



CALL FOR CANDIDATES FOR THE EMPLOYERS YOUNG PROFESSIONALS' ACADEMY 2019

EIGHTH EDITION

BUSINESSEUROPE



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I. BACKGROUND

The **EMPLOYERS YOUNG PROFESSIONALS' ACADEMY** aims at strengthening the profile of young staff of employers' organizations (EOs) in the EU Member States and current candidate countries¹ on three main core functions:

1. Effective representation of the interests of the EOs' 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.

To date, more than 200 young professionals from across Europe participated in the seven previous editions of the Academy. The young professionals came from BusinessEurope national federations as well as the staff from its headquarters.

Over the years, the **EMPLOYERS' YOUNG PROFESSIONAL ACADEMY** has become one of the flagship initiatives of the ITCILO's. Its strength, as recognised by European EOs, lies in its ability to establish a good network of young professionals across European employers' federations, in the upskilling of their young and dynamic staff, and in giving a deeper understanding of employers' role in engaging in social dialogue.

The Academy is designed and implemented by the Employers' Activities Programme of the ITCILO (ACT/EMP), in partnership with BusinessEurope, and it is co-financed by the European Union. Participation in the Academy will be also opened to young professionals of the members of the SMEunited, the association of Crafts and SMEs in Europe.

II. OBJECTIVES

The key objectives of the Academy include:

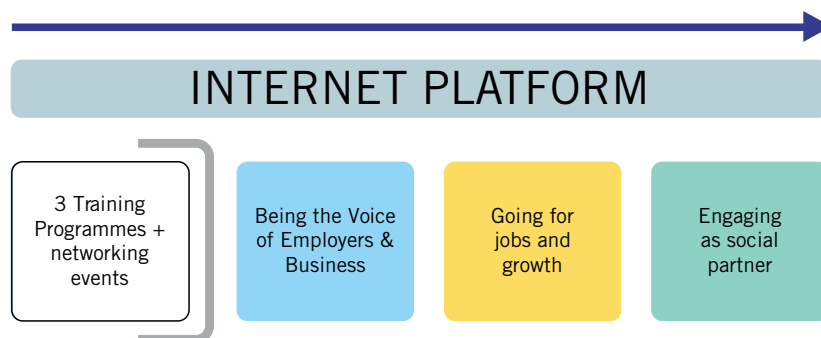
- Enhancing skills and knowledge of high potential professionals to contribute to EOs' organizational development in Europe;
- Promoting a deeper understanding of the European dimension of industrial relations and of the business environment among future EOs leaders;
- Creating a network among European EOs' 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.

¹ Please refer to the up-to-date list of the candidate countries on the EU website:
https://ec.europa.eu/neighbourhood-enlargement/countries/check-current-status_en

III. Structure of the programme

The Employers Young Professionals' Academy comprises different learning activities:

- Pre-course work (background reading, literature, practical guides etc.) and support for knowledge-sharing, learning and networking through a dedicated internet platform – <https://ecampus.etcilo.org/>;
- A series of 3 short and tailored training programmes (2.5 days each);
- Networking events during the training programmes;



IV. About the workshops

A. Workshop 1 – Being the voice of employers and business, 22-24 May 2019, 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 EOs 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 EOs.

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 material 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 EOs in the EU/world and of the changing expectations from companies;
- Learn about the internal functioning of EOs and their relations with members;
- Improve the understanding of the role of EOs 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, 10-12 July 2019, 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 poten-

tial 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 EOs' 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, 4-6 September 2019, 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 EOs 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 fu-

ture of Social Europe, with a focus on the ongoing transformations of European societies and economies, 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, wage-setting, working-time flexibility, 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. Who can participate in the Academy?

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

- BusinessEurope' member federations in the EU 28 and the candidate countries;
- BusinessEurope headquarters;
- 2 from SMEunited and/or their membership in EU28 and the candidate countries;

The target participant is typically a person:

- Under 35 years old;
- With 3 to 5 years of experience within an EO;
- 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 EO wants to invest in.

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

VI. Costs

Through the EU co-funding, the cost for the selected young professionals to participate in the 8th edition of the Employers' Young Professional

Academy will be covered by a full fellowship. This covers travel, accommodation, and subsistence during the workshops.

VII. Call for candidates and selection process

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

Candidates and their organizations should commit to participate in all three workshops. Candidates have to register themselves online as soon as possible, and in case **before 8 March 2019** following this link:

<https://oarf2.itcilo.org/EMN/A4012355/en>

The profiles of the candidates will be reviewed by the ITCILO and BusinessEurope.

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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