



# Regulating Labor Migration for Mutual Benefit

Explaining the Global  
Skill Partnership Model



# Country of Origin

## Key Characteristics

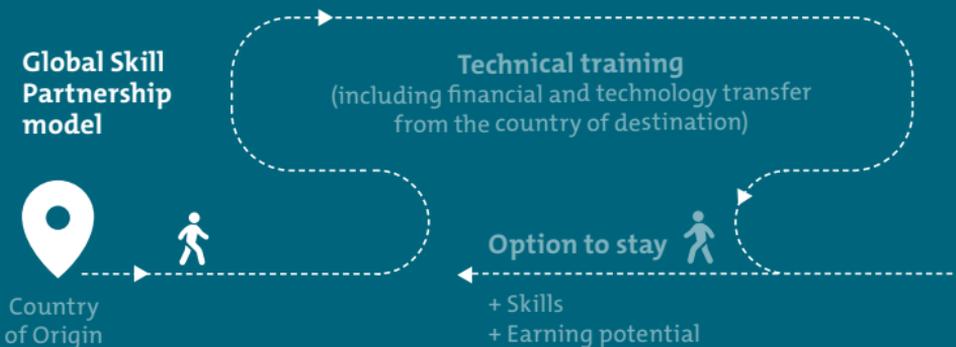
Labor force growing rapidly

Pressure to meet labor demand

Skill shortages  
(in common with country of destination)

Training and technology required

Worried about brain drain



# Country of Destination

## Key Characteristics

-----  
Labor force shrinking

Require skilled migrant labor

Skill shortages  
(in common with country of origin)

Finances to provide technology and training

Worried about irregular migration and integration



**Option to migrate**

- + Skills + Earning potential
- + Able to migrate legally and safely

**Integration training**  
(language, cultural awareness)



Country of Destination

# What Is a Global Skill Partnership?

A Global Skill Partnership is a bilateral labor migration agreement between a country of origin and a country of destination.



It is a way to regulate how migration happens in a context where the labor forces are shrinking in countries of destination...



...but growing rapidly in countries of origin, resulting in increased labor market pressure. The model can address legitimate concerns about the impact of migration on both sides.



The country of origin agrees to train people in skills specifically and immediately needed in both the country of origin and destination.



Some of those trainees choose to stay and increase human capital in the country of origin (the “home” track); others migrate to the country of destination (the “away” track).



The country of destination provides technology and finance for the training, and receives migrants with the skills to contribute to the maximum extent and integrate quickly.



## What Skills Are Needed?

Migration programs are most beneficial when they meet immediate and highly specific labor demand.

In a Global Skill Partnership, private sector employers, in both the country of origin and destination, identify the specific skills needed for roles in the short- and medium-term, and the types of training necessary. They then work with public employment agencies to map those skills against the local available workforce. Where gaps emerge, migrant workers fill them, creating complementary jobs for natives.

Trainees on both tracks receive technical training. Those who plan to migrate also receive integration training in, perhaps, cultural aspects, targeted languages, and practical information about access to services. That way, they have all the tools they need when they arrive.

## How Does the Model Contribute to Development in the Country of Origin?

The Global Skill Partnership improves technology, training facilities, and human capital in the country of origin.

It provides the country of origin with qualified workers with the skills needed to participate in local labor markets, and in so doing, contribute to economic growth. In turn, migrants receive increased earnings and expanded opportunities in the future.

The model is best implemented by the development agency in the country of destination. The private sector has strong incentives to recruit workers after they are trained, but weaker incentives to invest in the long-term capacity of countries of origin. Only national governments (and their development agencies) have a vested interest in shaping who moves and how, in their foreign relationships, and in “selling” the concept to their constituencies.



# How Do We Know the Model Can Work?

Three Global Skill Partnerships are currently being implemented. Other programs have successfully implemented some elements, showing the concept can work.

 **Origin: Pacific**  **Destination: Australia**

**Skill: Technical (various)**

The Australia Pacific Training Coalition was created in 2007 to link skill creation and labor mobility within the Pacific. It was funded and managed by Australian development aid. Thanks to reviews of the program done by CGD, Phase 3 includes a “home” and “away” track, designed to facilitate labor mobility in an approach more akin to our model.

 **Origin: Morocco**  **Destination: Belgium**

**Skill: ICT**

Belgium is testing the model with Morocco, within the ICT sector. ICT workers will be trained in Morocco and can enter into either the “home” track (where they will be absorbed into the local labor market) or “away” track (where they will be recruited by ICT firms based in Flanders).

 **Origin: Kosovo**  **Destination: Germany**

**Skill: Construction**

As part of a suite of labor mobility and development projects, Germany is implementing a Global Skill Partnership with Kosovo. After completing construction training in Kosovo, one cohort of students will travel to Germany, and the rest will reintegrate into local labor markets.



Photos from the Australia  
Pacific Training Coalition

## To find out more...

Read our research at [cgdev.org/gsp](http://cgdev.org/gsp)

Contact [hdempster@cgdev.org](mailto:hdempster@cgdev.org)

### **Center for Global Development**

2055 L Street, NW, 5th Floor, Washington, DC, 20036

### **Center for Global Development in Europe**

1 Great College St, Westminster, London SW1P 3SE

 [twitter.com/CGDev](https://twitter.com/CGDev)

 [facebook.com/CGDev/](https://facebook.com/CGDev/)

 [linkedin.com/company/center-for-global-development/](https://linkedin.com/company/center-for-global-development/)

 [youtube.com/channel/UCWC4mms\\_a-0K6JX6QX0hL8w](https://youtube.com/channel/UCWC4mms_a-0K6JX6QX0hL8w)