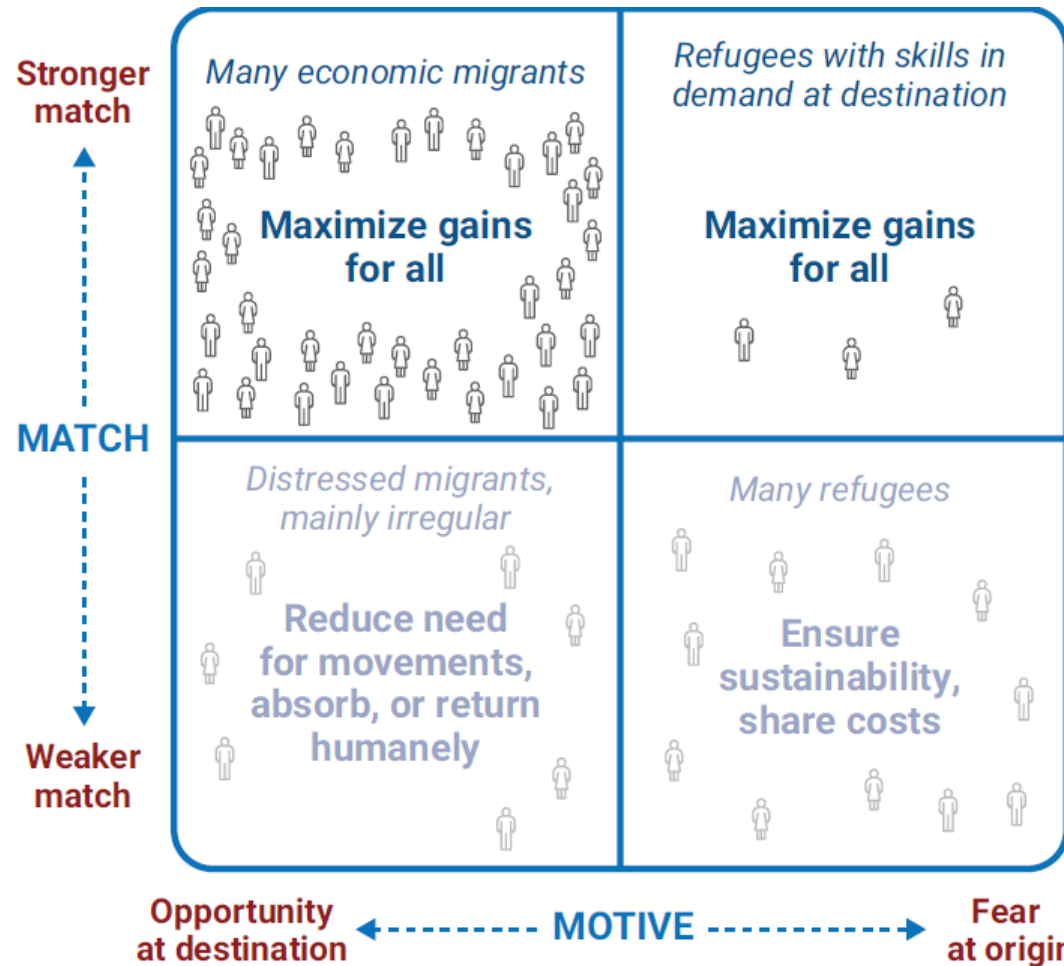
Nigeria will remain young well through the middle of the century



■ Males ■ Females

WIN-WIN MIGRATION REQUIRES MATCHING MIGRANT SKILLS WITH DEMAND

Bilateral and training agreements help to ensure a strong match for all migrants, regardless of their motive



Source: World Development Report 2023



WORLD BANK GROUP



International Labour Organization



IOM
UN MIGRATION



KNOMAD
Local knowledge for services on migration and development



SPJ CLASS
CORE LEARNING ACADEMY & SOLUTIONS SERVICES



CORE COURSE
BANGKOK

INTERNATIONAL LABOR MOBILITY: TRANSFORMING A GLOBAL CHALLENGE INTO AN OPPORTUNITY



Invest in human capital to enable country level talent to be more competitive in the global job market



