

National System for Labor Competences



I. National Competencies System



CONOCER

is a parastatal entity of the federal government, with tripartite participation, aiming at developing the productive potential of human capital through the promotion of the National System for Labor Competences of the individuals and contributes to improve the employability, productivity and competitiveness of the country.

Chairman
Secretary of Public Education

PROPRIETARY DIRECTORS

GOVERNMENT

SECRETARY OF STATE

SHCP
SECRETARÍA DE HACIENDA
Y CRÉDITO PÚBLICO

STPS
SECRETARÍA DEL TRABAJO
Y PREVISIÓN SOCIAL

SEP
SECRETARÍA DE
EDUCACIÓN PÚBLICA

SE
SECRETARÍA DE ECONOMÍA

SENER
SECRETARÍA DE ENERGÍA

SECTOR
SECRETARÍA DE TURISMO

SAGARPA
SECRETARÍA DE AGRICULTURA,
GANADERÍA, DESARROLLO RURAL,
PECUA Y ALIMENTACIÓN

BUSINESS SECTOR

BUSINESS CHAMBERS



COPARMEX



Consejo Coordinador Empresarial



concamin



**CONCANACO
SERVYTUR
MEXICO**

LABOR SECTOR

LABOR UNIONS



**CONGRESO
DEL TRABAJO**
UNIDAD Y JUSTICIA SOCIAL



CONOCER MANAGING DIRECTOR

BACKGROUND

1995

The Project for the Modernization of Technical Education and Training (PMETyC) is started by the Secretariat of Public Education, the Secretariat of Labor and the World Bank. The National Council for Standardization and Certification of Labor Competences is created by the Federal Government.

2008

The current General Rules of Operation for the National Competence System are approved

2017

in just two years, **868,323** certificates of labor competency are issued, **26% more than in the history of CONOCER.**

2003

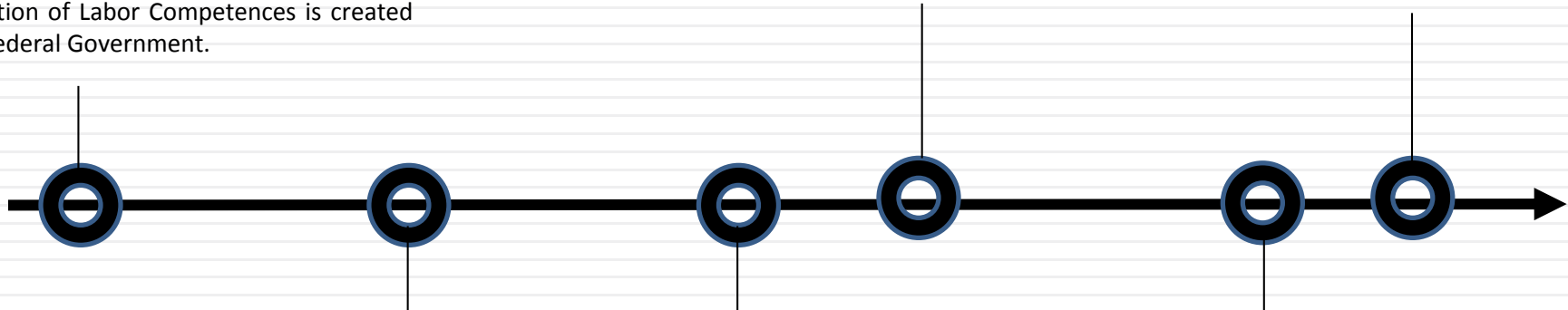
The PMETyC ends and the Human Resources Training based on Competencies Programs (PROFORHCOM) is formed by the Under Secretariat of Secondary and Higher Education and partially financed by the Inter-American Development Bank.

2005

A New National Council for Standardization and Certification of Labor Competences is created as a parastatal public trust to establish a nation wide labor competence certification regime and promote the development of Competence Standards.

