Skills Landscape of Mauritius
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
01 Socio-economic status: a snapshot
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

**Mauritius At A Glance**

**Population**
- Population: 1,263,888
- Males: 293,000
- Females: 191,400

**Employment**
- Labor Force: 532,800
- Males: 293,000
- Females: 191,400

**Unemployment**
- 48,400 persons
  - Males: 25,800
  - Females: 22,600

**Inactive Population**
- 475,600 persons

**GDP per capita at market prices**
- US$ 8,812.1

Adapted from Statistics Mauritius 2021
World Bank
The skills landscape
Skills system

Ministry of Labour
- SDA
  - Conferment of awarding powers to training institutions
- HRDC
  - Fosters skills development, schemes, funding
- MITD
  - Public TVET training provider

Employers

Public/private TVET-PML, ITET, MITD

Ministry of Education
- MES
  - Organisation of examinations
- MIE
  - Training of teachers, development of curriculum
- HEC
  - Regulator of HE

HRDC
- Regulator of TVET

MQA
- Promote, maintain and enhance quality assurance of higher education

Public/private universities
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

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
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)

01 Chart the pathway for skills development in line with the vision of the Government
02 Assess the current status and set-up of the skills development system in the country
03 Identify themes/areas in the skills development system that would require change/improvement
04 Propose actionable recommendations that would improve the current set-up
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)

**SCHEMES**

Pre-employment

- **NSDP**
  - Unemployed individuals
  - Training & industrial placement
  - Up to 59 years
  - 3-12 months
  - Form III-HSC

- **DTP**
  - Unemployed youth
  - Practical on-the-job training and classroom sessions
  - 16 – 30 years
  - SC-HSC

- **NAP**
  - Theory training
  - practical on-the-job training
  - Dual Mode
  - In-House
  - Tailor-made
  - ≥16/17/18 yrs
  - ≥Form III Form IV

- **YEP**
  - Unemployed youth
  - Training and placement
  - 16 – 35 yrs
  - Post HSC unemployed

- **BTW**
  - Training & placement for women who wish to join the labour force
  - ≥30 yrs
3.4 Pre-employment schemes (2/2)

**SCHEMES**

**Pre-employment**

- **GTES**
  - University degree/diploma or equiv.
  - Tailor-made training & placement for
  - Up to 59 years

- **Skills development support programme for AI**
  - Invest in training, retraining & reskilling programmes **Targeted Beneficiaries**
  - Students, fresh graduates, existing professionals, lecturers/trainers, researchers.

- **NTRS**
  - Unemployed individuals including those:
    - Registered with LMIS;
    - Between 16 and 59 years old

- **Training Scheme for Pre – Registration Trainee Engineers**
  - Degree holder
  - Training of a least two years

- **National Youth Civic Service (NYCS)**
  - Aged 17 to 25 years

**Unemployed graduates**

**Both Pre-employment & post employment**

**Unemployed individuals**

**Graduates**
3.5 Post-employment schemes

SCHEMES
Post-employment

National Training Fund (NTF)
- Incentives to employers to develop human resources through training
- Rs3.3 billion & 882,882 I employees

Sectoral Skills Development Programme (SSDS)
- Targeting industry associations to meet the skills development needs
- Mount, develop & implement specific skills development programmes based on common needs

Skills Development Support Scheme for Foreign Direct Investment (SDSS for FDI)
- Creating a more responsive, agile and targeted skills development response to support foreign investment

Recognition of prior learning (RPL)
- Facilitate the processes of skills development & promote LLL through RPL

Skills development support programme for AI
3.5.1 Levy grant schemes

Grants

- Levy Grant (Within Annual Grant Ceiling)
  - Local Training Scheme
  - Overseas Training Scheme
  - Online Training Scheme

- Additional Incentives (Outside Annual Grant Ceiling)
  - Foreign Expertise Scheme
  - Multimedia Facilities Scheme
  - Training Needs Analysis Scheme
• 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