



BLENDDED

SKILLS DEVELOPMENT

COURSE ON SKILLS DEVELOPMENT FOR GENDER EQUALITY AND SOCIAL INCLUSION

ONLINE: 10 JUNE – 19 JULY 2024

FACE-TO-FACE: 22 – 26 JULY 2024

 60 HOURS

Information Note



International
Labour
Organization

ITC 
International Training Centre

INTRODUCTION TO THE COURSE

The ILO emphasizes the need for TVET systems to be accessible and responsive to the needs of a wide range of disadvantaged groups, including persons with disabilities, people living in rural areas, migrant workers, and individuals working in the informal sector.

This course is designed for participants to learn about the development of inclusive vocational training systems and programmes that can overcome a range of existing barriers for disadvantaged groups and individuals – specifically those related to gender equality. The gender gaps in TVET have significant and multifaceted consequences that extend to broader socio-economic impacts. These disparities undermine women’s access to and participation in the labour market, perpetuate gender biases in occupational choices and contribute to a segmented labour market where women are often relegated to lower-paid, lower-status jobs.

Moreover, women’s underrepresentation in STEM fields and technical vocations widens the disparity in employment opportunities between women and men, limiting women’s participation in high-growth and technology-driven sectors of the economy.

The societal and cultural norms that underpin these gender gaps further entrench inequalities, making it challenging for women to break free from traditional roles and expectations which contribute to a cycle of disadvantage, where women are less likely to access education and training opportunities, especially in rural, informal, and traditional economies, due to a combination of logistical, societal, and financial barriers.

The consequences of gender gaps in TVET extend to the broader economy and society. The lack of gender diversity undermines the potential for creative solutions and technological advancements, hindering economic development and competitiveness on a global scale.

The course “Skills Development for Gender Equality and Social Inclusion” uniquely incorporates gender-responsive methodologies for TVET, developed through a collaborative effort by the ILO and VVOB (the Belgian Education for Development agency) [GRP4TVET]. This methodology aims to systematically integrate gender considerations into all aspects of TVET programs and policies.

WHO ATTENDS THIS COURSE?

- Policy-makers and technical advisors of ministries of employment/labour and education/gender
- Members of skills councils, national TVET authorities and similar institutions
- Representatives of workers’ and employers’ organizations involved in skills development

- Representatives of women’s organizations
- Experts and technical staff working in the field of TVET planning and in CSOs and NGOs working with vulnerable groups
- Specialized institutions from the public, private and not-for-profit sectors that are working on gender issues, informality and the integration of persons with disabilities.
- Gender champions and/or experts from the private or public sector

OBJECTIVES

This course provides practical guidance for assessing and building inclusive and gender-responsive TVET and skills development systems catered to a range of groups and individuals, such as women, persons with disabilities, people living in rural areas, migrant workers, and people working in the informal sector. By the end of the programme, participants will have:

- Built awareness on key concepts and benefits of gender equality and social inclusion in TVET for all
- Identified the underlying causes of inequalities, address questions of status, and challenge social perceptions
- Learnt how to overcome existing barriers to access and participation through carefully designed policy intervention and practical measures for inclusive TVET design and delivery.

TOPICS

The course endorses a holistic approach to the training and labour market inclusion process – from accessibility of training to participation, graduation, and work transition for all, focusing on some key specific topics:

ONLINE (10 JUNE – 19 JULY)

Week 1: Key Concepts on Gender Equality and social inclusion

Week 2: Inclusive and gender – responsive TVET policies and strategies, following a rights-based approach

Week 3: Universal TVET system design from access to participation, graduation and transition to work

Week 4: Framework for analysis of inequalities in TVET

Week 5: Assignment preparation

Week 6: face-to-face preparation

FACE-TO-FACE (22 – 26 JULY)

Week 7:

- Addressing gender inequality and social inclusion challenges through innovative solutions in TVET
- Partnerships, communication and information campaigns
- Take away

FORMAT AND METHODOLOGY

This innovative training programme has been designed according to a learner-centred approach in order to better involve participants and keep them motivated. It is highly interactive and engaging. Different methods have been used to make the content interesting, relevant and entertaining. The course includes a digital assessment tool that helps participants self-assess the current degree of inclusivity of a TVET and skills development system.

After the participant has completed each module and submitted the assignment through the course platform, a tutor will provide feedback and the participant will be given access to the next module. Participants who successfully complete the assignments required (one per each module) will receive a **Certificate of Achievement**.

LANGUAGES

Participants will be required to have a good knowledge of oral and written English as training materials will be available on the e-platform in English.

APPLICATION AND FEES

If you wish to participate in this course, please fill in the **online application** available here: <https://oarf2.itcilo.org/STF/A9717071/en>

The application should be accompanied by **a letter from the sponsoring organization OR a personal letter** committing to cover participation cost (These two documents should reach us by **Friday 31 May 2024**).

We encourage applications from qualified women and men, including those with disabilities.

PRICE

Tuition: € 2,030

Subsistence: € 670

CAMPUS LIFE

A THRIVING UNITED NATIONS CAMPUS AND COMMUNITY OF PROFESSIONAL PEOPLE FROM AROUND THE WORLD

- **Three organizations** from the United Nations system on campus
- **A safe campus:** strict controls and sanitification protocols ensured its operation even during the COVID-19 Pandemic
- **More than 300 training courses** and activities in a stimulating international environment
- **A stimulating international environment** with participants and staff from all over the world

ENVIRONMENT AND SURROUNDINGS

Grab a campus bicycle and explore the Turin Centre. Located in a leafy park on the banks of the Po River, it's a great place

for study and collaboration. Experience innovative learning and training methods in modern classrooms equipped with simultaneous translation services.

HOUSING, DINING, AND MORE

Comprising more than 280 private dormitories, the **Turin Campus provides a broad range of services for course participants and partners** including a free-flow restaurant, laundry, post office, gym, medical services and a reception desk open 24/7.

COMMUNITY ENGAGEMENT AND DIVERSITY

Participants can enjoy social events organized by the Turin Centre as well as by their course facilitators.

Whether on or off campus, people from different cultural backgrounds have the opportunity to listen to live music together, share traditional foods, or team up to play games and network.

WITHDRAWAL, CANCELLATION POLICY, AND REFUNDS FOR OPEN COURSES

If an enrolled participant wishes or must withdraw from a course, they may choose to apply to a different course or be substituted by another candidate. The participant must notify the Centre, in writing, of their decision at least 14 days prior to the start date of the course. Cancellation of participation in regular courses will result in the following penalties:

- 14 days or more prior to the start date of the course: No penalty, 100% refund of amount paid less applicable bank charges
- 8 to 13 days prior to the start date of the course: Penalty of 50% of course price, refund of residual amount paid (if any) less applicable bank charges
- 7 days or less prior to the start date of the course: Penalty of 100% of course price.

INFO

FOR FURTHER INFORMATION PLEASE CONTACT

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SCAN THE QR CODE

COURSE CODE: A9717071