2015

The historical issuance of certificates reaches **690,736** in **20 years.**



STANDARIZATION



COMPETENCE MANAGEMENT COMITTEES

1,017

Competence
Standards

- Management
- Socioemotional
- TIC's
- Basic
- Generic
- Technical

CERTIFICATION



CONOCER SERVICES PROVIDER NETWORK

319



- Certifying bodies
- Certification and Evaluation Entities
- Assessment Centers
- Independent Consultants

CONOCER SERVICES PROVIDER NETWORK

National Coverage



II. Productivity issue and the mismatch between demand and supply of skills



GDP

1.046 billion dollars

15^o World

2^o Latin America

**GDP
per cápita**

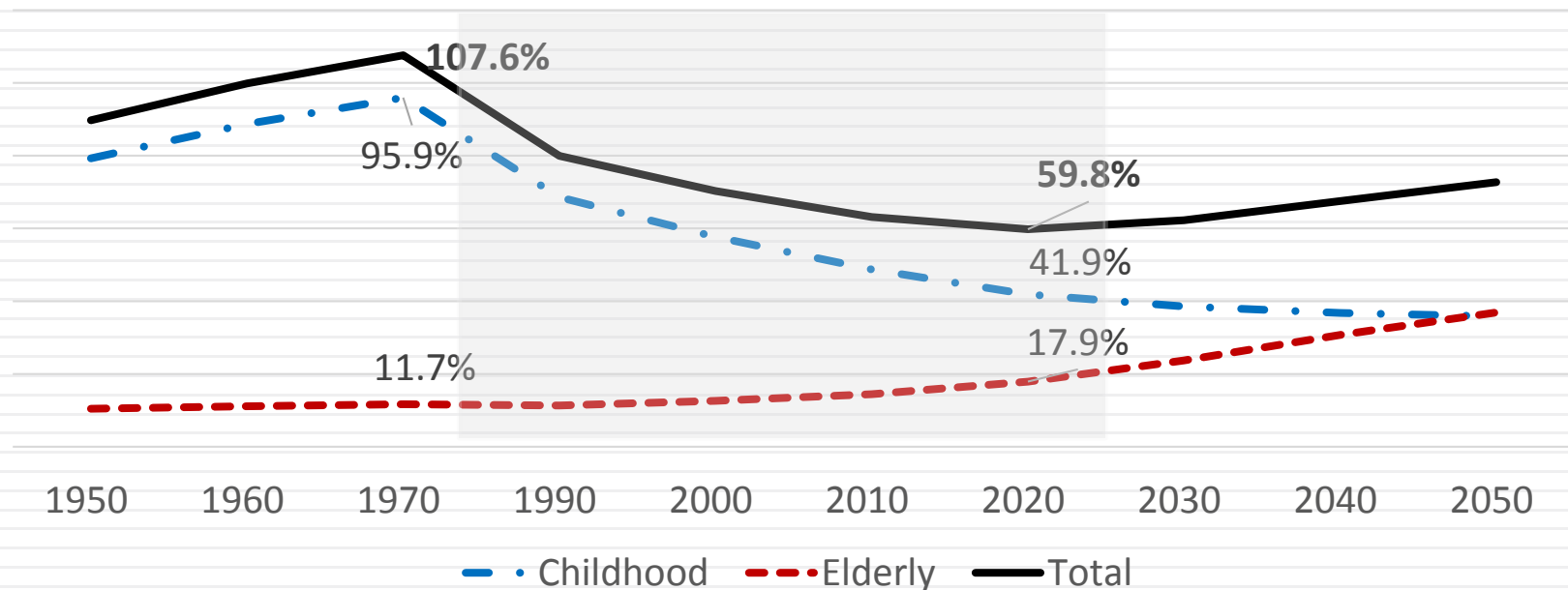
8,208.5 dollars

66^o World

7^o Latin America

In order for the demographic bonus to become a real profit it is necessary to improve the quality of education and to increase formal, productive and well paid employment so that human capital is improved especially among young people, as they have the biggest development potential.

