



BLENDED

YOUTH EMPLOYMENT

# DECENT JOBS FOR YOUTH ACADEMY

ACCELERATING ACTION FOR LASTING IMPACT

30 JUNE – 18 JULY 2025

ONLINE PHASE: 30 JUNE – 11 JULY 2025

FACE-TO-FACE PHASE: 14 – 18 JULY 2025

*Information Note*



International  
Labour  
Organization



## BACKGROUND

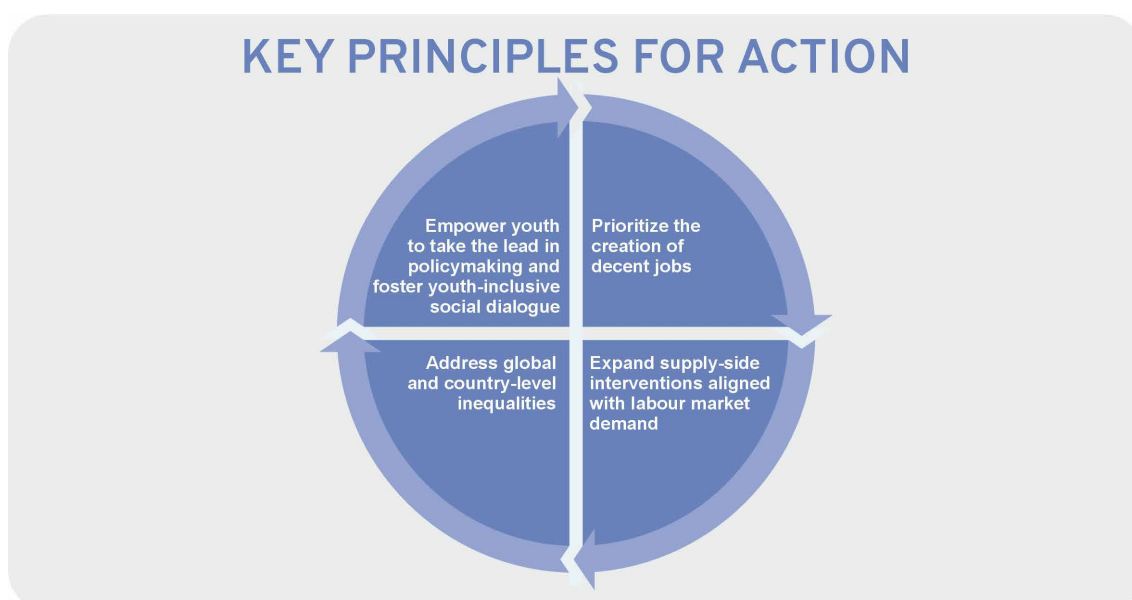
Five years after the onset of the COVID-19 pandemic, **the youth labour market has shown notable improvement**, with the youth unemployment rate in 2023 at a historic 15-year low (13 per cent). However, stark inequalities persist, and for far too many, the prospect of securing a decent job feels out of reach. Despite recovery efforts, youth in regions like the Arab States, East Asia, and Southeast Asia and the Pacific continue to experience **elevated unemployment** rates compared to pre-pandemic levels.

Globally, approximately one in five young people (20.4 per cent) is not engaged in employment, education, or training (NEET). Many of them are **losing hope** and disengaging from the labour market altogether. In fact, two-thirds of the world's NEETs are women, underscoring the urgent need to address **gender disparities**.

Inequalities of opportunity have not gotten better for young workers. In low-income countries, only one in four young workers holds a regular, secure job, compared to three-quarters in high-income nations. Many young people continue to be trapped in **informal employment** and **working poverty**, while an increasing number are affected by **conflicts and disasters**. In addition, **skills mismatches** are widening, especially in middle-income countries, as economies fail to create enough high-skilled jobs.

**Demographic trends** are increasingly shaping the future of work outcomes for young people. Africa stands out as the youngest continent and the world's fastest-growing population hub. By 2050, young Africans are expected to constitute more than one third (35 per cent) of global youth; in other words, one in every three young people worldwide will be of African origin, highlighting the critical importance of job creation for youth as an avenue to economic growth and social justice.

All actors in the world of work, from employers' and workers' organizations to policymakers and labour administrations, have **a shared obligation to prevent young people from being permanently left behind**. Significant collective action is essential to provide all young people with access to decent work and brighter futures.



The **2025 Decent Jobs for Youth Academy** will be inspired by these principles and deliver a comprehensive and structured capacity development programme designed to equip participants to advance decent work for youth.

Jointly organised by the ILO's Employment Policy Department and the International Training Centre, the Academy will provide participants with core knowledge on youth employment while placing a strong emphasis on practical skills for effective implementation of policies and programmes that create a lasting impact on youth.

Over the span of three weeks, the Academy will offer a blended learning experience, combining online learning with dynamic face-to-face interactions. The face-to-face programme will feature a diverse mix of engaging learning formats, including thematic plenary sessions, hands-on elective tracks and AI-enabled immersive learning stations.

## OBJECTIVE OF THE ACADEMY

The Academy aims to **equip participants with knowledge and skills to co-create and effectively implement innovative solutions** for the promotion of decent jobs for youth. More specifically, by attending the Academy participants will:

- *Discover* effective tools for **designing and implementing** evidence-based youth employment policies and programmes that foster job creation and prepare young people for the jobs of today and tomorrow;
- *Explore* impactful employment solutions tailored to specific **youth groups**, including young women, migrants, refugees, rural youth, and those in fragile contexts;
- *Learn* about mechanisms to enhance youth engagement in policy and programming, with a focus on promoting youth participation in **social dialogue and tripartism**;
- *Build* practical skills to develop and implement policies and programmes that create meaningful opportunities for youth.

