

SABER Workforce Development What Matters Framework Paper

Type:	Document
Content Type:	Project documentation
Language:	
Sources:	
Topics:	
Knowledge Products:	
Publication Date:	13 Sep 2021

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Equipping the workforce with job-relevant skills is a continuing challenge around the world. In developing and emerging economies, mismatches in skills demand and supply are a persistent concern. Many school leavers and graduates are unable to find jobs commensurate with their education and training while employers complain of difficulty in filling their vacancies. Employers also bemoan the scarcity of “soft skills” which are considered essential for business productivity in today’s global economy. More broadly, skills constraints are making it difficult for companies to innovate and move into more lucrative areas of economic activity. The inability to integrate into and ascend the value chain in global production networks keeps countries in a low-skills trap and impedes their efforts to accelerate economic growth and poverty reduction. The persistence of these problems suggests that workforce development in most low- and middle-income countries is not functioning as well as might be desired.

Subject Tags:

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