



U.S. NAO Unofficial English Translation
North American Agreement on Labor Cooperation (NAALC) Seminar on:

Linking Job Skills and Education in North America

Draft Agenda

(updated as of Friday, August 15, 2003)

This seminar is organized by the Mexican Secretariat of Labor and Social Welfare (STPS), the Council for Standardization and Certification of Labor Competencies (CONOCER), The Canadian Ministry of Human Resources Development, and the U.S. Department of Labor.

Date: August 21-22, 2003

Location: Hotel NH Kristal Mexico City, Liverpool Num. 155, Col. Juarez, Mexico City, Mexico

Participants: Specialists and guests from Mexico representing STPS, CONOCER, the Technical Education Modernization and Training Project (PMETyC), business, labor, public and private institutions, officials from Canada, the United States, and the NAALC Secretariat.

Objectives: A technological exchange and cooperation on standardization, human resource management, job skill certification, and shared learning. Specific objectives include:

- Identify innovative trends involved in education, training and human resources development.
- Analyze strategies developed to satisfy the demand for qualified human resources in a time of current technological transformation, reorganization of human resource management, and open trade.
- Contribute to the current debate/discussion on human resource development.
- Analyze the job skills model as a way to raise workers' qualifications and business' competitiveness. References to the experiences in Canada, the United States, and Mexico.
- Exchange information on the regulatory and technical frameworks related to job skills certification in Mexico, Canada and the USA.
- An analysis of the Standardization Market

Format: The seminar will focus on education, training, and worker certification programs developed by the private and public sectors to meet the demand for qualified personnel in Canada, the United States, and Mexico. Particular attention will focus on job placement services, labor market information systems, skills recognition, and the experience of management with a focus on job skills. During the morning session presentations will take place on the theoretical/conceptual framework. During the afternoon, working group sessions will take place to discuss and analyze specific topics and experiences. The purpose of the working group sessions is to exchange information about best practices and methodologies, and explore possible collaborative efforts among the three countries in the future. Each working group will produce and present written conclusions.

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Day	Time	
One	8:00	Registration
	9:00	
	9:00	Presentation
	9:05	Arq. Rafael Lozano, CONOCER, México
	9:05	Inauguration
	9:15	Ing. Franciso Xavier Salazar Sáenz, Under Secretary of Social Welfare, Secretariat of Labor and Social Welfare (STPS)
	9:15	Welcome and Opening Remarks
	9:30	Ing. Fortino Garza Rodríguez, Executive Director of CONOCER, Mexico Head of Delegation, Kevin Banks, Secretary, Canadian National Administrative Office Head of Delegation, United States, Dr. Peter Accolla, International Program Officer, U.S. National Administrative Office
	9:30	Job Skills Model in Canada
	10:00	Terry Anne Boyles, Vice President, Member Services and Public Policy, Association of Canadian Community Colleges (ACCC) François Duranleau, Assistant Director General, Employment Policies, Ministère de l'emploi, de la solidarité sociale et de la famille, Gouvernement de Québec
		In this session, an expert will provide background information on the job skills model in Canada, discuss the institutional framework of the job skill program, along with implementation strategies, advances, success stories, and challenges with the model in Canada, and the outlook for the future. The objective of this session is to analyze the job skill model as a way to raise the skills/competency of workers as well as business competitiveness.
	10:00	Job Skills Model in the United States
	10:30	Pam Frugoli, U.S. Department of Labor/Employment and Training Administration (ETA)/Office of Policy Development, Evaluation, and Research (OPDER)
		In this session, an expert will provide background information on the job skills model in the United States, discuss the institutional framework of the job skill program, along with implementation strategies, advances, success stories, and challenges with the model in the United States, and the outlook for the future. The objective of this session is to analyze the job skill model as a way to raise the skills/competency of workers as well as business competitiveness.
	10:30	Job Skills Model in Mexico
	11:00	Ing. Fortino Garza Rodríguez, Executive Director of CONOCER, Mexico
		In this session, an expert will provide background information on the job skills model in Mexico, discuss the institutional framework of the job skill program, implementation strategies, advances, success stories, and challenges with the model in Mexico, and the outlook for the future. The objective of this session is to analyze the job skill model as a strategy to raise the skills/competency of workers as well as business competitiveness.