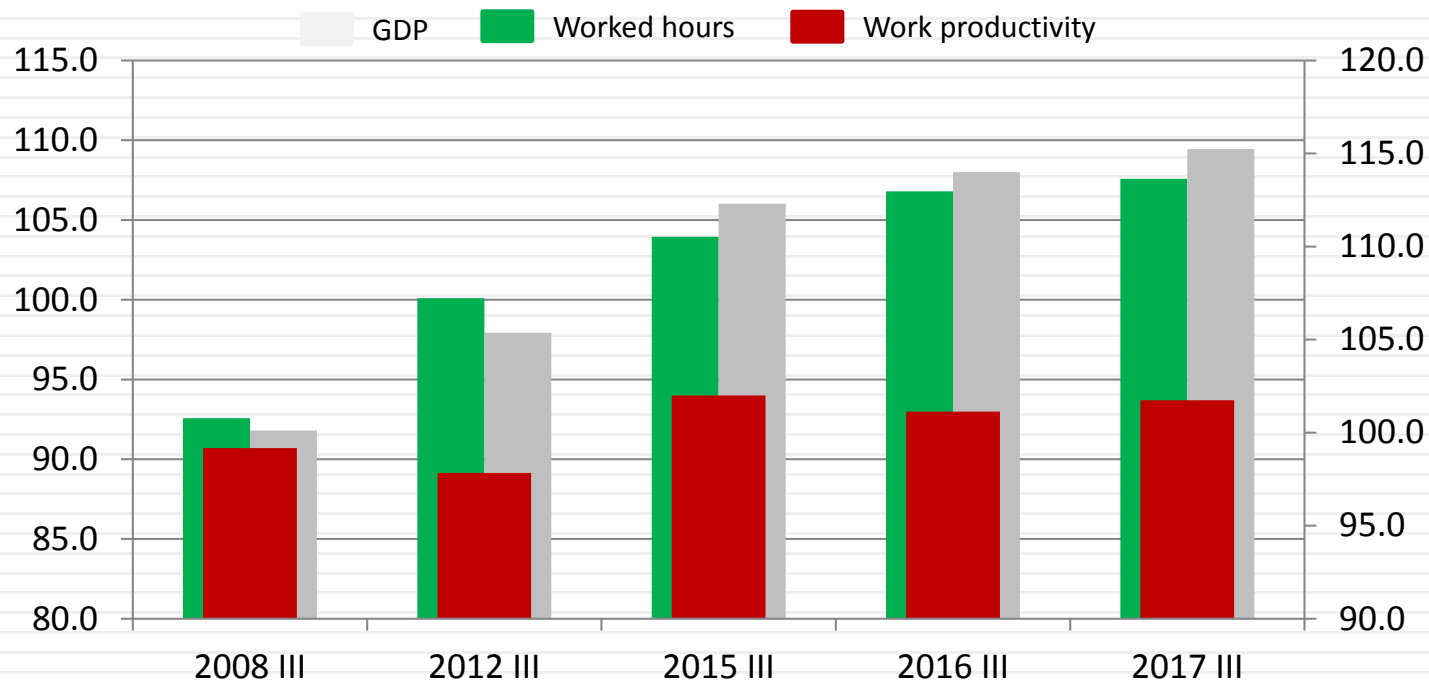
Dependency Ratio



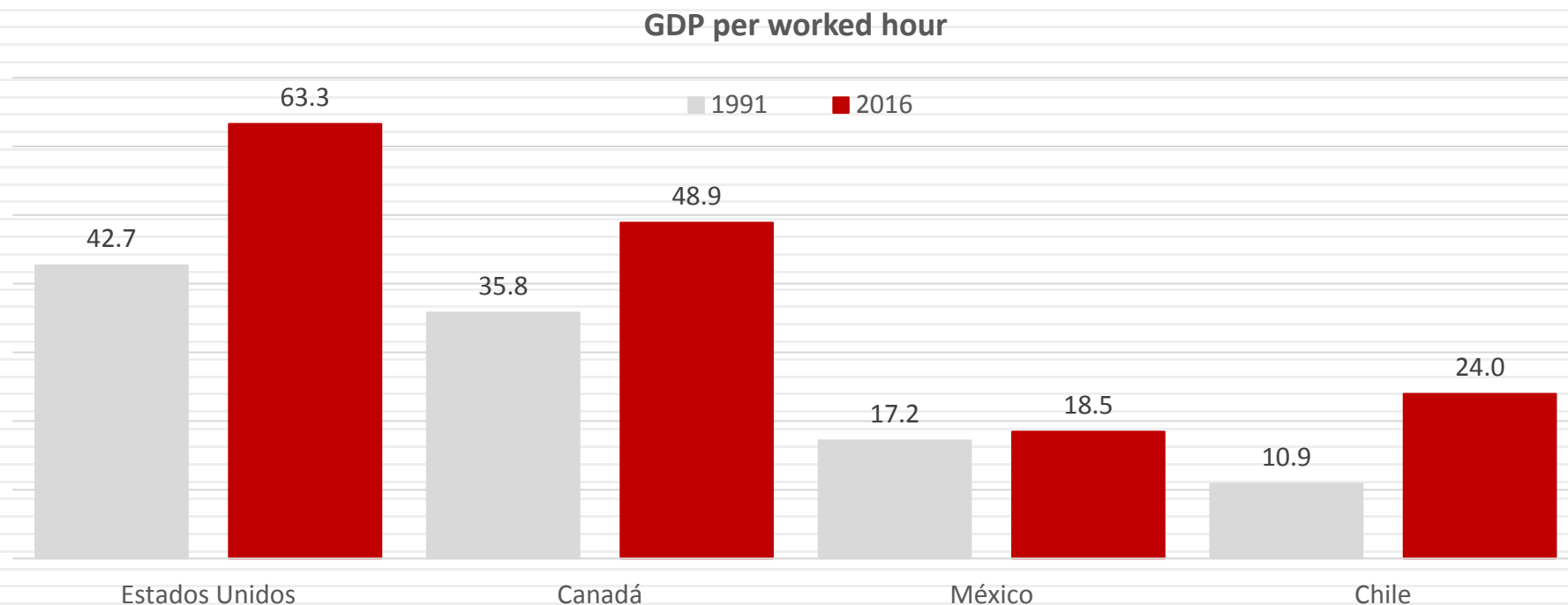
Average Annual Variation 2008-17

Work productivity	GDP	Worked hours
0.6%	1.3%	0.7%

Productivity stagnation due to an increase in the work factor similar to that of product growth.



Labor productivity in Mexico has increased **one dollar** in the last 25 years, and is now below the productive levels of Chile, a country which in 1991 was below Mexico's labor productivity.

