



ONLINE

SKILLS DEVELOPMENT

# E-LEARNING COURSE ON SOCIAL PARTNERS' INVOLVEMENT IN SKILLS DEVELOPMENT

FOSTERING A BIPARTITE SOCIAL DIALOGUE ON SKILLS

18 OCTOBER – 19 NOVEMBER 2021

 5 WEEKS, 25 HOURS

*Information Note*

# INTRODUCTION TO THE COURSE

Are you a **member, a staff or a representative of an employers' or workers' organization** interested in skills development? The ITCILO, in close cooperation with ILO's ACTEMP and ACTRAV Bureaux and SKILLS branch, organizes this **e-learning course dedicated to social partners' representatives to reflect and discuss their involvement in skills development systems**, building on best practices from all around the world, to enable your organization to be more effective in this area. Your contribution at national, sectoral and enterprise levels is key to ensure the relevance and quality of training programmes and minimizing skills mismatches towards improved sustainability of businesses and enhanced opportunities for decent work.

This eLearning training offer is part of the ITCILO's extensive Skills Development portfolio, which targets worldwide capacity building needs to support the implementation of TVET and skills development programs around the globe.

## WHO ATTENDS THIS COURSE?

The course aims at building capacities of the **members, staff and representatives of workers' and employers' organizations** directly involved and responsible, at national, sectoral, local and enterprise levels, in the following areas:

- Skills and human resource development policy design
- Governance structures and bodies, including qualification systems and quality assurance-focused institutions
- Bipartite dialogue on skills at enterprise and sector level
- Upskilling and reskilling programs as part of broad Human Resource Management strategies
- Skills development and lifelong learning funding schemes
- Management and delivery of training programmes, both work- and school-based.
- Labour Market Information Systems' entities.

## OBJECTIVES

Given the **unique and unrivalled position of the ILO in the social dialogue arena**, the course will put participants and their sending organizations at the heart of current debate and policy options.

By the end of the eLearning programme, participants will have acquired a holistic understanding of key topics shaping Social Partners' involvement in Skills Development systems in the COVID and post-COVID era. In particular, participants will have:

- Analysed the **mega trends** impacting the world of work and identified the present and future skills needs, with a particular emphasis on Digital transformation;

- Developed a thorough understanding on the importance of shaping sound and impactful **upskilling and reskilling strategies** for the businesses and workers that are members of their organization, including sector-specific interventions and programmes;
- Examined specific measures, mechanisms and approaches for the design and implementation of relevant **skills interventions within CBAs** at enterprise and sector level.

Participants will leave this course connected to a **global network of social partners** involved in skills development professionals, which will build towards an impressive body of knowledge on the topic.

The course is practice-oriented and aims at supporting participants in designing and implementing new strategies and tools to be involved in their national, sectoral and enterprise skills policies and programs by:

- Properly analysing bottlenecks and challenges of their own organization's involvement in skills development systems and activities;
- Proposing social partners' common and effective advocacy lines in tripartite governance and policy-making settings;
- Designing new services to their members to boost their engagement in the skills arena;
- Strengthening the role of social partners in skills development.

## MODULES

The course will consist of the following learning units:

- **Module 1: Skills Anticipation and Planning** – The first module will cover all the aspects related to the strategies, tools and methodologies to anticipate the skills needs and plan to develop in a strategic way the workforce basing on the present and future evolutions of the labour markets and the individual required skillset.
- **Module 2: Skills dimensions of Digital transformation** – The COVID and post-COVID era is causing important disruptions in the way occupations are evolving, placing digital skills and processes even more at the heart of the labour markets in emerging and developing countries. The module will help participants analysing the challenges they face in this domain and will focus on the meaning of those changes in terms of work organisation and subsequently in the skills to be developed by the workforce, diving into the matters related to the right to skills development, career progressing and lifelong learning.
- **Module 3: Investment in upskilling and reskilling** – In the scenario that will be sketched out in the first two modules, it is adamant that employers' and workers' organizations will have to accompany their members in designing and implementing upskilling and reskilling programmes. The module will look into the barriers social partners face in this area and will focus on the financial aspect

of these investments, as well as into matters related to the time needed to plan and execute those programs, the availability of suitable training providers and the turnover effect that those can create.

- **Module 4: Sectoral approaches to skills development** – The module will help participants deepening their knowledge on sectoral approaches, which have several clear benefits for employers and workers. They strengthen good practices putting an emphasis on skillsets needed in different economic sectors rather than taking a generic approach for skills development. They provide an important platform for social dialogue on skills at the sectoral level and they enable countries and businesses to focus on developing the specific skills needed to maintain and improve their key economic sectors, making substantial contributions to improved productivity and competitiveness.
- **Module 5: CBAs at enterprise and sector level** – Increasingly, Collective Bargaining Agreements are integrating a strong skills-related dimension. The module will offer concrete examples on how this bipartite social dialogue can be carried out at enterprise and sector level and will support participants in analysing bottlenecks and potential avenues to embed skills in broader tripartite discussions.

## FORMAT AND METHODOLOGY

This innovative eLearning course has been designed according to a learner-centred approach in order to better involve participants and keep them motivated. It is highly interactive and engaging, using different methods throughout the five modules of the course to make the content interesting, relevant and entertaining.

Each module will revolve around a **webinar**, which will be organized on each Monday. After the webinar, each relevant **eLearning module** will be opened on ITCILO E-Campus, providing readings, exercises and food-for-thought to deepen participants' understanding and concrete application in their own context, fostering positive exchanges among participants. Course tutors will provide feedback and further elements in the eLearning platform.

The course has a hands-on approach, highlighting best practices and offering tools and methodologies that will help participants in their everyday work. Participants are encouraged to share individual experiences during the webinars and in the E-Campus. Participants who successfully complete the proposed learning activities will receive a **Certificate of Participation**.

## LANGUAGES

Participants will be required to have a good knowledge of **written English or French**, as training materials will be available on the e-platform in those languages.

## APPLICATION AND FEES

If you wish to participate in this course, please fill in the **online application** available here: <https://oarf2.itcilo.org/DST/A9713715/en>.

The application should be accompanied by a **letter from the sponsoring organization OR a personal letter** committing to cover participation cost (820 Euros).

These two documents should reach us by **03 October 2021**.

**Partial and full fellowships** are available for participants nominated by Employers' and Workers' Organizations from developing and emerging countries.

## TUITION FEES

€820

# INFO

**FOR FURTHER INFORMATION  
PLEASE CONTACT**

**International Training Centre of the ILO**

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**COURSE CODE: A9713715**