ONLINE | JOB CREATION | SKILLS DEVELOPMENT

FINANCING INCLUSIVE EMPLOYMENT

HOW TO FUND JOB CREATION AND SKILLS DEVELOPMENT

19 OCTOBER – 13 NOVEMBER 2026

4 WEEKS, 18 HOURS OF LEARNING

Information Note

International Labour Organization

ITC International Training Centre

The public budget is a government's most powerful tool for reducing employment deficits. However, the real impact lies in the details of how funds are financed and allocated.

BACKGROUND

In a context of tightening fiscal space and growing pressure on public budgets, governments face a dual challenge: how to finance workforce training that produces the right skills, and how to direct public expenditure towards creating enough quality jobs to absorb them. These two policy domains — skills development and job creation — are typically managed by different ministries with separate budgets and planning cycles, yet they are deeply interdependent: investing in training without adequate employment opportunities leads to underutilisation of human capital, while generating jobs without a sufficiently skilled workforce constrains productivity and growth.

Policymakers need practical tools to design and implement financing models for effective training systems, and to shape public expenditure and budgeting strategies that actively promote job creation — ideally in a coordinated way that makes limited public spending work harder across both domains. These is also one of the core financing priorities that Pathfinder countries of the UN Global Accelerator on Jobs and Social Protection for Just Transitions are addressing through their National Roadmaps.

This online course, developed by the ITCILO Employment Policy and Analysis Programme (EPAP), addresses both sides of this equation. It covers the full financing cycle of inclusive employment policy: from resource mobilization and governance of training systems (the supply side) to pro-employment budgeting and public expenditure review for job creation (the demand side), and the strategic alignment between the two. In this framework, particular relevance will be given to the use of Labour Market Information Systems (LMIS) to align training supply with employment demand.

COURSE OBJECTIVES

This course provides participants with a comprehensive and integrated understanding of how to finance inclusive employment systems. It combines the design and governance frameworks of skills development financing with the pro-employment budgeting tools and public expenditure analysis methods of job creation financing. In particular, it equips participants to take a whole-of-government, systems-level approach to employment financing — one that aligns training investments with labour market demand and ensures that public expenditure actively promotes decent work for all.

The course content is directly relevant to policymakers and government officials, social partners, Sector Skills Bodies (SSBs) and financing institutions, including those engaged in the implementation of Global Accelerator National Roadmaps.

By the end of the course, participants will be able to:

- Understand the interconnection between skills development financing and job creation financing within national employment systems.
- Become familiar with skills development financing instruments that are responsive to labour market needs.
- Articulate pro-employment budgeting strategies that integrate skills development objectives.
- Become acquainted with employment-related public expenditure reviews (ERPEs) to assess the employment impact of public spending on both training and job creation.
- Understand how to utilize labour market information systems (LMIS) (including AI enabled LMIS) to align training supply with labour demand, while advocating for equity, inclusion, and innovation in the labour market.

CONTENT

The course is structured across 6 modules delivered over 4 weeks, with approximately 4,5 hours of learning per week.

Module 1: The employment financing landscape
Overview of global labour market challenges: unemployment, informality, and the jobs gap
The two pillars of employment financing: skills development and job creation
Frameworks linking training systems, labour markets, and public expenditure
ILO international labour standards: Employment Policy Convention No. 122, Human Resources Development Recommendation No. 195, and related instruments
Introduction to pro-employment budgeting principles
Policy coherence and the whole-of-government approach

Module 2: Financing skills development: design & governance
Mapping funding sources: domestic public financing, private sector contributions, individuals' contributions/ household investment, and external (donor) funding systems
Financing instruments and mechanisms for skills development: training funds, payroll levies, vouchers, individual learning accounts
Designing financing models for training systems: governance arrangements, PPP and performance-based allocation mechanisms
National and sectoral training funds: design, governance, and performance
Accountability frameworks and financial governance structures
Equity and inclusion in resource allocation for skills development
Case studies: financing TVET systems across different national contexts

