



Skills Landscape of Mauritius

02 November 2022

Agenda

1. Socio-economic status

1.1 GDP contribution by sector

1.2 Overview of the labour market

2. The local skills landscape

2.1 Institutions and their roles

3. Role of HRDC

3.1 Policy design/implementation

3.2 Implementation of Government Initiatives

3.3 HRDC Initiatives

a. Pre-employment schemes

b. Post-employment- levy

c. Other research and development initiatives

4. Skills anticipation

3.1 Skills anticipation programme

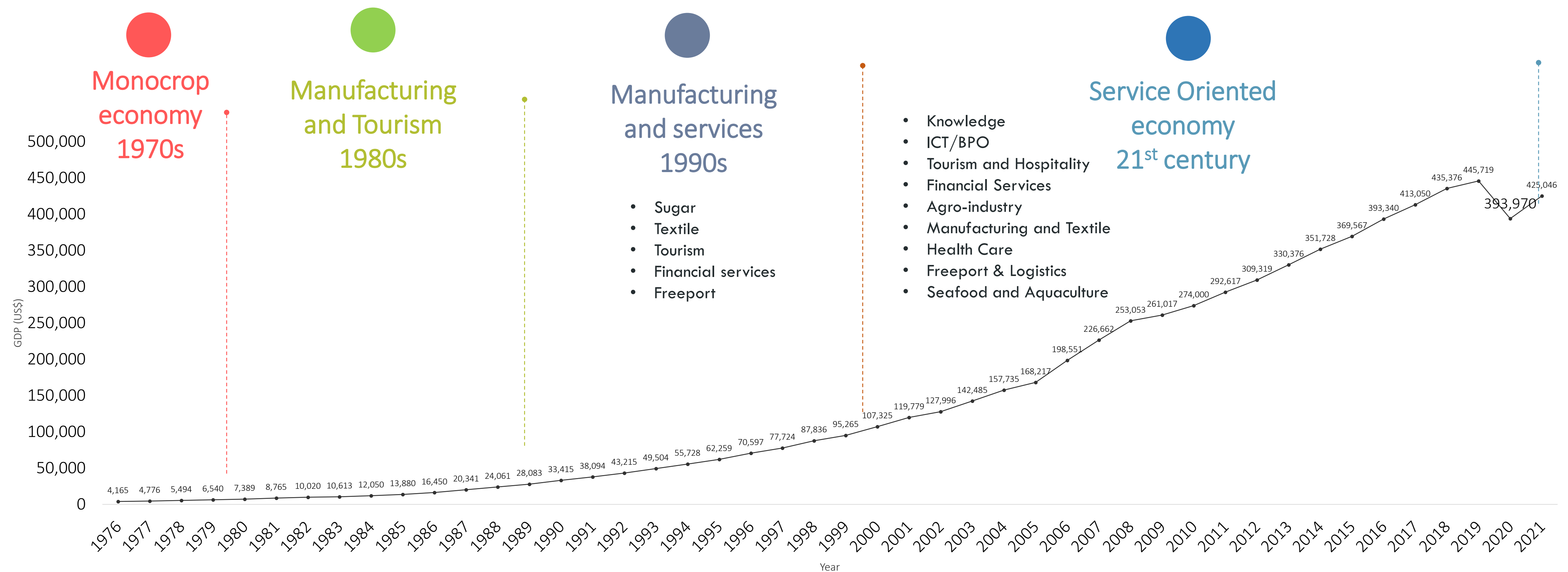
3.2 OJVs



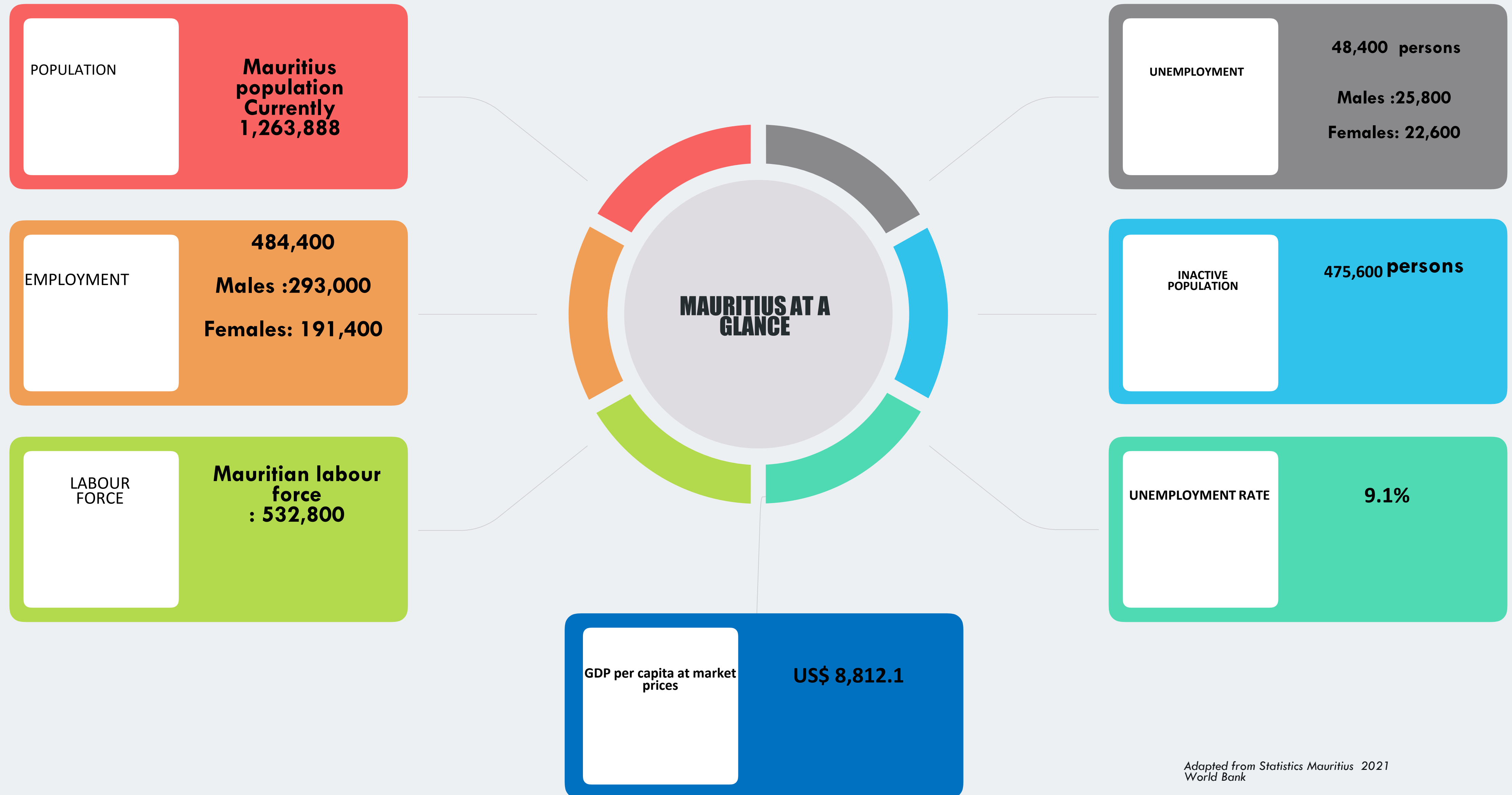
Socio-economic status: a snapshot

1.1 A snapshot of the socio-economic context of Mauritius

Mauritius followed the traditional path of economic development, from **primary** to **secondary** to **tertiary** sectors, and now paving its way towards a **knowledge-based** economy.