## STRUCTURE

The Academy will adopt an inclusive, participatory, and dynamic learning approach, combining online and in-person segments to maximize engagement.

The first phase, lasting two weeks, will be conducted online, followed by a one-week in-person phase at the ITCILO campus in Turin, Italy. Completion of both phases is mandatory to receive the ITCILO certificate.

### Online phase: 30 June – 11 July 2025

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The online phase will lay the groundwork for understanding youth employment challenges, offering insights into key barriers and opportunities across different country contexts. It will also provide a guided pathway for designing and implementing youth employment interventions, preparing participants to make the most of the face-to-face phase.

This phase will be hosted on the ITCILO eCampus and will include two main types of activities:

- **Self-paced learning materials**
- **Live interactive webinars**

Six two-hour webinars will be conducted. Participants should plan to dedicate approximately 15 hours to complete this phase before traveling to Italy.

## Face-to-face phase: 14-18 July 2025

The face-to-face phase will offer a rich, interactive experience where participants can shape their own learning journey. Key activities will include:

- **Plenary sessions** with keynote speakers on cross-cutting topics.  
These sessions will spark debates and encourage sharing of experiences and best practices, featuring keynote interventions followed by open exchanges.
- Hands-on **elective courses** run in parallel.  
Participants can choose from a range of interactive courses focusing on problem solving and co-creating solutions, conducted in three 90-minute sessions.
- **Knowledge fair** on youth employment best practices.  
A flexible, informal space where participants can present and discover innovative tools, approaches, and products that promote decent work for youth.
- **AI-powered simulations** on soft skills for policymakers and practitioners.  
During breaks, participants can use Virtual Reality devices and receive AI-based personalized feedback to develop practical skills to bridge the gap between policy design and implementation, e.g., communication skills for stakeholder engagement, ability to facilitate consensus and navigate conflicting interests, and equity and inclusion awareness, among others.

## PROGRAMME

ONLINE PHASE			
Webinars	The youth employment challenge		
	Solutions for youth employment: What programme for which problem?		
	Economic policies and structural transformation		
	Comprehensive Employment Policy Frameworks		
	Financing and Implementation Tools		
	Public and private sector delivering youth employment solutions		
FACE-TO-FACE PHASE, Turin			
Plenary sessions	Job creation for youth		
	Youth-inclusive social dialogue		
	Young people in rural areas		
	Youth on the move: migrants and refugees		
	Youth and conflict: from war to work		
	Young women and gender-responsive youth employment programmes		
Decent Jobs for Youth: the Global Initiative for Action and Partnerships			
Elective courses*	<b>Intervention types: What and How</b>	<b>Effective approaches across economies</b>	<b>Your skills to deliver with and for youth</b>
	1. Employment Services	1. Decent jobs for youth in the digital economy	1. Foresighting skills for youth employment
	2. Skills for youth employability	2. Green jobs for youth	2. Skills for communicating policy impact
	3. Youth entrepreneurship and sustainable self-employment	3. Youth transition from the informal to the formal economy	3. Skills for the meaningful engagement of youth in policies and programmes
	AI-powered simulations on soft skills for policymakers and practitioners		

\* Participants can select one out of the three electives courses offered under each block.

The promotion of youth rights will be mainstreamed across sessions and topics.

## TARGET

The Academy is designed for:

- Government officials from Ministries of Labour and other line ministries, including Ministries of Youth, Finance, and Planning;
- Representatives of workers' and employers' organizations;
- Youth active in policy development and implementation, social dialogue and generally the promotion of decent jobs for youth;
- Staff of agencies responsible for labour market intermediation and skills development;
- Staff from international and regional organizations as well as donor agencies and academic institutions working on youth employment issues; and
- ILO staff.

The participation of full tripartite country delegations comprised by government, workers and employers representatives, is encouraged.

## METHODOLOGY

The Academy is learner-centred and participatory. It will be facilitated by a pool of ILO experts, ITCILO officials and other subject experts. Different learning techniques will be applied in order to facilitate collaborative building of knowledge and experience sharing. Time will be dedicated to the presentation of national experiences and group work. The Academy will also offer AI- and technology-enhanced activities and a learning platform hosted at the ITCILO eCampus.

All learning materials will be available in the online learning platform. Learning materials of all electives will be available in the learning platform so every participant will also have the opportunity to access the learning materials of the electives that she/he did not select.

## WORKING LANGUAGES

**The Academy will be delivered in English**, with French interpretation services throughout the span of the programme. Learning materials will be available in both languages. Participants will discuss and present the results of group activities in their preferred language.

## CERTIFICATION

After successfully completing all required activities, participants obtain an **official ITCILO Certificate of Participation** in Digital Credentials Format.

## HOW TO APPLY

Find the application form at <https://oarf2.itcilo.org/STF/A9718162/en> and apply before **21 May 2025**.

## COST OF PARTICIPATION

Tuition: 2,000 Euros

Subsistence: 720 Euros

Total: 2,720 Euros

The ITCILO has a limited number of fellowships that may cover part of the subsistence and tuition fees. Please note that these fellowships do not include the international travel and target developing countries. If eligible, early candidates will be given priority.

# 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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Employment Policy and Analysis Programme (EPAP)  
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**COURSE CODE: A9718162**