



CALL FOR CANDIDATES FOR THE EMPLOYERS YOUNG PROFESSIONALS' ACADEMY 2020

NINTH EDITION



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I. Background

In an increasingly globalised and interconnected world, companies and employers and business members' organizations (EBMOs), need to harness the potential of change and the opportunities that come with it.

A series of shifts are taking place in the world of work that require employers, workers and governments to rethink and reshape the way they operate to remain competitive and sustainable. At the global level, there is broad consensus over five main trends that are disrupting how people work:

- Technological innovation;
- Global economic integration;
- Demographic and generational shifts;
- Climate change;
- Global shortage of skilled labour¹

These global trends are bringing forward new challenges in every economy, including in the European one². According to European Commission's Annual Growth Survey 2019, the path towards a stable and lasting economic growth is long and difficult. Employers face major challenges due to substantial differences among Member States and across different regions in terms of employment and productivity.

Furthermore, in an increasingly digitized and globalized economy, access to the right skills and talent is essential to boost competitiveness and economic sustainability.

These challenges bring increasing pressure on companies and EBMOs to keep the pace delivering innovative services and products, with less resources, and they prompt EBMOs to evolve and adapt to a new, fast-changing environment. Along with the changing nature of EBMOs, the skills and expectations of their staff are evolving.

In order to turn these challenges into opportunities, EBMOs must take an active role in the public debate, fostering dialogue and promoting a meaningful involvement of social partners in advocating, designing, and implementing reforms.

In this context, it is paramount to understand what the EBMOs' staff need to continue to be able to serve their organisations effectively: EBMOs' staff must have the right skills to engage in meaningful dialogue with key stakeholders and partners, such as governments, trade unions and civil society.

1 Changing business and opportunities for employers' and business organizations, International Labour Office and International Organisation of Employers – Geneva: ILO and IOE, 2019

2. BusinessEurope, A Europe with opportunities for all - A business ambition for 2030, Dec 2018, available at: <https://www.buinessurope.eu/publications/europe-opportunities-all-business-ambition-2030>



Developing these competences, understanding the current environment in which business operates, and contributing to the policy making of the EU and the national governments, while serving the interests of their members, are complex skills that cannot be part of school or university curricula, but they can be learnt through hands-on experience

In order to respond to these challenges, the **EMPLOYERS YOUNG PROFESSIONALS' ACADEMY** puts the need of staff development for EBMOs young professionals at its core and seeks to provide tailored and practical solutions in order to strengthen both personal and organisational capacity.

The Academy aims at strengthening the capacity of young staff of employers and business members' organizations (EBMOs) in three core functions:

1. Effective representation of the interests of the EBMOs' members;
2. Engagement with social partners in social dialogue, as well as in dialogue with other relevant stakeholders;

3. Identification of the most relevant channels to contribute to economic and social policies.

The **EMPLOYERS' YOUNG PROFESSIONAL ACADEMY** is one of the flagship initiatives of the International Training Centre of the International Labour Organization (ITCILO), run in collaboration with BusinessEurope and financed by the European Union.

The strength of the Academy lies in its ability to establish a good network of young professionals across European employers and business members' organizations, in the upskilling of young and dynamic staff, and in giving a deeper understanding of employers' role in engaging in social dialogue and negotiation.

Around 260 young professionals from across Europe have participated in the eight previous editions of the Academy. In 2020 a new edition will take place at the ITCILO Campus, in Turin Italy.

II. Objectives

The key objectives of the Academy include:

- Enhancing skills and knowledge of high potential professionals to contribute to EBMOs' organizational development in Europe;
- Promoting a deeper understanding of the European dimension of industrial relations and of the business environment among future EBMOs leaders;
- Creating a network among European EBMOs' professionals;
- Fostering better knowledge and exchange among young professionals with various backgrounds of the ways social dialogue works in different EU member states as well as at European level.



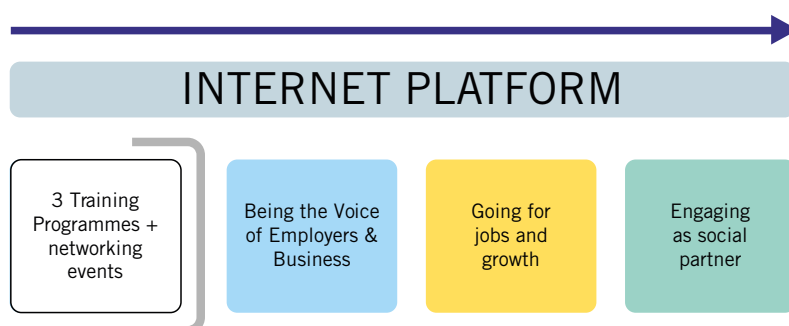
III. Structure of the programme

The EMPLOYERS' YOUNG PROFESSIONAL ACADEMY comprises different learning activities:

- Pre-course work (background reading, literature, practical guides etc.) and support for knowledge-sharing, learning and network-

ing through a dedicated internet platform – <https://ecampus.itcilo.org/>;

- A series of 3 short and tailored training programmes (2.5 days each);
- Networking events during the training programs;



IV. About the workshops

A. Workshop 1 – Being the voice of employers and business, 22 – 24 April 2020, Turin

During the workshop, participants will get insight into the business of representing private sector interests towards different types of stakeholders, including national, EU institutions and in the context of social dialogue.