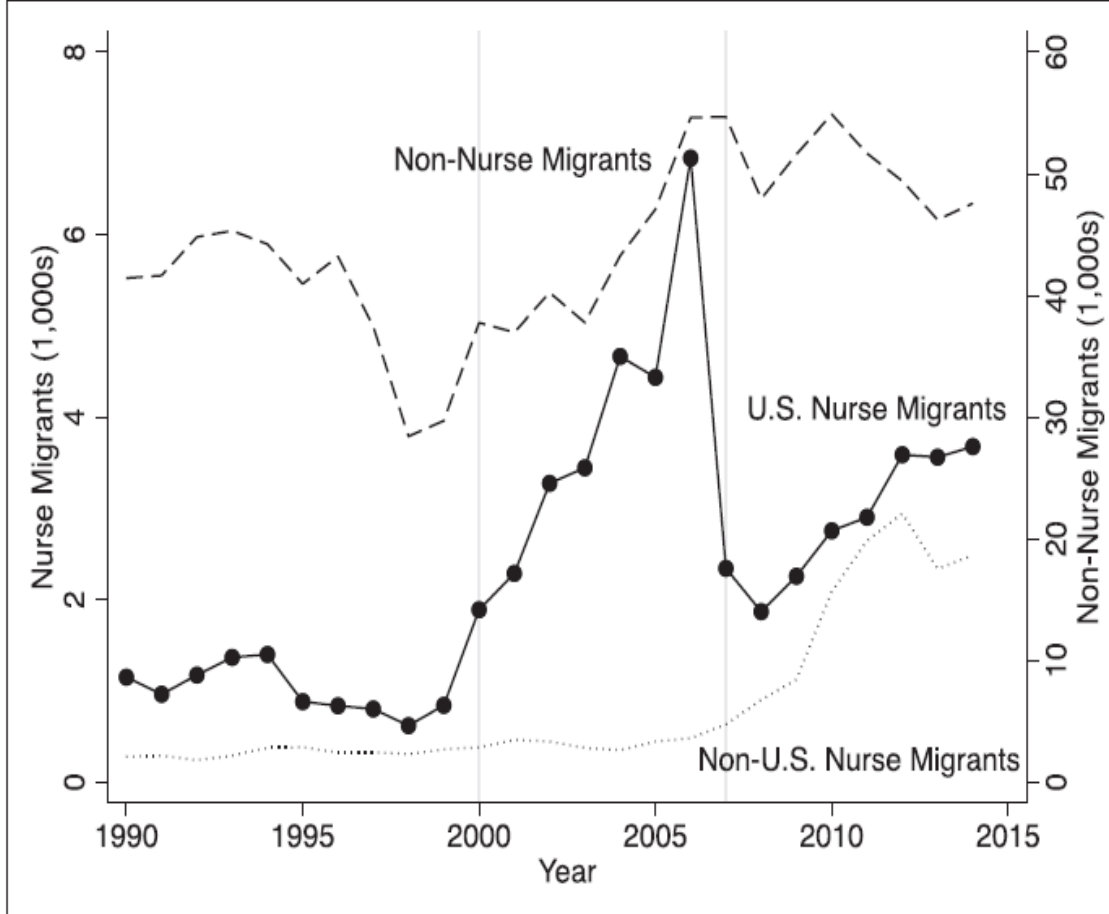
Build international labor market intermediation systems to facilitate cross-border economic gains through jobs that consider the needs of both migrants and labor markets in destination countries