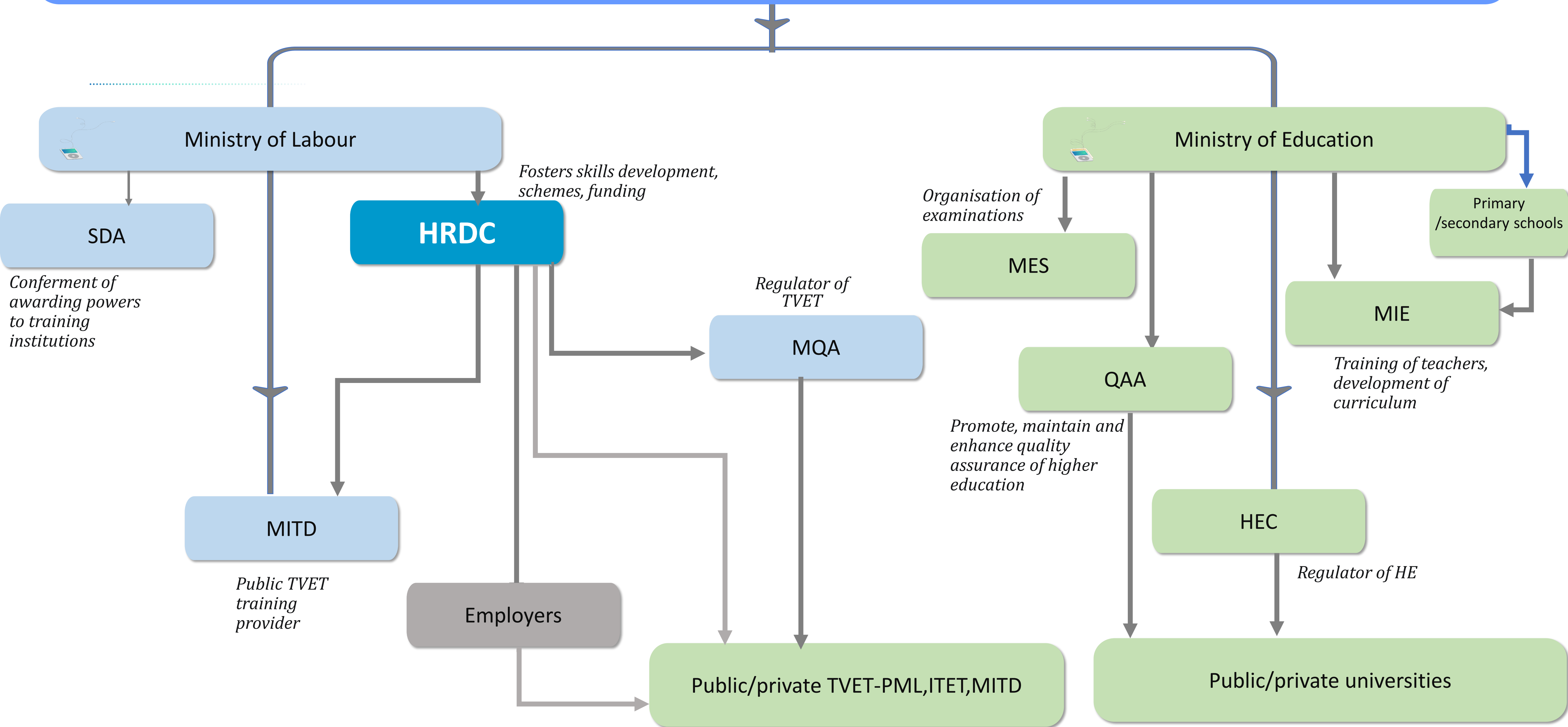
1.2 Overview of the population, GDP per capita and labour market





The skills landscape

Skills system





Role of HRDC

Fosters skills development in Mauritius, dialogues with private sector and education/TVET institutions

3.1 Governance

- The **Human Resource Development Council** has been set up under the HRD Act of 2003
- Composition of Council
 - Industry
 - Union
 - Government
- Funded through a training levy

3.1 About HRDC (1 / 3) - Objects

01

Promote human resource development in line with national economic & social objectives

02

Stimulate a culture of training & lifelong learning at the individual, organisational & national levels to enhance employability of the labour force & increase productivity

03

Provide the necessary human resource thrust for a successful transformation of the country's economy into a Knowledge Economy

3.1 About HRDC (1/2)- functions

Functions of the HRDC (Paragraph 5 of the HRD Act)

1. Advise the Minister on the formulation of human resource development policies and strategies
2. Administer, control and operate the National Training Fund
3. Establish linkages between the education and training systems and the workplace
4. Provide a forum for constant dialogue and consensus building among stakeholders on all matters relating to human resource development
5. Take appropriate measures to reduce the mismatch between demand and supply of human resource
6. Commission research in the field of human resource development

3.1 About HRDC (2/2) - functions

7. Encourage employers to invest in staff training with a view to upgrading their skills and acquiring new skills
8. Initiate and monitor studies on the relevance and impact of training activities in relation to the socio-economic development of the country
9. Identify and monitor the implementation of appropriate skills development and apprenticeship schemes and programmes
10. Monitor the participation of employers, employees and job seekers in training programmes
11. Develop schemes for retraining and multi-skilling
12. Provide incentives for training institutions to acquire and upgrade their equipment and facilities

**Policy design/
Implementation of
Government initiatives**

3.2 Some examples



01

Development of the National Skills Development Strategy 2022-2026



02

Development, Implementation and Funding of budgetary measures (NSDP, GTES)



