



ONLINE

SKILLS DEVELOPMENT

# WORK-BASED LEARNING STRATEGIES

## APPRENTICESHIPS & BEYOND

30 MARCH – 24 APRIL 2026

 4 WEEKS, 40 HOURS

*Information Note*



International  
Labour  
Organization



International Training Centre



**When you design meaningful learning at work, you don't just build skills—you build futures. Start that journey here.**



## OVERVIEW

Across many countries, Work-Based Learning (WBL) is expanding rapidly as governments and training institutions look for more effective ways to equip workers with labour-market-relevant skills. Yet even as interest grows, both enterprises and public institutions face persistent challenges: employer participation remains limited or uneven, supervision and mentorship structures are inconsistent, and few mechanisms exist to measure whether WBL truly improves employability or job quality. These gaps prevent WBL from reaching its full potential as a driver of productivity, competitiveness, and Decent Work.

This course is designed to respond directly to these gaps by helping enterprises and public institutions create structured, high-quality WBL pathways that deliver value to both learners and businesses.

This four-week training programme provides ministries, TVET institutions, employers, and skills agencies with practical, enterprise-oriented tools to design, implement, and scale Work-Based Learning (WBL) programmes that meet real labour-market needs.

## WHAT

### WHAT WILL I LEARN?

- Week 1 – Models of Work-Based Learning
- Week 2 – Co-designing WBL with Employers and Social Partners
- Week 3 – Enterprise-Level Mentorship & Supervision Frameworks
- Week 4 – Assessment, Credentialing & Quality Assurance

### WHAT WILL I BE ABLE TO DO?

- Translate labour-market needs into concrete workplace learning solutions.
- Build productive partnerships between enterprises, training institutions, and regulators.
- Set up and manage effective learning environments inside enterprises.
- Ensure that workplace learning meets quality, safety, and Decent Work standards.
- Develop tools to track whether WBL leads to better skills, employability, and job quality.
- Adapt WBL models to their specific context.
- Plan how to scale or institutionalise WBL.

## WHY THIS COURSE?

Registering for this course gives you the opportunity to strengthen your role within a rapidly evolving skills ecosystem where employers, training institutions, and public authorities must work together to make Work-Based Learning effective. The programme does not simply present concepts: it helps you build the practical capabilities that systems, enterprises, and learners need to succeed.

## COURSE STRUCTURE AND METHODOLOGY

The course will be conducted online over 4 weeks: 06 April – 01 May 2026. The training course will require approximately 40 hours of instruction.

The course is broken down into three phases:

**Flexible learning (asynchronous):** self-guided online learning on e-campus, forum of discussion facilitated by experts and assessment throughout the different phases of the course.

**'Real time' learning:** Live interactive sessions and engaging video presentations by, highly experienced trainers, blended with individual and collaborative group exercises, peer-to-peer assessment and online technical forums on eCampus.

**End of course assignment (asynchronous):** Individual assignment applying the teachings acquired during the course.

Participants who successfully complete all assessments including the final assignment will receive a Certificate of Participation.

## WHO

### WHO TAKES THIS COURSE?

- TVET trainers, curriculum developers and programme coordinators.
- Enterprise HR and Learning & Development teams responsible for workforce upskilling.
- Staff of Skills Councils, Qualification Authorities and accreditation bodies.
- University continuing-education units and short-course designers.
- Project managers involved in skills development reforms.
- EdTech professionals and digital credentialing innovators.

## COURSE STRUCTURE AND CONTENT

The programme is delivered fully online over four weeks (40 hours), combining guided learning, practical assignments, peer exchange and expert feedback. Participants will need a computer with internet access, a working knowledge of written English, and the ability to dedicate approximately 10 hours per week to the course. All learning materials and tuition will be delivered online in English.

## HOW TO APPLY

Please register at <https://oarf2.itcilo.org/DST/A9719085/en>, at the latest by **20 March 2026**.

## PRICE

Tuition fees: **Euro 1,010**. It is payable in advance by the participant or his or her sponsoring organization.

## FELLOWSHIPS

A limited number of fellowships are available. Priority will be given to women, persons with disabilities, and participants who have not previously received an ITCILO fellowship.

### **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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**COURSE CODE: A9719085**