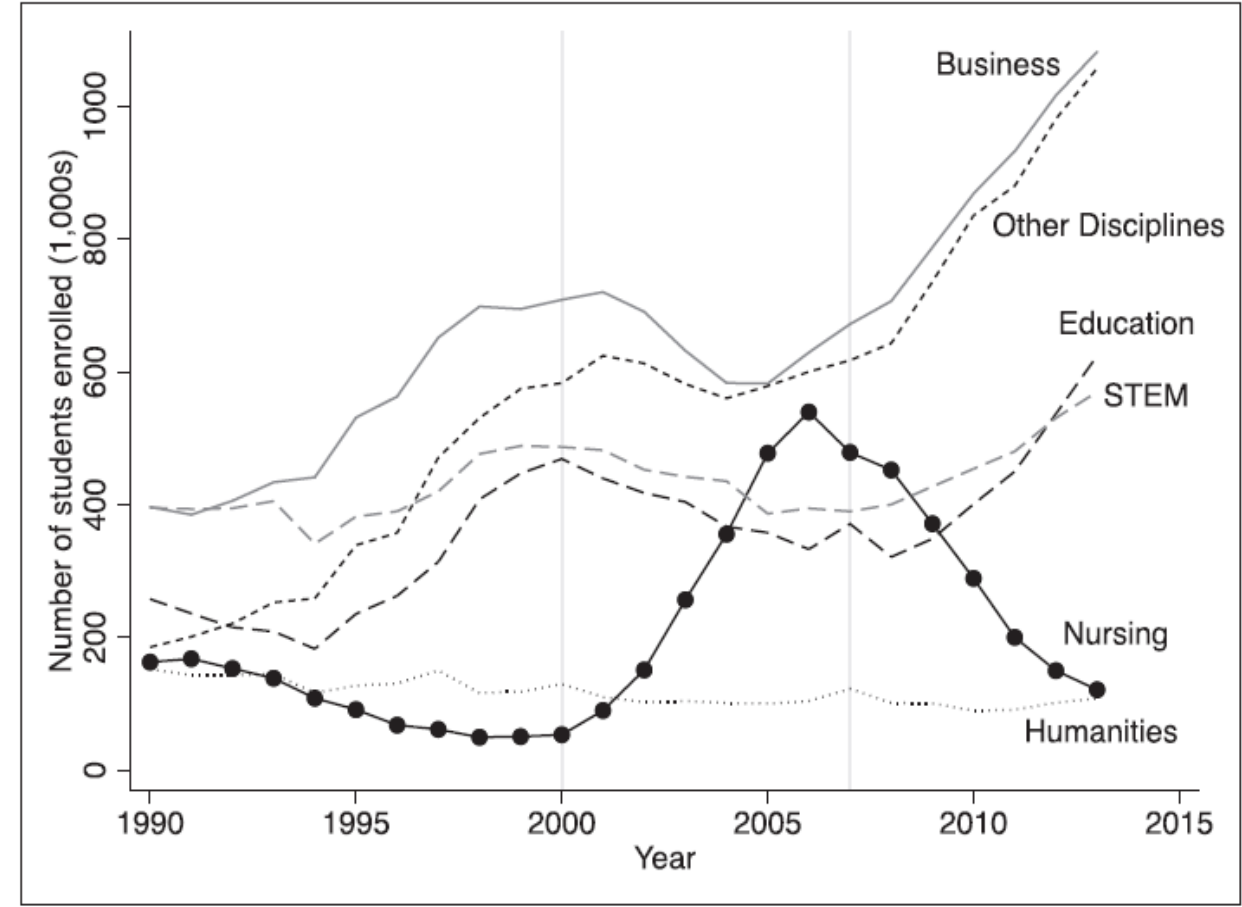
Foster global dialogue and partnerships to promote international cooperation and collaboration for successful managed migration via sharing of knowledge and best practices