03

Fund Government initiatives such as: Free tertiary education and Polytechnics Mauritius (PML) – seed money to establish PML

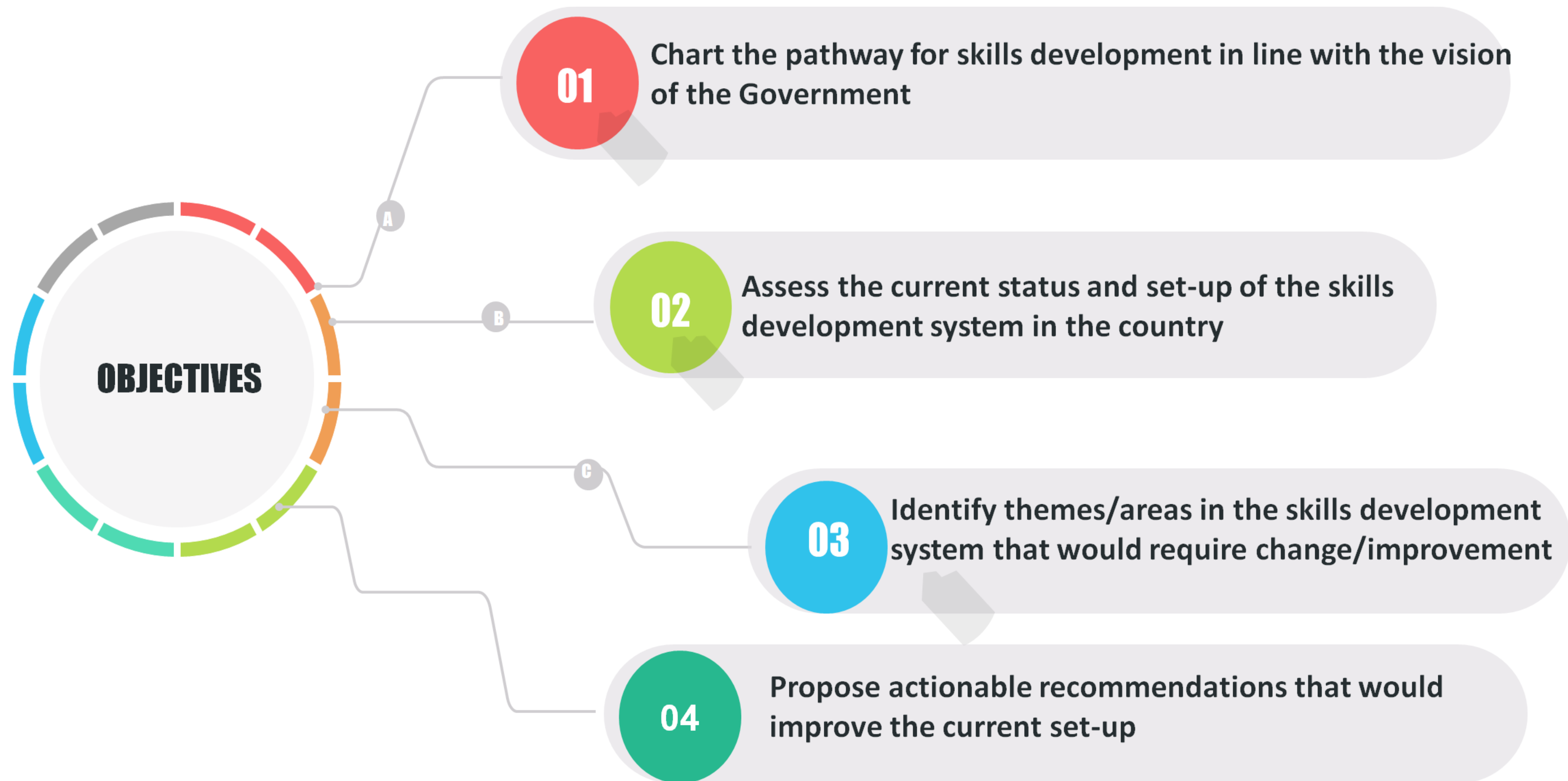


04

Development and implementation of National Training and Re-skilling Scheme (NTRS)



3.3 National Skills and Development Strategy (NSDS) 2022-2026 (1/2)



3.3. Strategic framework of NSDS (2/2)

The NSDS is anchored around 3 main strategic clusters, namely:

