



We make connections that matter.

Workforce Skill Analysis in Timor Leste

The data

Project title: Timor Leste – Priority setting for skills development

Timing: July 15 – April 16

Location: Australia/Timor Leste

Client: Palladium

The background

In 2011 Timor Leste's Human Capital Development Fund (HCDF) was established. The aim of the HCDF is to improve planning, management and program implementation through domestic and international scholarships, workshops, internships and training programs.

The opportunity

To ensure HCDF funding reached priority areas, its administrators recommended human resources mapping. Palladium approached Sustainable Skills (then trading as SkillsDMC) to conduct the mapping project because of our experience in workforce analysis and planning, skills gap analysis and stakeholder management.

The solution

Sustainable Skills conducted extensive research and analysis of workers within Timor Leste government departments and public organisations. We mapped their skills compared to existing and potential workforce needs to characterize strengths and skilling gaps. This then enabled us to identify and understand priority skilling areas to inform future strategies.

The benefit

Sustainable Skills developed a framework for future workforce planning in Timor Leste's civil service. Our long history of effective intelligence gathering on the issue of skills shortages and our experience in working with governments and Industry to gather and disseminate this information was the key to successful delivery of this project. This process involves multi-stakeholder engagement and the management of diverse skilling requirements and individual organizational interest.

Our comprehensive report to Palladium outlined a way forward with clear direction for future funding priorities.

Our work enabled us to identify and understand priority skilling areas to inform future workforce strategies in Timor Leste.



Sustainable Skills

Sustainable Skills is a global non-profit consultancy that develops, supports, and assists effective technical and vocational education and training (TVET) systems worldwide.

Sustainable Skills, by sharing international best practice, provides innovative services that build TVET capacity in developing countries, empowering individuals to meet their full potential and increasing local employment. Developing people with skills that match labour market demand has the potential to transform lives and enable economic growth and prosperity.

We make connections that matter.

Our Experience

With nearly twenty years' experience shaping and maintaining effective TVET systems and frameworks in Australia and around the world, we understand what is needed to establish TVET systems that meet industry and labour market needs.



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