EXAMPLE: FILIPINO NURSES IN THE US

(a) Number of Nurse Migrants and Non-Nurse Migrants



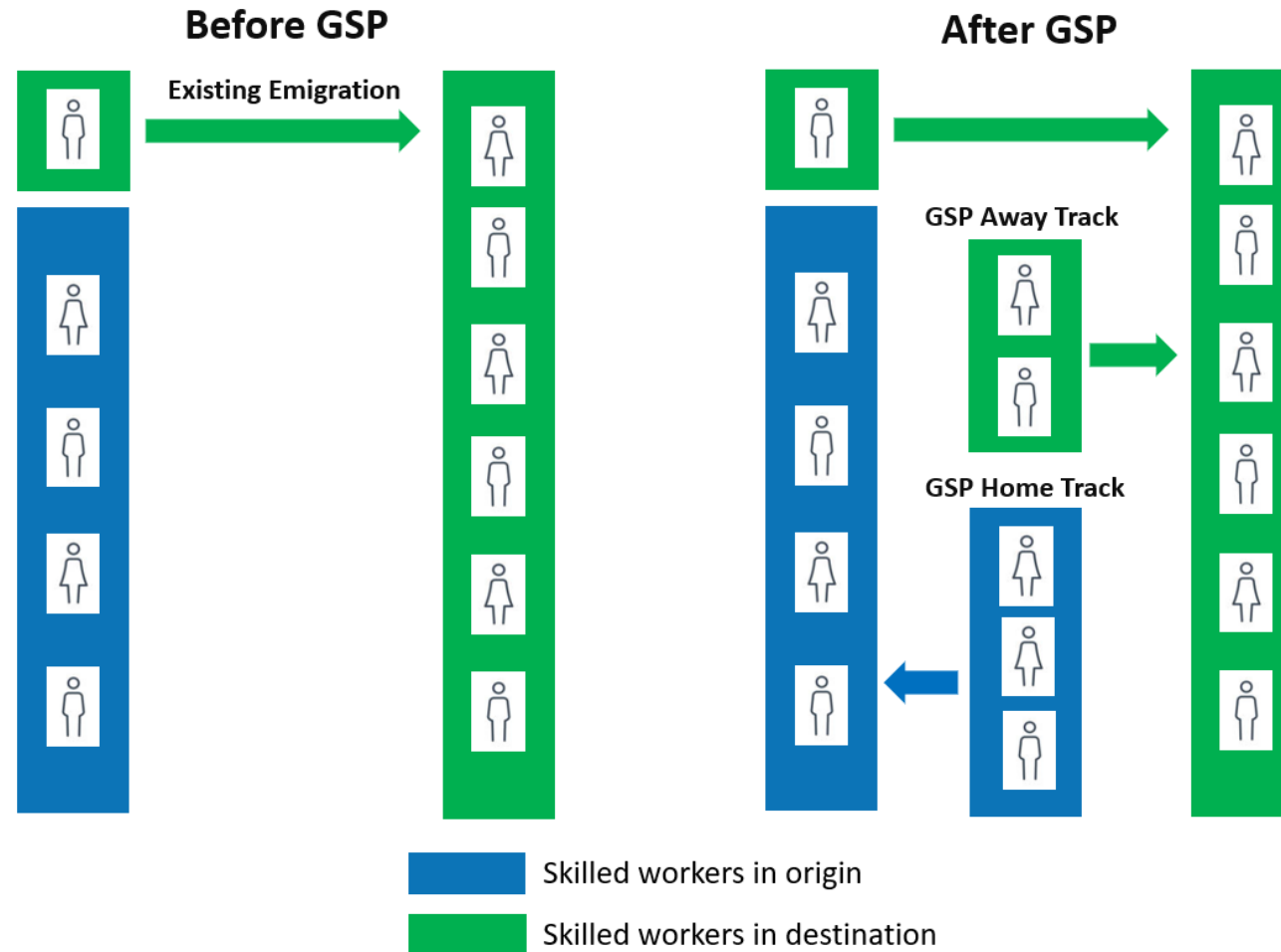
(b) Postsecondary Enrollment by Discipline