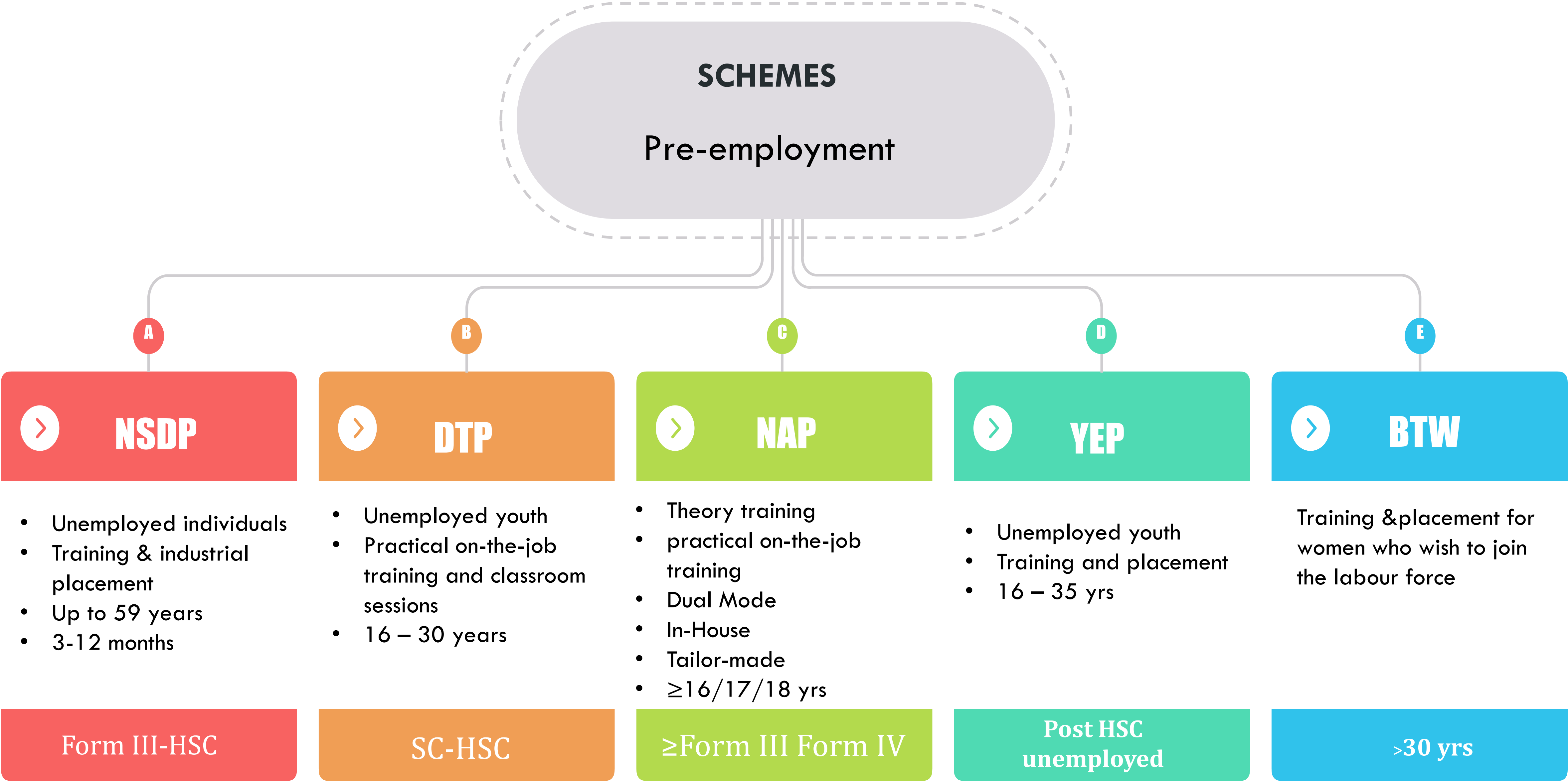
- Improving skills system effectiveness;
- Tackling skills imbalances; &
- Strengthening the E&T system to prepare and empower young people for the future.