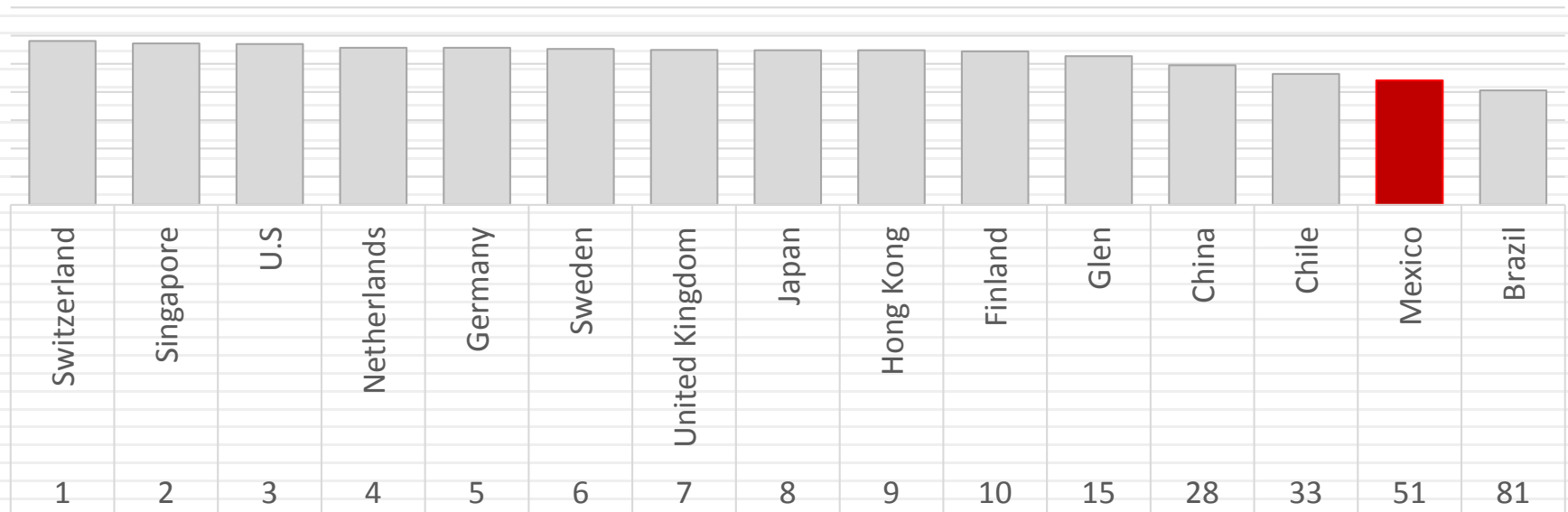


Note: US dollars in 2010 purchase power parity prices

Source: OCDE data.

Mexico is slowly advancing in terms of competitiveness by reaching the 51st spot in a world ranking of 137 nations, according to the World Economic Forum. Mexico's competitiveness is below China (28) and Chile (33), but above Brazil (81).

Global Competitiveness Index, 2017.



Among the 12 main factors that compose the index, the institutional factor is the one that presents the biggest areas of opportunity for the country. Mexico's competitiveness is below China (28) and Chile (33), but above Brazil (81).

Global Competitiveness Index, 2017.



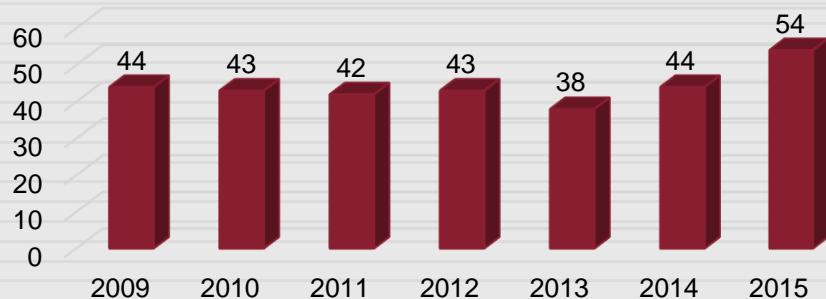
The mismatch between demand and supply of skills explains many of the productivity problems in Mexico

Business

Demand for Skills and Competencies



% employers have difficulties filling up their job vacancies



Fuentes: McKinsey 2012 and Manpower 2015.