Source: Abarcar and Theoharides (2024)

GLOBAL SKILLS PARTNERSHIPS CAN HELP TO INVEST IN SKILLS IN BOTH ORIGIN AND DESTINATION COUNTRIES

Training occurs in the origin with **domestic (“home”)** and **international (“away”)** tracks



GLOBAL SKILLS PARTNERSHIPS CAN IMPROVE JOB OUTCOMES IN ORIGIN AND DESTINATION COUNTRIES



Basic principles of GSP bi-lateral agreements:

1. Training occurs in the origin with **domestic** and **international** tracks
2. Skill development is shaped by **demand** in origin and destination countries
3. Training is a **shared responsibility** of all stakeholders (private sector, workers, governments)
4. Labor mobility facilitated through more **agile and legal pathways**
5. **Institutional alignment** of various stakeholders at origin and destination countries (e.g. foreign relations; training institutions; employment offices; industry associations; trade unions; skills certification agencies)

GSP Examples

Belgium, Morocco, and Tunisia in ICT, auto repair, and industrial installation / maintenance

Australia and the Pacific in various sectors

Germany and Kosovo in construction

Potential Outcomes

Origin countries

- Remittances and human capital enhancement



Destination countries

- Cost-effective mitigation of labor shortages in priority sectors

Workers

- Improved welfare for migrants, their families and children

EXAMPLES OF GSPTS

Project	Australia Pacific Training Coalition (APTC) 	Pilot Project Addressing Labour Shortages through Innovative Labour Migration (PALIM) 	Towards a Holistic Approach to Labour Migration Governance and Labour Mobility in North Africa (THAMM) 
Duration	2007-present	2019-2021	2019-2023
Countries	Australia and the Pacific	Belgium and Morocco	Belgium, Morocco, and Tunisia
Sectors	Auto repair, manufacturing, construction and utilities, tourism and hospitality, health and community services	ICT	ICT, industrial installation and maintenance, and automotive repair
Funder	Mainly Australia's Department of Foreign Affairs and Trade	European Union (EU)	EU trust fund and BMZ
Number of participants	Over 18,000 beneficiaries since its founding; 1,353 graduates (2019)	120 trainees	At least 400
Results	84% employed domestically and 3% placed abroad (2019), expansion of "away" track in process	80% employed domestically, "away" track delayed by COVID: 2 working in Belgium, others in process of moving (2023)	Training completed, employment for "home" and "away" tracks in process, and workers expected to be in the thousands

BUILDING BLOCKS OF GLOBAL SKILLS PARTNERSHIPS



Legal and regulatory frameworks

Successful 'away' tracks require **legal entry pathways and employment visa categories**, with essential **political buy-in** from governments and stakeholders



Institutional coordination

Public employment services, industry associations and firms at origin and destination, training providers



Institutional capacity

Key areas include **recruitment and training provision, labor market intermediation, diaspora engagement, and capacity for oversight**