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	Time 11:00 11:30	Question and Answer Session
Day One	11:30 11:45	Break
	11:45	<p>Round Table Discussion: Education and Training Policies with a Focus on Job Skills, as well as those related to Strategies Developed to Satisfy the Demand for Qualified Human Resources</p> <p>In this session, experts will provide a public and/or private sector perspective analyzing strategies developed in each country to satisfy the demands of qualified human resources in a time of current technological transformations, reorganization in human resource management, and open trade.</p>
	11:45 11:50	<p>Presentation/Setting the Context of the Round Table: Moderator: Ing. Miguel Ángel Tamayo Taype, Coordinator of Administrative Affairs, Technical Education Modernization and Training Project (PMETyC), Mexico</p>
	11:50 12:20	<p>U.S., Dr. Arnold Packer, Chair, SCANS 2000 Center, The Johns Hopkins University, Baltimore, Maryland U.S., Pam Frugoli, US DOL/ETA/OPDER</p>
	12:20 12:50	<p>Canada , Phil Mondor, Vice-President and Director of Development, Canadian Tourism Human Resource Council (CTHRC) Canada, Barbara Lawless, Director, Sector Partnerships, Human Resources Development Canada (HRDC)</p>
	12:50 1:20	<p>Mexico, Ing. Marco Polo Bernal, Under Secretary of Education and Technological Research, Mexico</p>
	1:20 1:30	<p>Panel conclusions: Moderator</p>
	1:30 2:00	Question and Answer Session
	2:00 3:30	Lunch

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	Time			
Day One	3:30	<p align="center">Working Group One (Standardization)</p> <p>Moderator: Jorge López Avilés, Coordinator, Standardization Board Projects, CONOCER, and Dr. Patricia Lundquist, Educational Consultant, National Institute for Automotive Service Excellence (ASE)</p>	<p align="center">Working Group Two (Certification)</p> <p>Moderator: Ing. Amós Salinas Alemán/Mtro. Hugo Calderón, Certification Coordination, CONOCER</p>	<p align="center">Working Group Three (Education, Training and Management)</p> <p>Moderator: Professor Miguel Ceja, Consultant, CONOCER</p>
	4:15 4:45	<p>Panel: The Standardization Market Mexico, José Gabriel López Garza, Standardization Coordinator Canada, Barbara Lawless, Director, Sector Partnerships, Human Resources Development Canada (HRDC) Phil Mondor, Vice-President and Director of Development, Canadian Tourism Human Resource Council (CTHRC) U.S., Dr. Homer M. Hayes, President, College of the Mainland, and President of the National Council of Workforce Education/American Association of Community Colleges</p> <p>In this session, experts will define standardization and provide an analysis of the job skills standardization market. What authorities, organizations, and sectors benefit from standardization? Which sectors of economy are job skills being standardized? Which is the broader area (market) for job skills standardization in Canada, the US and Mexico?</p>	<p>Panel: Quality Certification Assurance Mexico, Ing. Amós Salinas, Responsible Technical Project Development and Supervision of the National Job Skill Certification System U.S., Donald Dew, Executive Director of Special Projects, National Institute for Automotive Service Excellence (ASE) Canada, François Duranleau, Assistant General Director, Employment Policies, Ministère de l'emploi, de la solidarité sociale et de la famille, Gouvernement de Québec</p> <p>In this session, experts will analyze elements designed to maintain quality job skill certification; discuss factors necessary for validity and reliability that are applicable in various contexts to guarantee that activities in evaluation processes, and internal and external verification and certification meet quality standards at all times. Establishing quality criterion for each stage of the processes will also be discussed.</p>	<p>Panel: Professional and Vocational Orientation/Job Placement Services US, Branka Minic, Manpower USA Canada, Caroline Fairbrother, Manager, Community and Business Services, Calgary Region, Alberta Human Resources and Employment Mexico, Cecilia Galán, Secretariat of Labor and Social Welfare (STPS)</p> <p>In this session, experts will identify job placement services associated with job skills, and placement services not associated with job skills, the experiences and ways in which these services operate.</p>
		Discussion Session	Discussion Session	Discussion Session

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	Time				
Day One	4:45 5:30	<p>Panel: Labor Market Skills in Demand: Electric Sector (Mexico) Automotive Sector (United States) Tourism Sector (Canada) Mexico, Dr. Marcial Maciel, Federal Electricity Commission (CFE) U.S., Dr. Patricia Lundquist, National Institute for Automotive Service Excellence (ASE) Canada, Phil Mondor, Vice-President and Director of Development, Canadian Tourism Human Resource Council (CTHRC)</p> <p>In this session, experts will discuss labor market skills in demand in a particular sector.</p>	<p>Panel: Successful Factors for Job Skills Certification and Innovative Job Skill Certification Programs This session will consist of an exchange of successful and innovative practices implemented in the three countries to address job skills certification. Experts will focus on some of the following issues:</p> <ul style="list-style-type: none"> • Identify a variety of factors, both internal and external, that are involved in accepting job skills certification processes by all parties involved, including guidelines and regulations (if any): • Exchange information on innovative programs for job skill certification and identify similarities and differences. 	<p>Panel: Curriculum Content Available with Skills Needed in a Time of Organizational Changes Mexico, Dr. Arturo Nava Jaimes Nava, General Coordinator, Technological Universities Canada, Terry Anne Boyles, Vice President, Member Services and Public Policy, Association of Canadian Community Colleges (ACCC) U.S., Diane Rath, Chair and Commissioner, Texas Workforce Commission U.S., Dr. Homer M. Hayes, President, College of the Mainland, and President of the National Council of Workforce Education/American Association of Community Colleges</p> <p>Identify how education and training institutions (public/private) are answering to the need for qualified workers in the context of transformations of the productive processes and human resources development.</p>	
	5:30 6:00	Discussion Session	Discussion Session	Discussion Session	
	6:00 7:00	Drafting of Day One Conclusions (Drafting team only)	Drafting of Day One Conclusions (Drafting team only)	Drafting of Day One Conclusions (Drafting team only)	

