# NATIONAL HUMAN RESOURCE DEVELOPMENT



Goals

- > Sustainable Economic Development
- > Poverty Reduction
- > Employment Growth
- > Increase Income Levels
- > Inclusive Growth
- > Building Public Institutions Capacity
- > Civil Society
- > Improve Health and Literacy
- > Skills Enhancement
- > Life Long Learning
- > Peace & Stability
- > Good Governance

- > Innovation & Infrastructure
- > Gender Equality
- > Community Development
- > Sustainability





**Stakeholders** 

**NHRD Needs Assessments** 

> Readiness

> Politics

> Stability

> Technology

> Institutional Structure

> Regional Factors

> History & Culture

> Demographics

> Labor Market

> Economy

> Industries

> Corruption

> Rule of Law

> Education / Literacy

> Skills & Competencies

### **Levels of Government**

- > National Government
- > Regional / State Government
- > Local / City Government **Economic Developers**

### **Institutional Stakeholders**

- > Community Involvement
- > NGOs
- > Social Partnerships
- > Universities / Educational Institutions

## **Industry Sector Stakeholders**

- > Businesses
- > Industry Trade Groups
- > Employees
- > Chamber of Commerce

## **Tripartite Approach**

- > Government
- > Industry
- > Unions / Community



# **NHRD Policy Design**

- > Policy Planning
- > Stakeholder
- Engagement > Building Capacity
- > Building Capability > Addressing Non-formal
- and informal sectors
- > Prioritization > Critical Success Factors
- > Funding Mechanisms > Integrating in
- to National > Development Plans
- > Enacting Laws
- > Models of Management - Central
- Regional
- Transitional

- Small Nation

> National Qualification / Training Framework > National Training

NHRD Holistic Conceptual Framework

for Sustainable & Inclusive Development

Agencies > Clusters - Specialized

> Recognition, Validation,

Certification and

Accreditation of

Education

Education

> Career Pathways > K-12 Educational

**NHRD Structure** 

- Institutions
- > Community Colleges > Higher Educational
- Institutions
- > Financial Aid / Loans and other incentive
- Programs

- > Technical & Vocational Education (TVET)
- > Trade Schools
- > Apprenticeship / OJT
- Education
- > Women's Education and Development

# **NHRD Practices**

- > Workforce Development
- > Adult & Continuing
- Education > Government-Industry
- partnerships > Teacher / Educator

> eLearning / Distance

Development

# **NHRD Evaluation**

- > GINI / HDI Index
- > Unemployment / Income Levels
- > Literacy / Education Achievements

- > Education / Skills Development
- > Economic Development

- > Quality of Life

INCOME

### **Taxation**

- > Payroll Taxes
- **Business Industry** > Training Budget
- > Employee > VAT / Surcharge

  - **Development Funds**

# **Public Investment**

> Funding Public Institutions / Programs

> Performance Management

> Educational Technologies

> Quality Assurance

> Training Curriculum

> Accountability

> Mentoring

- > Voucher Programs
- > Matching Funding / Credit

- **Economical** 
  - > Tax Systems > Corruption
  - > Globalization

> Building Capability

> Teachers, Instructors

> Change Management

Entrepreneurship

EXPENDITURE

& Capacity

and Trainers

> Innovation &



> Geographical Location

> Skills Development / Training Programs



**Economics** 

& Finance



**Economics** 



**Budget** 

Social

> Allocation at National,

State or Local budgets

> Current Level of Development

> Social Norms



**Cultural** > History of the Country

> Language and Culture

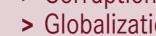


**Political** 

> Political History

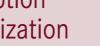
- > Autocracy = Democracy
- > New/Transitioning Country > Rule of Law





> Technology

**NHRD Outcomes & Metrics** 





**Private Investment** 

> Apprentices / OJT

> R&D investment

> Natural Resources

> Infrastructure