Anticipate skills for the future of work

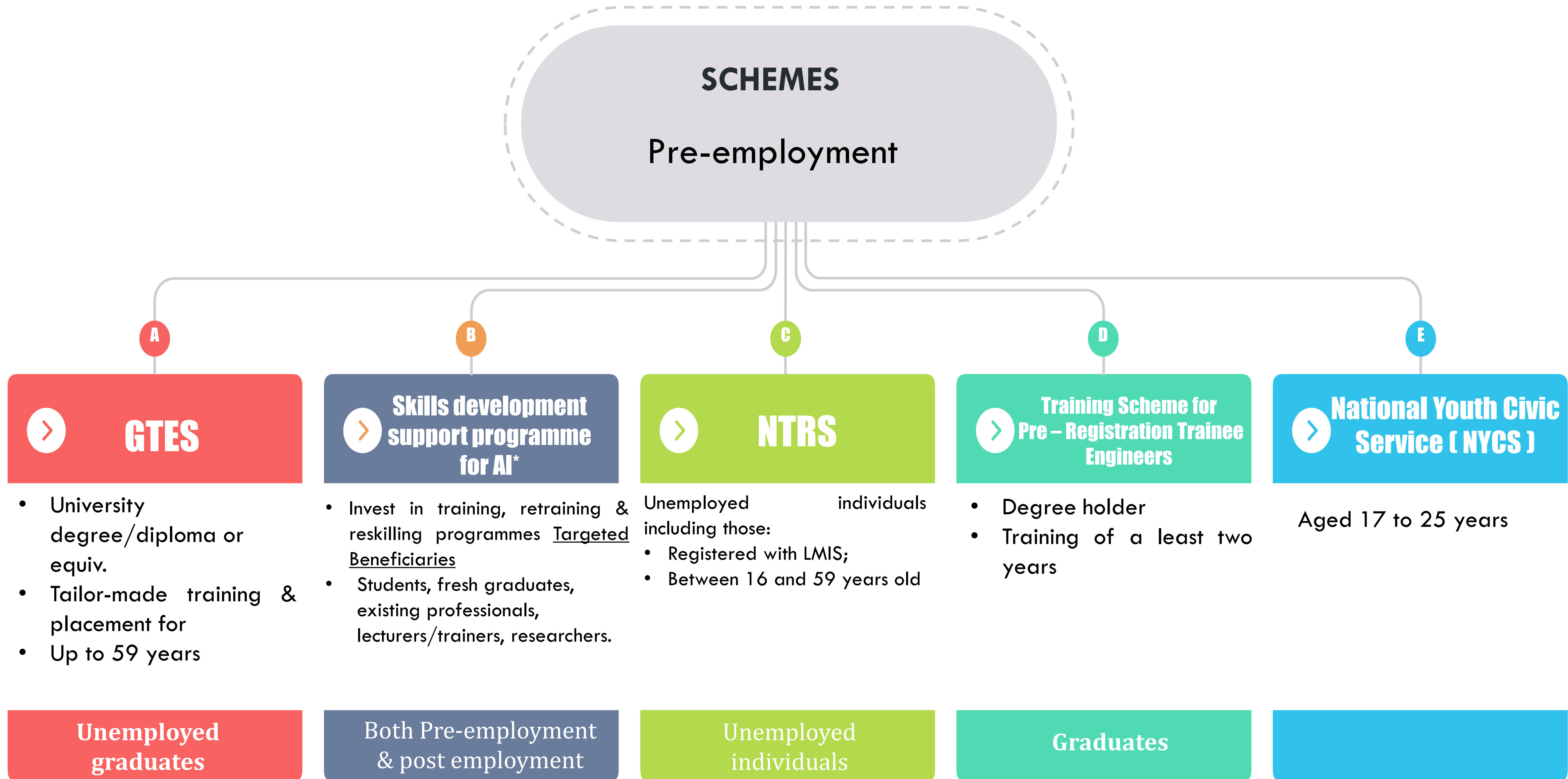


- **Pre-employment**