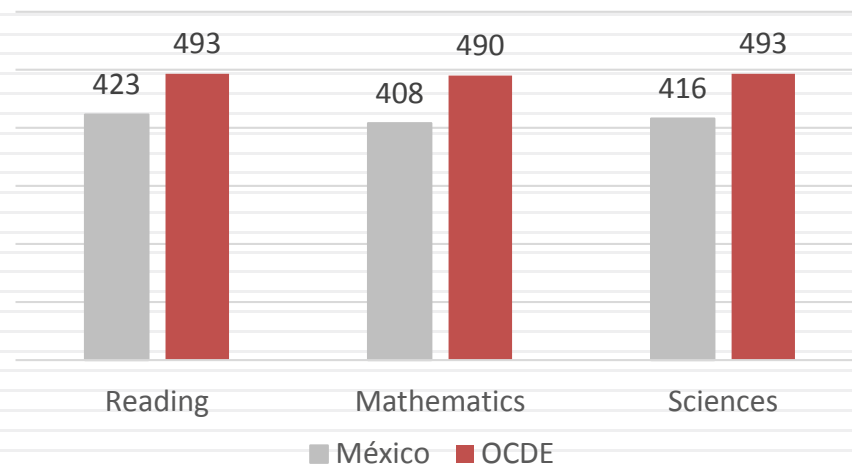


Human capital



Supply for the formation of Skills and Competencies

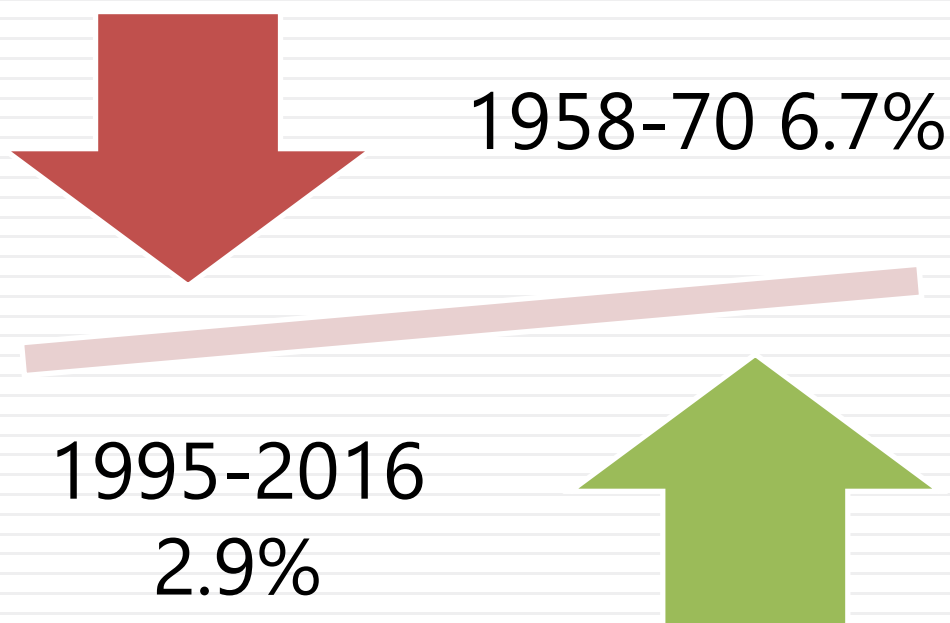
66% of young people at the end of compulsory education does not reach the minimum level of knowledge and skills in mathematics



Mexico is a country in transformation, in less than two years **eleven structural reforms** aimed at raising productivity, strengthening and expanding rights and strengthen our democratic regime and freedoms were finalized.

