

SKILLS FOR UPGRADING: Workforce Development and Global Value Chains in Developing Countries

November 17, 2011

9:00AM - 1:30PM



RTI International and Duke University CGGC Research Workshop

Website: <http://www.cggc.duke.edu/gvc/workforce-development>

Inter-American Development Bank

Enrique V. Iglesias Conference Center, Room CR-2

PANELIST BIOGRAPHIES *(in alphabetic order)*

ANDREW BAIRD

Director

International Economic Growth

RTI International

Andrew Baird is a senior economic growth specialist in RTI's International Development Group. He has more than 20 years of experience in economic growth initiatives, and particularly with workforce development, microenterprise, livelihood, agriculture, local capacity building, and new business development. Before joining RTI, Mr. Baird was the director of International Programs for Making Cents International, and developed programs and tools to promote economic growth in Nigeria, Jordan, Morocco, Senegal, Armenia, Paraguay, Togo, Sierra Leone, Philippines, and Mongolia.

ALEJANDRO BANEGAS

CFO

IAGSA-Honduras

IAGSA was founded in 2003 as a diversification project by a family owned IT company. The concept was to apply their expertise in IT to a field that greatly needed state of the art technology. Since its inception, IAGSA has considered food safety and quality standards an integral part of their business model and the basis of the day to day work in its operations. Today, IAGSA sells primarily to the United States where 98% of the products are shipped. The company's initial product range included cucumbers, eggplant and hard squash and was highly seasonal, resulting in annual retrenchment of 85% of their workforce in the off-season. To solve this problem, IAGSA thus invested in greenhouse and hydroponic technology which allowed them to diversify their product line into high value colored peppers and continue production year round, minimizing layoffs and balancing overhead costs. The company now also produces plantains and Asian vegetables year round. IAGSA's next step is to move from improved packaging to processing.

Alejandro Banegas graduated as a civil engineer, following which he specialized in remote sensing, GPS, GIS and project management. In 2003, he joined IAGSA's agriculture initiative and today heads up the company's marketing and sales efforts. His day to day activities with the firm also involve R&D and finance.

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RACHEL BLUM

*Technical Specialist
Youth and Workforce Development
USAID*

Rachel Blum is a Technical Specialist for Youth and Workforce Development at USAID. Her professional experience has focused on inclusive economic growth initiatives with a specialization in conflict-affected environments. In her current position within USAID's Office of Education, she provides technical support to field Missions in the area of demand-driven workforce development and youth employability; she also manages a research and evaluation initiative in the area of cross-sectoral youth development. Prior to this role, Rachel served as Senior Technical Advisor to the Economic Development unit at CHF International, providing strategic direction and technical assistance to 20 field offices in the areas of youth employment, value chain development, food security, and household economic strengthening. Previously, she served as Country Director in Azerbaijan and Kosovo, where she oversaw projects serving IDPs in the areas of vocational training and entrepreneurship, community development, and reproductive health. Rachel holds a Master's degree in Business Administration from Georgetown University.

CLAUDIO CORTELLESE

*Director, Access to Markets and Capital
Multilateral Investment Fund, Inter-American Development Bank*

Claudio has more than 25 years of professional development experience in Latin America, with a special emphasis on private sector development and the role of small and medium sized enterprises (SMEs). His work has focused as much on strategy development and policy design, as on the structuring of operational initiatives that include institutional aspects, such as the role of local and municipal governments and private sector representatives.

From 1984-1989, he collaborated with the Economic Commission for Latin American and the Caribbean (ECLAC) in the analysis and design of policies for the development of SMEs. Following this, he worked in Italy in private organizations in Italy that lend support to SMEs, particularly in the areas of internationalization and establishing productive relationships with Latin America. He later served as Assistant Director of the Institute of European Latin American Relations, where he managed the design, negotiation and implementation of European Union technical assistance programs, advising governments and international organizations in both regions. Claudio began his career at the Inter American Development Bank in 1993, developing the Bank's strategy for SMEs. In 1996, he joined the Multilateral Investment Fund (MIF), initially in the area of SMEs and later in the Investment Unit (1998-2002). He currently leads the Access to Markets and Capital group, which is responsible for the coordination of projects related to markets, business capabilities and labor competencies.