- **Post-employment schemes**

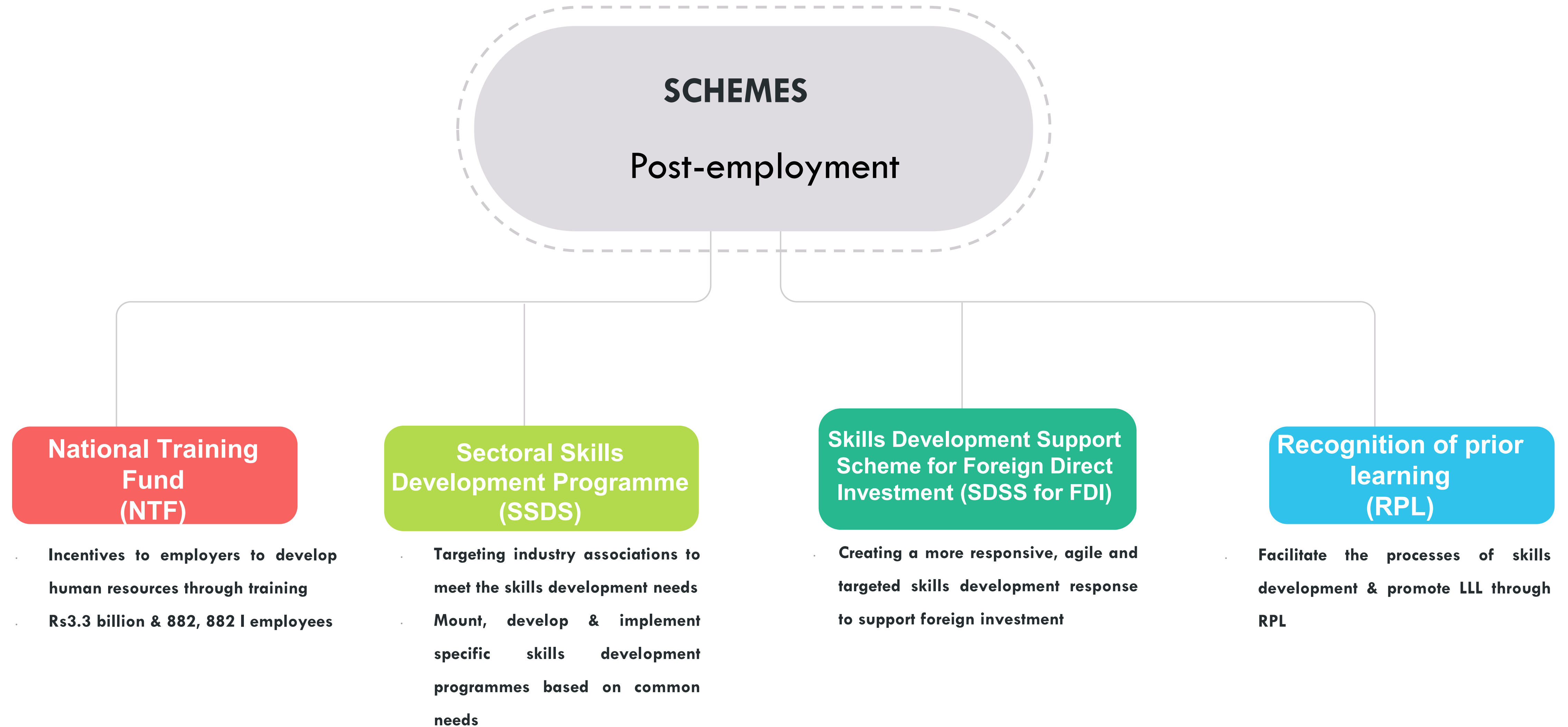
3.4 Pre-employment schemes (1 / 2)