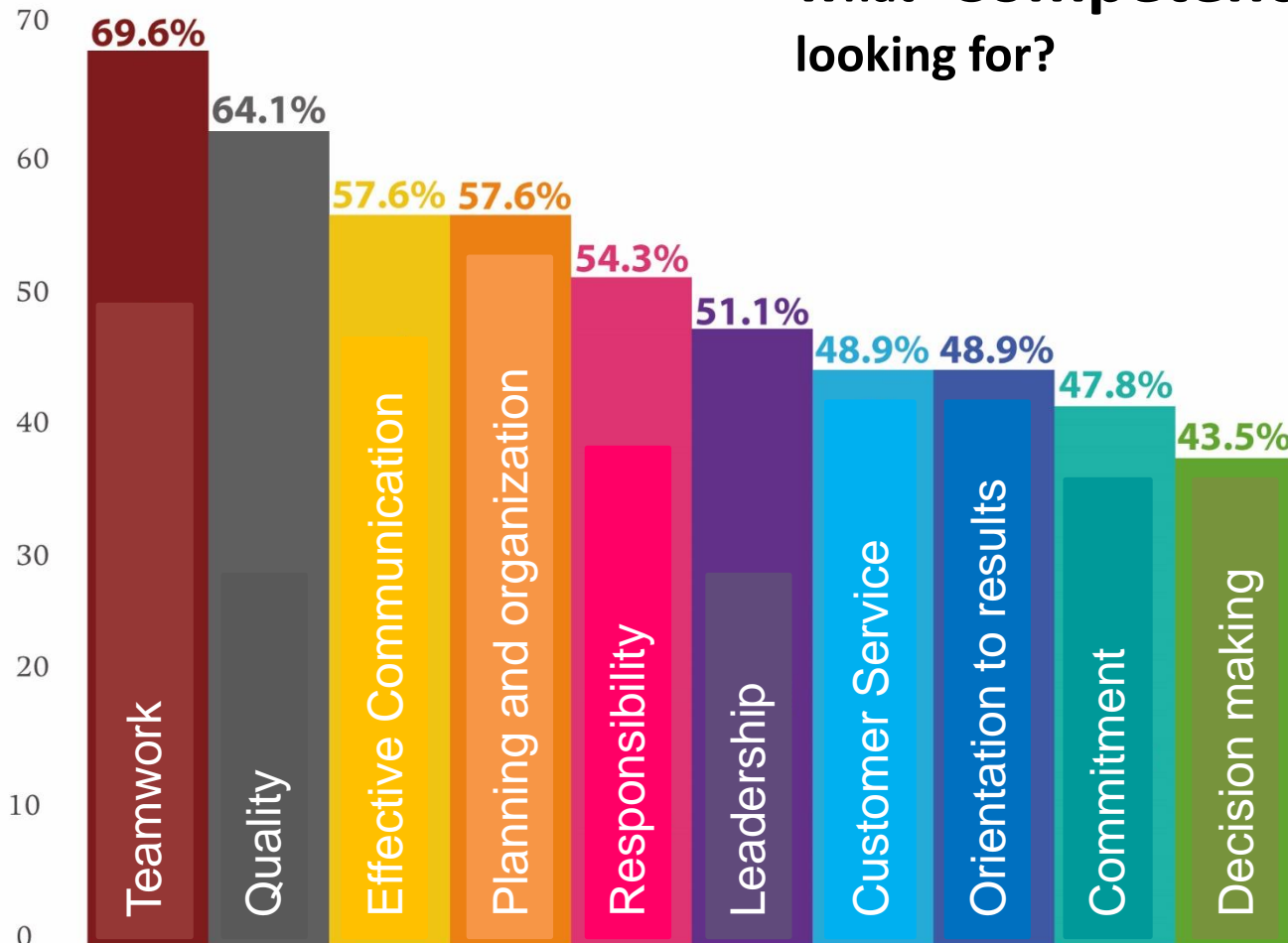


The impact of the structural reforms will double the natural rate of economic growth of the country, which would go from 2 to 3% today, at an average rate of 4 to 6% from 2018.



The economic growth in Mexico it has been modest and insufficient in the last 20 years.

What Competences are employers looking for?



✓
1. Language and
communication

✓
2. Mathematical
Thinking

3. Exploration and
understanding of
the natural and
social world

✓
4. Critical thinking
and problem
solving

✓
5. Socioemotional
skills and life
planning

✓
6. Collaboration
and Team work

7. Communal
Living/Civil
Responsibility

8. Appreciation
and artistic
expression

9. Body Care &
Health

10. Care of the
Environment

✓
11. Digital Skills

The exit profile of the new educational model seeks to achieve quality and meaningful learning to successfully develop life projects in a complex and interconnected world.

What do we do to align the competences of those who have already graduated from the educational system?

1.5 million graduates

2 million job seekers

52 million workers



BENEFITS OF CERTIFICATION

- ✓ It facilitates recruitment and hiring processes.
- ✓ It contributes to the social mobility of people.
- ✓ It improves the alignment of the educational offer with demands of the productive sector.
- ✓ It improves work productivity
- ✓ It reduces the social burden of the State (less informality and unemployment)..
- ✓ It Enables international mobility.

1,559,059
National Certification





III. Opportunities and main conclusions

Position human resources management by competences in organizations.

Design mechanisms for systematic collection of the demand for competences by the strategic productive sectors.

Boost a National Qualifications Framework that recognizes apprenticeship out of school and competence certification for the accreditation of academic degrees.

Promote a model of inter-institutional intervention that impacts industrial and regional development to resolve the talent gap.

Coordinate efforts with the social policy to move from assistance actions to the development of the productive capacities of vulnerable groups.

Improve the inter-institutional coordination between the labor, economy and finance secretariats to generate regulation mechanisms and incentives that improve the relevance of technical and professional education.

Consolidate the National Competencies System

SEP

SECRETARÍA DE
EDUCACIÓN PÚBLICA



conocer

conocimiento • competitividad • crecimiento



**THANK
YOU**

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