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LUIS CROUCH

*Global Good Practices Team Coordinator
Global Partnership for Education*

Luis Crouch recently joined the Secretariat of the Education for All Fast Track Initiative (EFA FTI) as head of its Global Good Practice team. He is an education economist, and has specialized in policy, decentralized finance (e.g., funding formulas) and decentralization, political economy of reform, education statistics and projections. More recently he has become interested in pedagogical and measurement issues, specifically early grade reading, in order to better understand the "supply side" of how education systems respond (or not) to incentives, an area he feels is neglected. Working with many colleagues in donor agencies and NGOs, he played an important role in creating inertia for the early grade reading agenda. He has worked closely with governments advising on reform processes, including South Africa's funding reforms and more recently Egypt's decentralization experiments. Prior to the FTI Secretariat he has worked with RTI International and The World Bank. He has worked on or studied some 20 countries in all regions of the world, but with a focus on Latin America, Southern and Eastern Africa, and Indonesia.

NANCY A. DONALDSON

*Director, Washington Office
International Labor Organization*

Ms. Donaldson directs the International Labour Office (ILO) in Washington, D.C. serving as a liaison to the United States government, employers' and workers' organizations, and multilateral and international finance institutions. Ms. Donaldson was appointed Director in January 2010. She has advised governments, non-profits, labor unions and corporations on government and public affairs for over 25 years. Earlier in her career, Nancy was a Vice President at Dutko Global Advisors representing corporations, governments and NGOs. While at Dutko, she also advised the ILO Washington office on U.S. policy and the decent work agenda. Prior to that, she was a Vice President consulting on energy, education, technology, trade and international issues at The Downey McGrath Group. She also worked for AFL-CIO President John Sweeney and Service Employees International Union President Andy Stern as Director of Legislation at SEIU. Ms. Donaldson directed the Washington office for Women's Action for a New Direction (WAND). She has served on many NGO Boards including Women in International Security (WIIS), Coalition on Human Needs, Center for Policy Alternatives and most recently World Neighbors, Peace PAC and the Holdeen India Fund. Nancy holds a B.A. in communications from Baldwin Wallace College and a J.D. from Emory University Law School.

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KARINA FERNANDEZ-STARK

Senior Research Analyst

Center on Globalization Governance & Competitiveness - Duke University

Karina Fernandez-Stark is a Senior Research Analyst of the Center on Globalization, Governance & Competitiveness at Duke University where she has led several research projects related to economic development and competitiveness. She holds a BA in Journalism and Political Science from the Universidad Gabriela Mistral in Santiago, Chile and a MA in International Development Policy from Duke University. She has published several research reports and articles on industrial upgrading, gender and global value chains and social and economic development including a chapter about offshore services in the book *Global Value Chains in a Post-Crisis World: A Development Perspective* (The World Bank, 2010) and “The Offshore Services Value Chain: Upgrading Trajectories in Developing Countries in Shifting End Markets and Upgrading Prospects in Global Value Chains” (Special Issue of *IJTLID*, 2011). Karina's ongoing research programs include: (1) leading CGGCs initiative on workforce development and economic upgrading with RTI International, (2) developing a teaching methodology for the IADB incorporating the global value chain framework in local economic development analysis for policy researchers in Latin America and (3) examining inclusive business models in the context of agricultural global value chains.

GARY GEREFFI

Professor, Department of Sociology

Director, Center on Globalization Governance & Competitiveness- Duke University

Gary Gereffi is Professor of Sociology and Director of the Center on Globalization, Governance, & Competitiveness at Duke University. He received his B.A. degree from the University of Notre Dame and his Ph.D. degree from Yale University. Gereffi has published numerous books and articles on globalization, industrial upgrading, and social and economic development in various parts of the world, including: *Commodity Chains and Global Capitalism* (Praeger Publishers, 1994); *The New Offshoring of Jobs and Global Development* (International Institute of Labor Studies, 2006); *Global Value Chains in a Postcrisis World: A Development Perspective* (The World Bank, 2010); and “Shifting End Markets and Upgrading Prospects in Global Value Chains” (Special Issue of *International Journal of Technological Learning, Innovation, and Development*, 2011). His ongoing research projects include: a 3-year project with the UK's Department for International Development (DFID) on “Capturing the Gains: Economic and Social Upgrading in Global Production Networks and Trade” (2009-2012); work with the Inter-American Development Bank on assessing the impact of global value chains in Latin America; and collaborative research with the World Bank and the International Labor Organization on links between global trade, investment and jobs in the global economy.