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	Time			
Day Two	9:00	<p>Panel: Policy Makers/Experts Involved in Standardization</p> <p>Mexico, Jorge Jaime Mendoza, CONOCER Canada, Phil Mondor, Vice-President and Director of Development, Canadian Tourism Human Resource Council (CTHRC) Canada, Barbara Lawless, Director, Sector Partnerships, Human Resources Development Canada (HRDC) U.S., Dr. Homer M. Hayes, President, College of the Mainland, and President of the National Council of Workforce Education/ American Association of Community Colleges</p> <p>In this session, experts will provide a description and an analysis of public and private organizations (educational, business and labor) that work in the field of standardization of job skills. Who is responsible for standardization in each country?</p>	<p>Panel: cont. Successful Factors for Job Skills Certification and Innovative Job Skill Certification Programs</p> <p>U.S., Diane Rath, Chair and Commissioner, Texas Workforce Commission Canada, François Duranleau, Assistant General Director, Employment Policies, Ministère de l'emploi, de la solidarité sociale et de la famille, Gouvernement de Québec</p>	<p>Panel: Transferability of Knowledge and Skills Obtained from Training Strategies Developed in Different Economic Sectors</p> <p>Mexico, Leo Mertens, International Labor Organization U.S., Pam Frugoli, US DOL/ETA/OPDER and Branka Minic, Manpower USA Canada, Caroline Fairbrother, Manager, Community and Business Services, Calgary Region, Alberta Human Resources and Employment</p> <p>In this session, experts will discuss the transferability of skills in different sectors and economic areas.</p>
	9:45			
	9:45 10:15	Discussion Session	Discussion Session	Discussion Session
	10:15 10:30	Break	Break	Break

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Day Two	10:30 11:15	<p>Panel: Job Skills Regulations in Mexico, Canada and US, commonalities and differences.</p> <p>Mexico, Mtra. Irene Livas</p> <p>In this session, experts from the three countries will provide an analysis of the rules/regulations/laws regarding job skills and will identify commonalities and differences.</p>	<p>Panel: cont. Successful Factors for Job Skills Certification and Innovative Job Skill Certification Programs</p> <p>Mexico, Gerardo Larriba, Secretariat of Labor and Social Welfare (STPS) Mexico, Mtro. Hugo Calderón, Certification Coordination, CONOCER</p>	<p>Panel: Human Resource Development in Companies: Developing Avenues for Learning</p> <p>Canada, Terry Anne Boyles, Vice President, Member Services and Public Policy, Association of Canadian Community Colleges (ACCC) U.S., Dr. Arnold Packer, SCANS 2000, Johns Hopkins University Mexico, Mtra. Marcela Elisondo, Bimbo</p> <p>In this session, experts will provide an analysis of worker training and knowledge obtained through the implementation of a human resource management system with a focus on job skills.</p>
	11:15 11:45	Discussion Session	Discussion Session/Wrap up - Participants will discuss similarities and differences between the countries based on information shared over Day 1 and Day 2.	Discussion Session
	11:45 12:45	Drafting of Day Two Conclusions (Drafting team only)	Drafting of Day Two Conclusions (Drafting team only)	Drafting of Day Two Conclusions (Drafting team only)
	12:45 1:00	Break		
	1:00 1:15	Working Group 1: Presentation of Conclusions		
	1:15 1:30	Working Group 2: Presentation of Conclusions		

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	Time	
Day Two	1:30 1:45	Working Group 3: Presentation of Conclusions
	1:45 2:15	General Conclusions and Final Message Head of Delegation, Kevin Banks, Secretary, Canadian National Administrative Office Head of Delegation, Dr. Peter Accolla, International Program Officer, U.S. National Administrative Office Executive Secretary, CONOCER, Mexico
	2:15	Closing Ceremony Ing. José María Fraustro Siller, Under Secretary of Planning and Coordination, Ministry of Public Education, Mexico