

Board of the Centre

87th Session, October 2023

CC 87/8/b

FOR INFORMATION

EIGHT ITEM ON THE AGENDA

Report of the Employers Training Committee

Members present:

Farooq Ahmed (Chairperson of the Employers Group for ITC Board)
Hansong Liu (Member of the Employers' Group)
Sonya Mohamed Janahi (Member of the Employers' Group)
Jacqueline Mugo (Member of the Employers' Group)
Guido Ricci (Member of the Employers' Group)
Amadou Sako (IOE, Secretary of the Employers' Group)
Deborah France-Massin (Director ACT/EMP – ILO)
Roberto Villamil (Senior Adviser ACT/EMP – ILO)
Jorge Illingworth (Secretary of the Employers' Training Committee)

ITCILO Officials:

Christophe Perrin (Director, ITCILO)
Andreas Klemmer (Director, Training Department ITCILO)

Observers:

Paolo Salvai, ACT/EMP Turin
Sandro Pettineo, ACT/EMP Turin
Eleonora Gonnelli, ACT/EMP Turin
Rachida Zingara, ACT/EMP Turin
Irene Panizzolo, ACT/EMP Turin
Francesca Gaglia, ACT/EMP Turin
Laura Biscaro, ACT/EMP Turin

ETC Meeting

1. ACT/EMP Programme Manager Mr. Jorge Illingworth presented to the Committee the report on 2022 activities . The report covered the following aspects:
 - Outreach to Employers and Business Member Organizations (EBMOs) worldwide and by region regarding participants and training activities delivered
 - The main achievements for 2022 and, global and regional impact
 - Services catalogue – expanded product and training offer
 - Delivery results
 - Financial resources and targets
 - General evaluation results (through training needs assessment and impact evaluation)
 - Future of Programme
2. The Committee approved the report unanimously and warmly congratulated Mr. Illingworth and each one of the members of the team individually for their innovation, collective effort, and high performance.
3. The Committee was particularly impressed with the extensive work and time dedicated, in terms of the backstage work in preparing for and delivering these courses, taking into account also the challenges of the different time zones.
4. Notably, ACTEMP's quality service delivery was recognized and praised for its demonstrated innovation and versatility in responding to the needs of EBMOs. This was laudable and commended, in particular the innovative flagship Platforms, CRM, and Malkia programme .
5. The committee expressed its appreciation regarding the increase of the regional outreach, mainly for the Arab states region, and the impressive gender participation rate.
6. The EBMOs Training Needs Assessment Report 2023 and Impact Assessment report highlighted key challenges such as Membership Development and Digitalisation/AI, along with top priority policy areas including Skills and Employment policies. Recommendations were made to offer a maximum of four flagship blended courses annually with the rest being e-learning. To enhance impact and minimize costs, the activation of regional hubs with a cost-share policy was proposed. Emphasis was placed on ACTEMP's 2024-2025 training direction, focusing on the core business of managing EBMOs. Additionally, the potential for co-sponsoring EBMOs was suggested as a solution to the anticipated funding challenges in 2024.

Meeting with Senior Management of the ITCILO

7. Mr. Ahmed, the spokesperson for the Employers' Group, expressed gratitude to the senior management for its dedication and support towards the ACTEMP programme. He also extended his congratulations to Mr. Christophe Perrin on his recent appointment as the Director of the Center.
8. On behalf of the Group, Mr. Ahmed highlighted the following points:
 - The pivotal role of Tripartism and social dialogue within the ILO's framework.
 - The need to prioritize social partners in all of the Centre's undertakings.
 - There has been a disparity in resources allocated to the Employers' Activities Programme. A call for a more equitable distribution of resources was made.
 - A holistic and comprehensive approach is essential when designing projects across all departments.
 - The relationship between the ITCILO Senior management team and the employers' group has strengthened over time. Continued support is crucial, especially as there are changes within the management of the ACTEMP Team.
9. In response, Mr. Perrin:
 - Commended the Employers for their positive interactions and extended congratulations to Mr. Illingworth for his notable impact contributions as the outgoing program manager and applauded Paolo Salvai on his promotion, emphasizing continuity within the Center.
 - Emphasized his newness to the role, positioning himself as both a listener and learner.
 - Noted the Center's substantial transformation due to the COVID-19 crisis, advocating for the continued success of the current online learning model.
 - Recognized the concerns raised by the Employers' group, with a commitment to addressing them, especially regarding resource mobilization and participatory approaches in the programme and budget planning.
10. In response, Mr. Klemmer highlighted:
 - Mr. Illingworth significant contributions to the Employers' Activities Programme, particularly during the COVID-19 pandemic.
 - The priority of ensuring a seamless transition for the Employers' Activity programme in light of Mr. Illingworth departure.
 - The challenges the Employers' Activities Programme is facing on resource mobilisation and expressed commitment to finding ways to mobilize new resources, even considering an increase in core contributions where feasible.
 - The need to give due consideration to the key priority topics highlighted in the 2022 implementation report.
 - Social dialogue and participatory approaches as paramount and the importance of ensuring that they are always integrated into the programme and budget planning

11. Committee members concluded the meeting by highlighting the following:

- The Employers' programme significant contributions and financial efficiency, with a notable portion of its revenue benefiting the Centre.
- The critical role of fellowship fund allocations was emphasized for the programme's ongoing success and productivity.
- Need additional support for resource mobilisation – it is 'good business to do business with ACTEMP, and more resources should be injected to maximise the return on the investment.
- Continued collaboration among ACTEMP-HQ-Field teams is essential, ensuring seamless service to constituents and acknowledging the exceptional work by Actemp.
- Management's effective response during the Covid transition and the programme's financial benefit to the Center was praised, highlighting the value of investment in the Employers programme.

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