Skill recognition



Financial sustainability

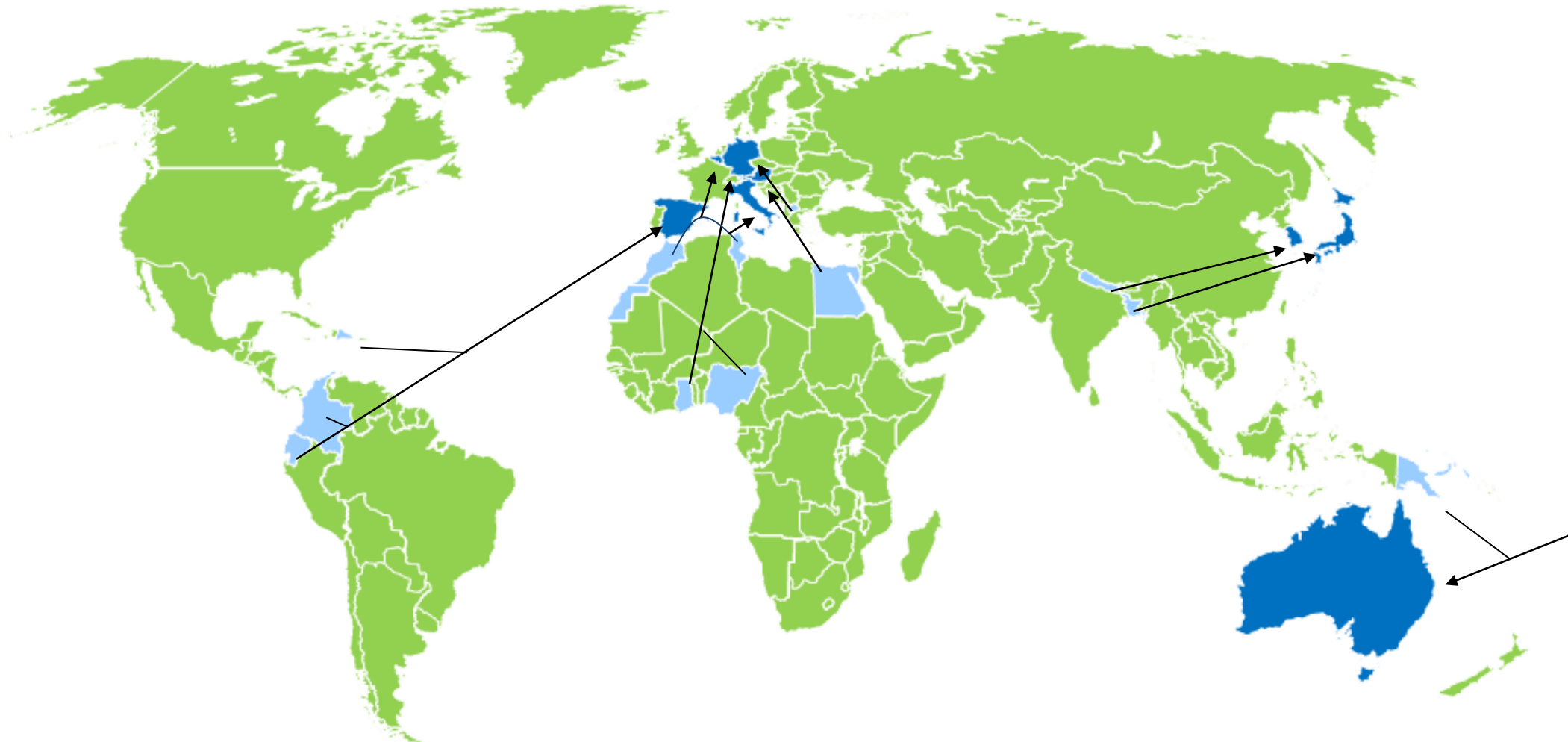


Welfare protection



Social integration

POTENTIAL WORLD BANK SUPPORT TO AT LEAST 10 GSPS IN 2024



Legend: track Origin country Destination country

GSP BETWEEN SPAIN AND LATIN AMERICAN COUNTRIES: COLOMBIA, ECUADOR, AND DOMINICAN REPUBLIC



Recent memorandum of agreement for the establishment of a GSP between Spain and Latin American countries

The WB will support the first phase in:

- ✓ Selecting sectors with skills gaps at destination.
- ✓ Identifying appropriate training programs.
- ✓ Creating skills matching tools to link labor supply and demand.
- ✓ Strengthening institutions through capacity building.
- ✓ Improving the legal framework of the GSP, including regulations on recruitment agencies.
- ✓ Enhancing statistical capacity to monitor data.



 **EAST ASIA AND PACIFIC
MIGRATION**
CORE COURSE AND CONFERENCE

THANK YOU

