GAN GLOBAL | Shaping Workforces of the Future

THE GLOBAL APPRENTICESHIP NETWORK (GAN GLOBAL)

GAN Global is a multi-sector alliance that focuses on convening and connecting businesses, governments, and international organisations to promote work-based learning (WBL).

OUR VISION is a future in which all individuals and businesses have the skills and competencies they need to thrive and to contribute to society.

OUR MISSION is to support implementation of work-based learning through convening and connecting public and private sectors to build and share knowledge and best practice.

OUR PROJECT WORK

Through our projects we raise awareness of the advantages and benefits linked to WBL, offer insights and guidance on the skills needed to thrive in the Future of Work based on research, and advocate for policies and practices that enable skills acquisition through WBL.

Our projects draw upon our internal expertise, the collective experience of our GAN Networks, corporate members across the world, policy partners like the International Labour Organisation (ILO), the International Organisation of Employers (IOE), the Organisation for Economic Co-Operation and Development (OECD) and Business at OECD.

HOW WE EXECUTE OUR PROJECTS

We bring together stakeholders from across the public and private sectors, international organisations, and civil society. This multi stakeholder approach is motivated by an understanding that effective WBL policies and practices are dependent upon wide ranging participation.

We work at a global and local level, with GAN Global providing technical guidance and best practice at the international level and GAN Networks, member companies, and local partners providing the local expertise and implementation capacity.

OUR IMPACT

In line with our multi stakeholder approach, we deliver benefits to businesses, governments, and to the general public. Our work builds on the 2030 Agenda, in particular on Sustainable Development Goals (SDGs) 4 (Quality Education), 8 (Decent Work and Economic Growth) and 17 (Partnerships).

4 QUALITY EDUCATION

8 DECENT WORK AND ECONOMIC GROWTH

17 PARTNERSHIPS FOR THE GOALS

Partnerships and collaboration are at the heart of the GAN Global agenda, with the public sector, international development entities, the private sector as well as local, country level engagements.

	FOR THE PRIVATE SECTOR	FOR THE PUBLIC	FOR GOVERNMENT
OUTPUTS	Understanding the benefits of WBL for their business	Understanding the benefits of WBL for their future	Creating stronger linkages with the private sector
	Deeper knowledge on WBL topics and questions	Accessing WBL pathways for improved employability	Informing and understanding policy
	Strengthening delivery of WBL	Improved understanding of the rapidly changing labour market	Understanding labour market needs through data & analysis
	Sharing and learning with peers	Broadened participation in the workplace through addressing stereotypes and barriers	Create skills and training strategies that respond to demand
OUTCOMES	Deepened participation in WBL, for a skilled and sustainable workforce	Higher uptake of WBL, for fulfilling work lives	WBL policies that support education and employment pathways

OUR TRACK RECORD

Promoting Apprenticeship as a Path for Youth Employment in Argentina, Costa Rica, & Kenya - This multi-year project raised awareness of WBL, promoting it as a pathway to employment for vulnerable youth.

- Established GAN Costa Rica and GAN Argentina as key partners in policy dialogue on WBL
- Produced research to advance understanding of the modalities and benefits of WBL
- Raised awareness of WBL, through in-person and virtual events, media outreach and publications
- Grew private sector interest in diversifying talent pipelines through WBL

Read more, including on GAN Argentina & GAN Costa Rica

Funded by US Department of Labor (2016 – 2021)

Skills for Employability – launched in the wake of COVID-19, this project focused on extending the outreach of the Microsoft Skilling Initiative in New Zealand, Colombia and Australia. Working through our GAN Networks, and based on an assessment of digital skilling policies, we implemented outreach initiatives in each country. In doing so, we enabled target populations – especially underrepresented and vulnerable communities – to access digital skills necessary in the changing world of work. Read more

Funded by Microsoft Philanthropies (2020 – 2021)

Apprenticeship Strategy in Lebanon – showcasing GAN's research capacity, this study reviewed laws governing TVET and WBL in Lebanon and proposed a strategy for quality apprenticeship in the country's agricultural sector.

Funded by ILO-ITC (2020)

Promote Apprenticeships as a Path for Youth Employment – the GAN initiated partnerships with the national employers' federations in Malawi and Tanzania, launching GAN Networks in each country. These were underpinned by national scoping exercises and country assessments on apprenticeships, and the publication of good practices & toolkits for employers, tailored to the national context

Funded by the Mastercard Foundation (2017)

Small States apprenticeships scoping study – GAN has been funded by the Commonwealth Secretariat to conduct a study on apprenticeships in the Pacific and Caribbean. This aims to strengthen the understanding of policy frameworks to inform the Commonwealth's approach to addressing youth unemployment in the two regions

Funded by the Commonwealth (2021-2022)

✉ **Nazrene Mannie, GAN Global Executive Director**

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