

Board of the Centre

86th Session, October 2022

CC 86/7/b

FOR INFORMATION

SEVENTH ITEM ON THE AGENDA

Report of the Employers Training Committee

Members present:

Harry Kyriazis (Chairperson of the Employers Group for ITC Board – Online)
Farooq Ahmed (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)
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:

Giuseppe Casale (Director a.i , ITCILO)
Andreas Klemmer (Director, Training Department ITCILO)

Observers:

Sandro Pettineo, ACT/EMP Turin
Jorge Ramírez Mata, ACT/EMP Turin
Marco Cunetto, ACT/EMP Turin
Rachida Zingara, ACT/EMP Turin
Irene Panizzolo, ACT/EMP Turin
Francesca Gaglia, ACT/EMP Turin
Yulia Menshikh, ACT/EMP Turin
Elena Suprun, ACT/EMP Turin

ETC Meeting

1. ACT/EMP Programme Manager Mr. Jorge Illingworth presented to the Committee [the report on 2021 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 2021 and, global and regional impact
 - Services catalogue – expanded product and training offer
 - Delivery results
 - General evaluation results (through training needs assessment and impact evaluation surveys)
 - Financial resources and targets
 - 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 despite challenges faced by the Centre during the COVID-19 pandemic.
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 and multinational companies. This was laudable and commended, in particular the innovative flagship EOSH programme. Furthermore, a positive impact can already be felt at the national level when training can be hosted by the ITCILO (through the eCampus EXT and local Online platforms developed for them by ACTEMP). EBMOs in countries such as the Philippines, Suriname, Antigua & Barbuda, Sri Lanka, and many others benefitted. This contributed not only to the financial sustainability of EBMOs themselves but also generated knowledge at the national levels. This will, in turn, help them attract more members, and companies can also help train their staff and suppliers on important issues impacting business, where possible.
5. The Committee also brainstormed and offered various ideas and options, for the consideration of the Programme, on how to ensure continuous active participation of the learners throughout courses which they have committed to completing.

Meeting with Senior Management of the ITCILO

6. The Spokesperson of the Employers' Group, Mr. Kyriazis, thanked senior management on the work and effort in supporting the ACTEMP programme. He commented on the excellent relationship between Management and the Group over the past years, which indeed was very helpful and critical during the crisis.
7. On behalf of the Group, Mr. Kyriazis highlighted the following points:
 - He expressed his appreciation that the long-standing issue on the surplus split has been resolved now in the form of the Fellowship Fund. The allocation today is evenly split between Employers and Workers' Programme, putting an end to the historical unjustified uneven distribution of funds.
 - Mr. Kyriazis sincerely thanked Mr. Casale for removing the limitations and restrictions for the utilization of the Fellowship Fund. This was a specific request made at this time last year, and this was resolved early in 2022.
 - The Group was glad to see that ACTEMP's CFC contribution during 2020-21-22, as well as its CFC to income ratio, are higher if compared to other similar programmes.
 - With this said and as outlined in the report to the ETC, next year could be financially challenging. It would be good to have some additional support from Management, considering the high CFC/Income commitment for the ACTEMP Programme
 - For example: through new opportunities in resource mobilization efforts led by the Centre to include capacity-building components for Employers in ILO RBSA proposals, ILO projects, on tender/bidding, donor funding, additional resources
 - With ACTEMP managing the training delivery and implementation of such components, the Centre can be assured of a good return on investment, given the proven successful track record the Programme has.
8. In response, Mr. Casale highlighted:
 - With regard to F2F training, it would be important to maintain the right mix and balance with other delivery methods, such as online learning. As demonstrated by both the Implementation Report and Summary, it would be difficult now to interrupt the way forward; it would be 'suicidal' to go back to the old model.
 - The Innovation Lab is a good example of the outcome, and this is for the benefit of the constituents and the Group's members.
 - There is a need to harness technology as much as possible to increase the outreach and number of participants.
9. In response, Mr. Klemmer highlighted:
 - Although we can appreciate the online learning, there is a value-added on face-to-face, for example, for networking and trust-building purposes.
 - Results have confirmed that ACTEMP has been a pathfinder programme, going in 3 trajectories:

1) Rebuilding F2F in a strategic way

The programme knows when to hold training at the campus and when to train in the field (with the field as the main emphasis)

2) Expanding distance learning

We recognise the disproportionate staffing issues, and even with a small team, the Programme managed to outperform other units (in total, for example, reaching to more than 4,000 participants)

3) Facilitating EBMOs through digitally enhanced capacity-building services

The EOSH platform used by EBMOs offered the most cost-effective way, and it is data-driven. This facilitates access and outreach by harnessing big data. The CRM application, for example, inspired other programmes to follow suit. He recognised ACTEMP overperformed on impact and on point and on target on financial management.

- In reference to resource mobilisation, he stated that he wrote it down and can play a part in efforts to contribute to Decent Work Agenda, including employment promotion.

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

- It is important to be versatile and ensure the right balance. It is also important to find alternative options when constituents cannot afford physical/F2F training.
- Expressed appreciation that the issues of resource allocation to ensure balance had been resolved.
- The CRM modules, for example, were useful for members; this was a very practical example of relevance.
- 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.

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