



Secretaria de Estado da
Formação Profissional e Emprego
(SEFOPE)



Fact Sheet

Skills Development for Employment

Human resource development and in particular skills development and training are central to the national goals of achieving sustainable social and economic development and creating greater opportunities for women and men to obtain decent and productive work. The ILO Recommendation *Human resources development: Education, training and lifelong learning* (No. 195) places people at the centre of economic and social development. Education and vocational training not only increase an individual's employability but also the productiveness and competitiveness of an enterprise. Women and men need broad-based skills that can be applied and adapted to the current economic requirements. Education, training and lifelong learning contribute significantly to promoting enterprises, the economy, the interests of people and society as a whole. Central to the Recommendation and the work of the ILO is the principle and promotion of equal access to education and training opportunities for women and men and overcoming gender bias.

Timor-Leste



Timor-Leste is a new nation with a young population and while the young women and men of today are better educated than their parents there are still serious gaps both in general education and essential skills for employment and income generation. Literacy rates overall are low (women 42% and men 60%) and in the 18-26 age group just 15% have completed senior high school and 0.1% vocational training. In the 2007 SEFOPE / ILO

STAGE review of vocational training less than 4000 people completed skills development training during that year. The review identified 39 vocational training providers and 12 vocational technical secondary schools. It found the

quality, duration and relevance of the training to the labour market variable. More than half of the training was in the area of English language and computers and just 17% covered the technical trade areas.

The Government of Timor-Leste, through the Secretariat of State for Vocational Training and Employment places great emphasis on skills development and employability particularly for *young* women and men. With support from the ILO, SEFOPE has developed a Vocational Training Policy and National Skills Development Strategy to present to the Council of Ministers. National Consultations have ensured input and support from key stakeholders. The Policy reflects the SEFOPE vision of a market-orientated, efficient and accountable vocational training system in Timor-Leste to create a competent workforce to meet national development priorities and permit Timorese to acquire critical skills for gainful employment or self employment. The National Skills Strategy defines key aspects for transforming the training system including competency based training, workplace learning, quality assured training delivery and a national certification system.

Fundamental to building the training system has been the creation of the National Labour Force Development Institute (INDMO).

National Labour Force Development Institute (INDMO)

INDMO is a partnership between the Government, employers, workers and vocational training institutions to ensure good quality and relevant vocational training for the women and men of Timor-Leste. It is an autonomous, public institution with an Executive Commission, industry based Sub-Commissions, a Financial Council and a Secretariat.

INDMO has three key functions:

- **Accredit and certify vocational training providers and assessors**

Accreditation and certification is the process where the quality of training courses is guaranteed and maintained (quality assurance). Every training institution or workplace training site that offers vocational training (or intends to offer training) that results in the award of a

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European Commission - Skills Training for Gainful Employment (STAGE), 2004-2009 AusAID - Youth Employment Promotion Programme (YEP), 2008-2012



Australian Government
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vocational qualification must be registered and accredited as a training provider.

■ Define and approve competency standards

A competency standard describes exactly what a worker should be able to do and must know in order to effectively perform a job in the workplace. INDMO will identify the competency standards in the priority sectors for economic development and employment in Timor-Leste. The sectors identified for 2009 are: construction; tourism and hospitality; administration, finance and IT; and vocational teacher/trainer education. Other industry sectors such as the maritime and petroleum industries, agriculture, mechanical engineering, health and so on will be covered over time. The industry sector Sub-Commissions will guide the development of the competency standards relevant for their sector. The competency standards are validated by industry, endorsed by worker organisations and agreed to by the training providers. The standards are finally approved by the Executive Commission of INDMO.

■ Develop the certification system

The certification system provides for the award of qualifications that are recognised nationally and are based on the skills standards developed and endorsed by industry. INDMO will work with the Ministry of Education to establish processes for awarding national vocational qualifications. It will develop a records management policy that will include decisions regarding the storage and

