



ACADEMY

SKILLS

2025 ACADEMY ON SKILLS DEVELOPMENT

BUILDING TOMORROW'S SKILLS SYSTEMS:
POLICY, PRACTICE, AND PARTNERSHIPS IN MOTION

9 – 17 OCTOBER 2025
TURIN, ITALY

Information Note



International
Labour
Organization

ITC



International Training Centre



**You won't just leave with knowledge.
You'll leave with a strategy, a toolkit, and
a global network of peers shaping the future
of skills across continents and contexts.
The Academy equips you to be a skills system builder.**

WHY?

The global skills debate has moved past access and speed—it's now about direction, design, and durability. As AI reshapes industries, climate imperatives demand radical adaptation, and the labour market fractures into new forms of employment, skills systems must become strategic system-building.

The 2025 Academy on Skills Development is the ILO's flagship programme for professionals committed to future-proofing education and training ecosystems. It brings together global experts, policymakers, and social partners to co-create solutions for national systems that are resilient, inclusive, and aligned with the transitions ahead.

Informed by the ILO Skills and Lifelong Learning Strategy (2022–2030), this edition places a bold emphasis on governance, financing, intelligence, and inclusion. Whether you are working to transform national policy or deliver training to vulnerable groups, this Academy is your gateway to the next generation of skills leadership.

DEEP DIVE INTO FIVE INTERCONNECTED LEARNING STREAMS

Each stream aligns with the ILO's five strategy pillars:

1. Policies that shape the future

Learn how to design and govern skills systems not just for today's economy, but for tomorrow's society. Explore policy innovation in the age of AI, climate response, informal work, and demographic shifts.

- Anticipatory policy design
- Inter-ministerial coordination and whole-of-government strategies
- Frameworks for inclusive lifelong learning

2. Financing Skills Development for impact and equity

Money matters—but how it's structured matters more. Go beyond budgets to explore blended financing, public-private investment models, and outcome-based mechanisms that incentivise access, quality, and innovation.

- Sustainable financing strategies
- Skills bonds, levy systems, and employer contributions
- Cost-sharing without cost-shifting to the vulnerable

2025 SPECIAL FEATURES

THE AI DISRUPTION LENS

Understand how generative AI is transforming skills requirements—and how to prepare workers, systems, and societies to adapt.

THE CLIMATE TRANSITION IMPERATIVE

Dive into national and sectoral strategies for skills that power low-carbon development and just transitions.

JUSTICE AND EQUITY AT THE CORE

Address the systemic exclusion of women, informal workers, migrants, and persons with disabilities through skills innovation.

GLOBAL-TO-LOCAL PRACTICE

Apply global frameworks to local contexts through hands-on labs and case studies from Africa, Asia, Latin America, and beyond.

3. From data to decisions: Making Skills Systems future-ready

Build capacity to anticipate and respond to shifting demand. Learn how to use big data, labour market information systems (LMIS), AI-enabled forecasts, and social dialogue to keep skills systems agile and relevant.

- Labour market diagnostics and scenario planning
- Tools for AI and green skills mapping
- Designing national skills anticipation systems

4. Learning pathways that Leave No One Behind

Explore how countries are building flexible, modular, and inclusive systems that recognize prior learning, enable mobility, and support continuous upskilling—from foundation to frontier.

- Recognition of prior learning (RPL) and micro-credentials
- Modular and stackable training frameworks
- Gender-responsive and migration-sensitive programmes

5. Work-Based Learning and Quality Apprenticeships

Explore how new models of learning at and through work can empower youth and adults in both formal and informal sectors. Grounded in ILO Recommendation 208, this stream looks at how to scale, fund, and monitor high-quality apprenticeships.

- National apprenticeship frameworks and legislation
- Apprenticeships for green jobs and informal economies
- Industry partnerships and mentoring schemes

WHO SHOULD JOIN?

- Government officials from labour, education, finance, planning, and climate ministries
- Representatives of workers' and employers' organizations
- Leaders of skills councils, TVET authorities, and qualification bodies
- Experts from I(NGOs), CSOs, multilateral agencies, and think tanks
- Private sector actors

PRACTICAL INFO

LANGUAGES

English and French

FEES

Tuition and subsistence package

- TOTAL €3,515
- TUITION €2,305
- SUBSISTENCE €1,210

APPLICATION DEADLINE

12 September 2025

REGISTRATION LINK

<https://oarf2.itcilo.org/STF/A9018154/en>

CONTACT

skillsdevelopment@itcilo.org

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
- **More than 300 training courses** and activities in a stimulating international environment
- **Thousands of participants** 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, travel agency, laundromat, 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, cook and 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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