

Board of the Centre

85th Session, October 2021

CC 85/8/b

FOR INFORMATION

EIGHTH ITEM ON THE AGENDA

Report of the Employers Training Committee

Members present:

Harry Kyriazis (Chairperson of the Employers Group for ITC Board)
Farooq Ahmed (Member of the Employers' Group)
Penny Liu (Member of the Employers' Group)
El-Mafhoud Megateli (Member of the Employers' Group)
Jacqueline Mugo (Member of the Employers' Group)
Guido Ricci (Substitute Member of the Employers' Group)
Akustina Morni (IOE, Secretary of the Employers' Group)
Amadou Sako (IOE, Adviser)
Deborah France-Massin (Director ACT/EMP – ILO)
Rafael Gijon von Klein (Deputy Director ACT/EMP – ILO)
Roberto Villamil (Senior Adviser ACT/EMP – ILO)
Jorge Illingworth (Secretary of the Employers' Training Committee)

ITCILO Officials:

Yanguo Liu (Director ITCILO)
Andreas Klemmer (Director, Training Department ITCILO)

Observers:

Jeanne Schmitt, ACT/EMP Turin
Sandro Pettineo, ACT/EMP Turin
Jorge Ramírez Mata, ACT/EMP Turin
Barbara Maino, ACT/EMP Turin
Rachida Zingara, ACT/EMP Turin
Irene Panizzolo, ACT/EMP Turin
Cecilia Fabbro, ACT/EMP Turin
Yulia Menshikh, ACT/EMP Turin

ETC Meeting

1. ACT/EMP Programme Manager Mr Jorge Illingworth presented to the Committee [the report on 2020 activities](#). The report covered the following aspects:
 - Detailed report on outreach to Employers and Business Member Organizations (EBMOs) worldwide and by region regarding participants and training activities delivered;
 - The main achievements and global impact;
 - The Services Catalogue (4 blocks);
 - Delivery results: participants, overall quality of training activities; and
 - Update on current delivery of the ACTEMP Programme for 2021 and the perspectives for 2022.
 - Funding & Financial aspects of the Programme, including the over-achievement of CFC targets.
2. The Committee approved the report unanimously and warmly congratulated Mr. Illingworth and each one of the members of the team individually for their collective resilience and high performance despite the negative impact of the COVID-19 pandemic on face-to-face training activities.
3. This is especially extra-ordinary because the programme was able to contribute more CFC (Contribution to Fixed Costs) than previous years, despite the limited number of staff, even more than other comparable units. The members of the ETC requested Management more support and flexibility to allow the unit to operate with more efficiency and effectiveness.

Meeting with Senior Management of the ITCILO

4. The Spokesperson of the Employers' Group, Mr Kyriazis thanked senior management on the tremendous work and effort in adequately responding to the various challenges. Mr Kyriazis emphasized that it was important to continue having regular meetings to follow-up on key issues, as it is mutually beneficial.
5. The Group extends its support, alongside the ILO, the Italian Government, and the other constituents. Mr Kyriazis highlighted that all parties want the Centre to do well and prosper. These have been the Group's guiding principles. The Strategic Plan and the P&B have now been shaped in a manner that address many of the Group concerns, however, there are a couple of issues to be raised for further improvements mainly regarding implementation.
6. Coming from the private sector, it is only natural that the Group addresses the strategy and operations of the Centre through the practices used in doing business.
7. As far as the Employers' Group is concerned, we intend to meet with ITC management on a regular basis, as done in the past, in order to follow-up - in difficult and better times. The Centre can count on the Group for this.

ACT/EMP 2020 report

8. Mr Liu thanked the Group's support to Management and appreciated the guidance provided by the Officers of the Board. The ACT/EMP Programme in particular has shown a lot of strength in demonstrating its innovativeness. Under the leadership of Mr

Illingworth, the team has shown entrepreneurship skills/insight in the design and delivery of activities, of which many can be learned by other Units at the Centre.

9. Mr Klemmer agreed that the Programme has proven its resilience even in the face of the crisis (and this has been highlighted in the recent performance reviews). This entrepreneurial approach resulted in an outreach to participants that doubled (not at the expense of quality), despite the small size of the team. As the recent report on the Centre's impact of Online learning showed, online learning is not shallow in quality, it is different and does not replace face to face learning but it is another way of effective learning. Mr. Klemmer added that the Centre will reach its financial targets again for 2021. It was also highlighted that the ACT/EMP Programme has taken the lead on promoting digital learning platforms for EBMOs and this has helped the Centre take the leap into relevant institutional capacity building. Mr. Klemmer foresees that growth is possible in 2022 for the Employers' Programme and management is preparing the ground for this, including the creation of the Special Fellowship Fund. The TORs for accessing this Fund are in pilot stage and changes will certainly have to be introduced to facilitate the utilization of these resources. In addition, there are efforts to secure in-house stable sources of funding. Management understands that this has been a long-standing concern of the Group. Mr Klemmer congratulated the team once again.

Board Meeting

10. Regarding the items that will be discussed during the Board Meeting, the Spokesperson of the Employers' Group mentioned the following:
 - The Strategic Plan 2022-2025 is going in the right direction, as we acknowledge some of our concerns from previous versions of the P&B have been addressed. This is appreciated, nevertheless we are still missing our request to establish an Implementation Follow-up Working Group. Nevertheless, Mr. Kyriazis reiterated that he will ask to hold regular meetings with Senior Management as we transition into the new business model.
 - This will be raised again formally at the Board meeting as the Group believes that, in such times of transition, there is value for all the Officers of the Board to be regularly informed on progress, not just once a year.

Fellowship Fund Special Allocation

- Currently, there are some conditions to access these funds that are not in line with the reality in which Technical Units operate. Some of these conditions have no logic and just makes the access cumbersome and not effective. Details would need to be refined further. The Groups welcomes the words of Mr. Klemmer that Management will introduce the necessary changes to the current conditions to access the fund.
 - This will be raised again formally at the Board meeting.
11. As a final note, the Group's Spokesperson drew the attention of Management to a significant matter concerning staff:
 - The Group fully supports and welcomes the request of an additional G-staff.
 - The new fully online delivery of training activities require longer preparation and implementation periods. In addition to the fact that very frequently online activities overlap due to the delivery on different time zones.

- In past years the Programme has recurrently hired Short Term support staff for periods of 10-11 months each year. This is clear evidence that an additional support G staff is permanently needed.
- The ACTEMP Programme has shown that it is capable of increasing its CFC contribution to the Centre, therefore the ability to generate new and innovative products is there. It now needs the human resources to continue and grow in this path.
- As some staff redistribution will take place Centre-wide, the Groups will expect the ACTEMP Programme will benefit from this either with the relocation of currently employed staff (with the needed skills and experience) or the possibility of a Regular Budget post for which an open competition should be held.

This staff issue, together with other items outlined in this report, will be discussed in the regular meetings Mr. Kyriazis will schedule with the Centre's Senior Management. At the moment, both parties have shown good faith to reach a solution to the issues at hand.

October 2021