BERNARD HOEKMAN

Director, International Trade Department

The World Bank

Bernard Hoekman manages the World Bank's international trade department. Prior positions at the World Bank include Research Manager of the trade and international integration team in the Development Research Group; manager of the trade capacity building program of the World Bank Institute; and trade economist in the Middle East/North Africa and Europe and Central Asia departments. Before joining the World Bank in 1993, he was an economist in the GATT Secretariat in Geneva (1988-93), supporting the Uruguay Round negotiations. He has published widely on the GATT/WTO, trade negotiations, international trade and investment in services, trade preferences and regional integration. He is a graduate of the Erasmus University Rotterdam, holds a Ph.D. in economics from the University of Michigan and is a Research Fellow of the London-based Centre for Economic Policy Research. His most recent publication is *The Political Economy of the World Trading System* (Oxford University Press, 3rd edition, 2009).

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CARMEN PAGÉS-SERRA

*Chief of Labor Markets and Social Security Unit
Inter-American Development Bank*

Carmen Pagés-Serra is the Chief of the Labor Markets and Social Security Unit of the Inter-American Development Bank (IDB). Previously, she was a principal research economist at the IDB's Research Department and led key publications such as *The Age of Productivity: Transforming Economies from the Bottom Up*, the latest editions of the Bank's annual flagship publication, the *Development in the Americas (DIA)*. She is also the author of the book *Law and Employment: Lessons from Latin America and the Caribbean* jointly with the Nobel Laureate Prof. James Heckman and two additional books (*Good Jobs Wanted: Labor Markets in Latin America and the Caribbean* and *Job Creation in Latin America and the Caribbean: Recent Trends and Policy Challenges*). She has published extensively in leading academic and policy journals in the areas of labor markets, social security and productivity. Prior to joining the IDB, she worked as a senior labor economist at the World Bank from 2004 to 2006. She holds a M.A. degree in economics from the Universidad Autónoma de Barcelona and a Ph. D. in economics from Boston University.

PHIL PSILOS

*Senior Economic Growth Specialist
RTI International*

Phil Psilos is a Senior Economic Growth Specialist in RTI's International Development Group, where he advises governments, donors, and private investors on economic and workforce development. From 2009-2011, he managed RTI's role in the USAID/EI Salvador Access to Employment project, which focuses on creating partnerships with industry for demand-driven workforce development. He also leads RTI's research partnership with Duke University exploring the new roles of workforce development in global value chain upgrading. Previously, he served as Director of Economic Development Programs at Regional Technology Strategies, a non-profit research and consulting organization focused on economic and workforce development in less favored regions worldwide. He has also worked to align economic and workforce development as a Director at the National Governors Association, and in the private sector with the Perot Group and Deloitte & Touche.

KATHY SCHALCH

*Special Assistant to the Deputy Undersecretary for International Labor Affairs
U.S. Department of Labor*

Ms. Schalch is a Special Assistant to the Deputy Undersecretary for International Labor Affairs, at the U.S. Department of Labor. She helps to develop, implement and explain the Obama Administrations policies on labor diplomacy, labor rights, and child labor, forced labor, and human trafficking. Schalch oversees preparation of speeches, policy papers, reports, projects and technical cooperation agreements. She articulates DOL priorities and positions for international meetings and agreements and represents DOL in interagency policy-making processes. Prior to joining the Obama Administration, Schalch worked as a journalist for National Public Radio, covering trade and globalization, labor issues, corporate social responsibility, and international development. Schalch earned an M.A. in U.S. Foreign Policy and International Economics from the Johns Hopkins School of Advanced International Studies, and a B.A. in History and English from Cornell University.