3.4 Pre-employment schemes (2/2)

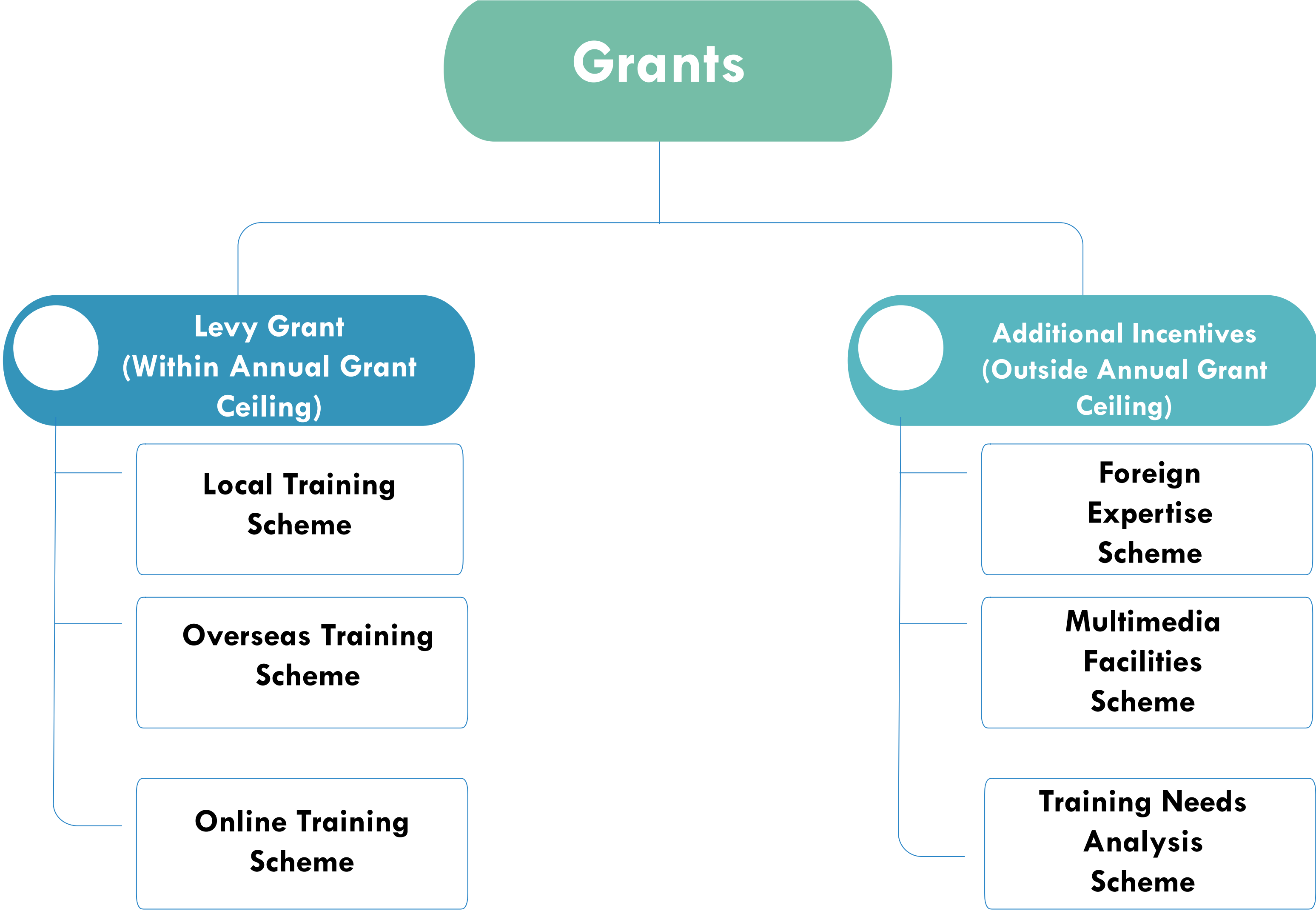


3.5 Post-employment schemes



+ Skills development support programme for AI

3.5.1 Levy grant schemes



- **Research and Development activities**

3.6 Research and Development Activities

- Ongoing studies:
 - *Study on skills needs of enterprises on use of new technologies*
 - *Study to assess the interest of secondary school students in Science, Technology, Engineering & Mathematics (STEM)*
 - *Fostering Automation, Robotics and IIOT in the Manufacturing Sector: A Skills Perspective*
 - *Assessment of skills needed to foster mechanisation and automation in the agricultural sector*
 - *Courses funded under the National Training Fund: A Comparative Analysis*
 - *Assessment of the National Apprenticeship Programme*

4.0 Skills anticipation

- Existing structures & instruments
 - Enterprise surveys in 10-11 sectors
 - Sectoral studies
 - Industrial sectoral committees
 - Vacancy analysis
- Capacity requirement for tools & instruments
 - Vacancy/online job vacancy analysis
 - Forecasting models
 - Foresights & scenario development

4.0 Skills anticipation

■ OJVs analysis

- Increased digitalisation + technology adoption + changes in working patterns + increased velocity of skills needs + changes in recruitment methods
- Generation of data
- OJVs/JVs embody
 - Velocity of changing skills needs
 - Skills, qualification, experience requirements
 - Industrial sector of interest
 - No of vacancies
 - Seasonality of needs
 - Evolution of skills needs
 - Evolution of occupations
 - Regional/transnational comparison of skill needs
 - Etc.....

4.0 Skills anticipation

- OJVs analysis

- Acknowledgement of data science + AI + ML capabilities
- Foray into that OJV data to extract & make relevant use of that information
- Initiated work on OJV analysis
- Specificities for Mauritius & other SIDs
 - An island, → Small market
 - Few recruitment agencies
 - Need for capacity development



THANK YOU