

# COVID-19 skills recovery package for Latin America & Caribbean

People 1st  
International



With the World Health Organization (WHO) declaring the COVID-19 outbreak a pandemic, the resulting economic crisis has affected most people and industries across the world. The aim of this project was to develop a COVID-19 TVET strategy and roadmap that can be applied across the Latin America and Caribbean (LAC) region which addresses the challenges and opportunities faced during and post the pandemic.

## Background

There has been a large loss of formal and informal jobs in the region due to the pandemic, affecting between 5.4 million and 18 million workers, and informal employment (i.e., employees without social security coverage) has increased significantly and come to represent 62% of total jobs on average in LAC.

Both the impact on employment as well as on business activity continue to require adjustments to the region's stock of human capital. People 1st International and the IADB believe investing in people and talent development has never been more imperative. Workers who are equipped with the skills to respond and adjust to the new environment will be crucial element within the LAC region's crisis response strategies.

## Our solutions

Working with the IADB team we undertook rapid assessment research to develop a COVID-19 TVET strategy and roadmap that could be applied in LAC with a deep dive into El Salvador, Dominican Republic and Bolivia. Our approach addressed the critical impact and pressure on key industries including hospitality, tourism, agriculture, retail, ICT, health care and construction.

Our solutions included:

1. Providing agile and swift skills solutions that were scalable to address the challenges faced by sectors during and post the pandemic
2. Accelerated digital use and connectivity through focused training and development and smart use of resources
3. Adopting appropriate international bio-security standards ensuring these are clear and visible
4. Enabling the swift redeployment and development of staff displaced by COVID-19
5. Ensuring that sectors are business ready – focusing resources on the successful reopening of sectors post COVID-19

The project was structured in four phases: project initiation, research and analysis, development of strategy and development of operationalisation plan for solution.

## Latin America & Caribbean

*“ We have worked collaboratively to identify opportunities and proposals for solutions to support Latin American and Caribbean countries in a rapid and adequate transition to job opportunities for people in the pandemic context, starting from the skills people have and their transferability, with upskilling / reskilling, to job opportunities with demand, and building a roadmap.*

*Once again, the joint work has been very valuable, timely and relevant, and we are optimistic that it will contribute to improving the lives of people in the region. People 1st International's conviction, experience and knowledge in upskilling and reskilling solutions aligned with job and business opportunities adds value. And the professional and human level of its team makes it very pleasant to work together.* ”

**Graciana Rucci, Lead Specialist  
– Labor Markets Division, Inter-  
American Development Bank**

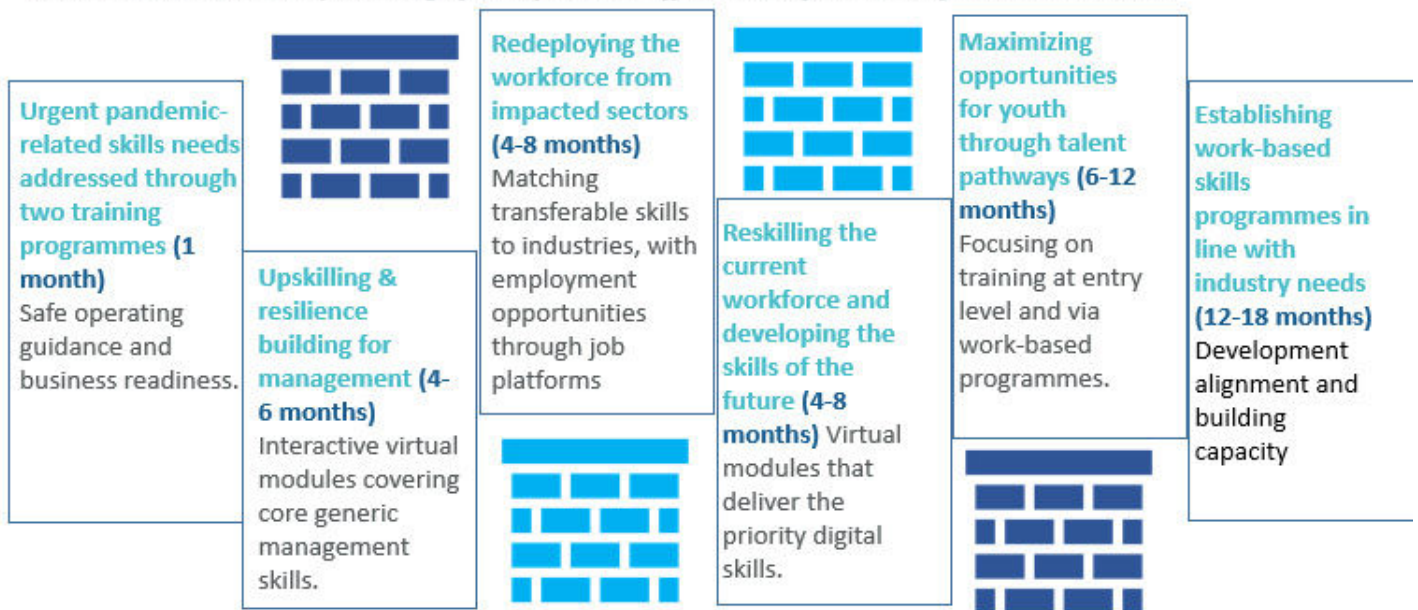
## Outcomes & impact

People 1st International developed a COVID-19 skills recovery package that addresses the challenges faced in the area of human capital development during and post the pandemic. In order to achieve this outcome, the following deliverables were produced:

- Development of a best practice guidance framework on the development, enhancement, transferal and recognition of workforce skills for post COVID-19 recovery. This included guidance from international bodies such as WHO, WTO, ETF and EU.
- A COVID-19 recovery strategy and guidance document, including desk research and data gathering (via surveys and interviews) for guidance on reopening businesses and training the workforce, compliance frameworks, information and communication strategies, bio-security guidance available in the region, digital capacity, capability and connectivity including domestic accessibility, workforce skills profiles and knowledge, skills, behaviours or competencies that will be needed in a post COVID-19 environment.
- Development of an action plan template for LAC countries that can capture and indicate information on stakeholders, timescales and resources. This included a monitoring and evaluation template so that key performance indicators can be applied to activities.
- Individual strategies for El Salvador, Dominican Republic, Bolivia
- Workforce redeployment packages that give unemployed and displaced workers the skills required to move into industries that have a sudden increased demand, such as the health, care, retail (food) sectors, manufacturing and agriculture.

## Step by step roadmap to transform workforce skills

*Timing is critical to move from the resist and absorb stage of this COVID emergency to the recover and transform stage. Businesses have been impacted significantly and the affect on the future workforce is tremendous.*



## About People 1st International

People 1st International is an industry-led skills expert. We support businesses in the UK and internationally to build, develop and retain skilled workforces.

We're a trusted partner to employers, industry bodies, skills organisations, donor funders, NGOs investment banks and governments, with over 50 years' experience in skills development and technical vocational education and training.

Our practical, employer-led solutions are created in response to industry needs, using our unparalleled insight into the current and future skills priorities. We're passionate about transforming skills and our experts work collaboratively with industry, governments and stakeholders to provide tailored support and facilitate responsive solutions to workforce challenges.

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