

Global Skill Partnerships for Migration:

Preparing tomorrow's workers for home and abroad

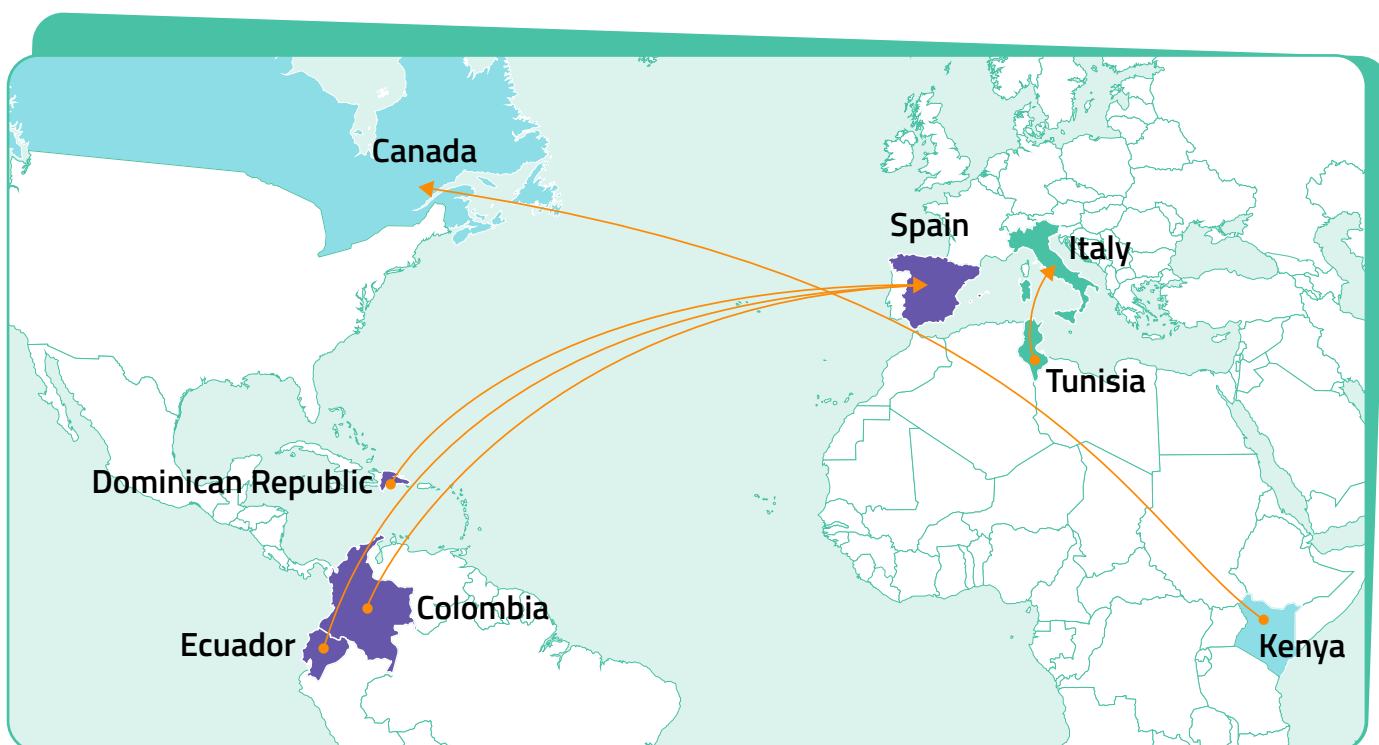
Global labor markets are facing long-term structural changes such as ageing populations, climate change, and technological disruption which intensify the global competition for workers and talent. While there are not enough workers in the Global North, there is a growing job shortage especially for young workers in the Global South.

- In 2033, there will be 1.2 billion youth in the Global South, of which 480 million will be in school, 420 million will be employed (many in precarious jobs) and, without action, 295 million will remain idle.
- Concurrently, over the next 25 years, the working-age population in high-income and upper-middle-income countries will shrink by 10 percent, necessitating hundreds of millions of new workers to maintain a sufficient worker-to-elderly ratio to sustain economic growth and finance pension systems.
- Today, Europe faces a skills gap of more than 6 million hard-to-fill vacancies, and it is estimated that in the next two decades it will need an additional 60 million workers, equivalent to the entire population of Italy.

Migration can help address these labor market imbalances benefiting both aging and youthful populations. However, significant skills investments in the Global South will be necessary for its youth to strongly match the needs at destination.

Managing migration needs to happen in partnership and be well coordinated to avoid negative consequences such as brain drain and undocumented migration, and instead, ensure a mutually beneficial migration process.

Global Skills Partnerships currently in design supported by the World Bank:



Global Skill Partnerships (GSPs) are mutually beneficial agreements on training and migration between origin and destination countries.

- Under a GSP, the destination country helps fund training in the origin country for skills needed in both labor markets, including in future-oriented sectors like tech and green industries. The training includes a *home track* for those staying in the domestic labor force, thus mitigating concerns of brain drain, and an *away track* that facilitates legal migration to the destination country. This partnership benefits both countries by creating a skilled workforce that drives business growth, economic development, and job creation.

Three essential features, anchored in strong partnerships, are necessary for GSPs to be successful, sustainable, and scalable:



Demand-driven skills investments in strategically targeted sectors and occupations in both origin and destination countries, with proper skills recognition and close private sector collaboration.



Financing is a shared responsibility with a key role for firms and governments at destination to contribute financing and knowledge to improve training systems at origin.



Legal pathways, labor intermediation, and social protection to ensure safe, orderly, and productive migration.

With these features in place, GSPs present a great opportunity for triple win migration outcomes – for origin countries, destination countries, and migrants themselves – by creating partnerships for successful and well-managed international labor migration systems.