They will explore the main channels for EBMOs to represent their members' interests, particularly focusing on lobbying and social dialogue. They will have opportunities to see how different types of companies (size, sector, etc.) are working and what they expect from EBMOs.

The workshop aims at strengthening the lobbying, negotiating and communication skills of participants in “real life” situations.

The training components (distance and residential phases) make full use of training ma-

terial developed through previous years of the Academy.

At the end of the workshop, the participants will:

- Develop an understanding of the structures and challenges facing EBMOs in the EU/world and of the changing expectations from companies;
- Learn about the internal functioning of EBMOs and their relations with members;
- Improve the understanding of the role of EBMOs in representing their members in social dialogue;
- Gain a systematic insight into policy discussion processes to influence developments at EU and national levels;
- Get practical tools to improve lobbying and advocacy strategies and techniques;
- Practice verbal and written communication skills for effective negotiation and advocacy.

B. Workshop 2 – Going for jobs and growth, 13 – 15 May 2020, Turin

During the workshop, participants will analyse the economic challenges that Europe is experiencing nowadays and become more familiar with the most important EU strategic documents that are determining socio-economic policies in EU member states. The institutional situation of the European Union and the potential responses of the UK leaving the EU will be also addressed specifically through a reflection on the social and economic impact.

The workshop will also give the opportunity to shed light on a number of economic concepts that are commonly used in policy debates. Knowledge of the essentials of macroeconomics and other significant concepts and tools is a key requirement for EBMOs' staff when engaging in discussions with governments or trade unions.

At the end of the workshop, the participants will:

- Develop a better understanding of the current debates in Europe on fiscal balance, competitiveness, growth and labour market reforms;
- Be confronted with cases of national reforms in order to learn how different responses can be devised in practice;
- Master basic economic concepts to be used in debates on fiscal balance, competitiveness, growth and labour market reforms in order to be able to use them and apply them better when analysing and developing business proposals/comments;
- Be introduced to a number of International research tools and databases.

C. Workshop 3 – Engaging as social partners, 01 – 03 July 2020, Turin

Europe has a long-standing tradition of industrial relations, in which social dialogue is a dominant feature. In this context, it is important to show the value for EBMOs to play their role as social partners in multiple levels: company, sector, national and European.

The workshop will emphasise the diversity and commonalities of various industrial relation systems and on the benefit of engaging in social dialogue activities at the national and European levels.

During the workshop we will devote attention to ongoing initiatives of the European Commission and to the broader discussion on the future of Social Europe, with a focus on the ongoing transformations of European societies, their impact on the world of work and on the EU Social Model.

After the workshop, participants will be able to:

- Understand the diversity of industrial relations systems worldwide and more particularly in Europe, their architecture, distinctive features and players;
- Gain insight into the recent developments of industrial relations at national level and social partners' positions on e.g. new forms of work, wages setting etc.;
- Learn how companies, taking into account their own HR realities, mandate their representative organizations and how to respond to their expectations;
- Practice negotiation skills and techniques in a cross-country context.

V. Costs

Through the EU co-funding, the cost for the selected young professionals to participate in the Employers' Young Professional Academy

will be covered by a full fellowship. This includes tuition fees, travel, accommodation, and subsistence during the workshops.



VI. Who can participate in the Academy?

The eligible candidates are 30 to 35 young professionals coming from the following organizations:

- BusinessEurope³ members federations in the EU 27 and the candidate countries;⁴
- BusinessEurope headquarters;
- 2 from SMEunited and/or their membership in EU27 and the candidate countries;

The target participant is typically a person:

- Under 35 years old;
- With 3 to 5 years of experience within an EBMO;

- Who is currently working nationally or at the European level in the department of social affairs, economics or European/international affairs.

The “Young Professional” is a high potential staff member that the EBMO wants to invest in.

The eligible EBMOs will nominate the young professionals that would participate in the Academy.

VII. Call for candidates and selection process

We invite BusinessEurope and SMEunited member organizations to identify suitable candidates for the Academy.

Candidates should commit to participate in all three workshops, with the support of their organizations. No partial participation will be admitted.

To express their interest to participate, candidates should register online as soon as possible, and **no later than 21 February 2020** following this link: <https://oarf2.itcilo.org/CST/A4013088/en>

The ITCILO and BusinessEurope will review the profiles received through the registration form. We will inform the selected candidates of the outcome of the selection process shortly after the deadline for submission.

Our secretariat will send directly to the selected participants information on the content of the training programme, the online assignments and the logistics of participation.

For more information, please contact:

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3. As of 31 January 2020, the participation costs for UK nationals will no longer be considered as eligible under this programme. UK candidates are still welcome to join in the EYPA programme, insofar as their organization is ready to sponsor the cost.

4. https://ec.europa.eu/neighbourhood-enlargement/countries/check-current-status_en

INFO

FOR FURTHER INFORMATION
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