Module 3: Financing job creation: public expenditure & budgeting
Understanding the employment impact of public expenditure
Employment-Related Public Expenditure Reviews (ERPEs): methodology and tools
Mainstreaming employment into Medium-Term Expenditure Frameworks (MTEF)
Developing Employment Action Plans (EAP) and Employment Work Plans (EWP)
Integrated National Financing Frameworks (INFFs) and decent work objectives
Practical exercises on ERPEs using country case studies

Module 4: Aligning skills and jobs: strategic financing integration
Using Labour Market Information Systems (LMIS) to align training supply with employment demand
Integrating skills development objectives and employment targets into national and sectoral development plans
Macro and sector-level diagnostics for skills gaps and high-employment-impact investment opportunities
Blended finance approaches to maximise job creation effects
Monitoring and evaluation: employment-focused KPIs and data-driven tools
Strategies for financial sustainability of integrated employment systems

Module 5: Implementation and advocacy
Inter-ministerial and tripartite coordination structures for implementation
Social dialogue practices for inclusive employment financing
Sector Skills Bodies' roles in financing governance
Advocating for employment-friendly budgets in national planning processes
Good practices and lessons learned from country experiences
Group work presentations: integrated financing strategies for participants' national contexts
Course wrap-up and next steps

Module 6: Group work presentations and way forward
Group work presentations: integrated financing strategies for participants' national contexts
Course wrap-up and next steps

WHO ATTENDS THIS COURSE?

This course is designed for professionals at the intersection of employment, training, and public finance, including:

- Government officials from Ministries of Labour, Finance, Education, TVET, and Economic Planning.
- Staff from national, sectoral, and regional training funds, sector skills bodies and employment agencies.
- Representatives of workers' and employers' organizations.
- Civil society members engaged in workforce and employment development.
- Development partner staff working on labour market and public finance programmes, including partners supporting Global Accelerator Pathfinder Countries.
- TVET managers.
- Researchers and policy analysts in employment and human capital development.

FORMAT AND METHODOLOGY

The course will follow the ITCILO participatory approach and will facilitate discussions between experts, current policy experts and practitioners of the ILO and other partners. This course is offered online through the ITCILO eCampus platform. Each module combines: online materials, webinar for live debate and discussions with experts and peers, and learning activities to help participants learn more effectively.

Live webinars will take place according to the schedule below, they will be 2-hours long and start at 2PM Turin time:

Webinar	Timing	Topic
Webinar 1	Week 1 — Tue 20 Oct	The employment financing landscape
Webinar 2	Week 2 — Tue 27 Oct	Financing skills development
Webinar 3	Week 2 — Thu 29 Oct	Financing job creation
Webinar 4	Week 3 — Tue 3 Nov	Aligning skills and jobs
Webinar 5	Week 3 — Thu 5 Nov	Implementation and advocacy
Webinar 6	Week 4 – Thu 10 Nov	Group work presentations & wrap-up

Participants are required to block their agenda accordingly and to actively attend these webinars. A certificate of participation will be issued for participants who complete the required criteria set through participation frequency and activity completion.

**Kindly note that the date and time of the webinars might still change due to speakers' availability. Any updated information on this will be provided to you in due time ahead of the course start.*

WORKING LANGUAGES

The course will be delivered in English and French with interpretation provided throughout the programme. Learning materials will be available in both languages. Participants may discuss and present the results of group activities in their preferred language.

**Kindly note that interpretation and translation service into French will be provided only if a minimum number of francophone participants is reached. Participants will be informed accordingly.*

HOW TO APPLY

You can find the application form here: https://oarf2.itcilo.org/DST/A9719107/en

Deadline for application: **6 October 2026**

TUITION FEES

€1010

ITCILO has a limited number of fellowships available for developing countries that may cover part of the tuition fees! If eligible, early applicants will be given priority so, if interested in the course, please enquire as soon as possible. You will be able to add your request for an ITCILO fellowship directly in the application form mentioned above.

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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