



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



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: financing workforce training that builds the right skills, and shaping an enabling policy environment - including regulatory, investment, and macroeconomic conditions - that allows the private sector to generate enough quality jobs to absorb them. Skills development and job creation are typically governed through different ministries, budgets, and planning cycles, yet the two are deeply interdependent: training investments without a growing, job-rich economy risk underutilising human capital, while private-sector job creation without a sufficiently skilled workforce constrains productivity and growth. Aligning these agendas requires coordination across ministries and with the private sector, rather than treating skills and jobs as a single policy lever government can pull end to end.

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 are 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:

- Explore the complementarity between skills development financing and public expenditure tools that support employment objectives.
- Recognise skills development financing instruments and governance arrangements that can improve responsiveness to evolving labour market needs.
- Understand how budgeting and expenditure can support employment objectives by improving coherence between skills investments and broader employment priorities
- Describe the purpose and principles of conducting 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, including information generated by LMIS and AI enabled tools, to inform investment in skills development and promote greater alignment with an evolving labour demand, while advocating for equity, inclusion, and innovation in the labour market.
- Identify how coordination across ministries, social partners and other relevant stakeholders can improve coherence between skills development, employment policies and public finance policies.

## 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

Skills financing and employment policy: key concepts and linkages

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 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 3: Implementation and advocacy

Inter-ministerial and tripartite coordination structures for implementation

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Social dialogue practices for inclusive employment financing

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Sector Skills Bodies' roles in financing governance

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Advocating for employment-friendly budgets in national planning processes

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Good practices and lessons learned from country experiences

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Group work presentations: integrated financing strategies for participants' national contexts

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Course wrap-up and next steps

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### Module 4: Financing skills development: design & governance

Mapping funding sources: domestic public financing, private sector contributions, individuals' contributions/household investment, and external (donor) funding systems

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Financing instruments and mechanisms for skills development: training funds, payroll levies, incentives to firms, incentives to training providers, vouchers, individual learning accounts

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Designing financing models for training systems: governance arrangements, PPP and results-based mechanisms

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National and sectoral training funds: design, governance, and performance

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Accountability frameworks and financial governance structures

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Equity and inclusion in resource allocation for skills development

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Case studies: financing TVET systems across different national contexts

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### Module 5: Aligning skills and jobs: strategic financing integration

Using labour market intelligence to align skills development with labour market demand (including LMIS)

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Integrating skills development objectives and employment targets into national and sectoral development plans

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Macro and sector-level diagnostics for skills gaps and high-employment-impact investment opportunities

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Monitoring and evaluation: employment-focused KPIs and data-driven tools

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Sustaining coordination and financing arrangements for alignment between skills and employment

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### Module 6: Group work presentations and way forward

Group work presentations: improving coherence between skills financing and employment priorities within participants' national contexts

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Course wrap-up and next steps

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## 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 and Career Advisory Service Leaders.
- 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 job creation             |
| Webinar 3 | Week 2 — Thu 29 Oct | Implementation and advocacy        |
| Webinar 4 | Week 3 — Tue 3 Nov  | Financing skills development       |
| Webinar 5 | Week 3 — Thu 5 Nov  | Aligning skills and jobs           |
| 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**

**International Training Centre of the ILO**  
Employment Policy and Analysis Programme (EPAP)  
Viale Maestri del Lavoro, 10  
10127 Turin – Italy

[epap@itcilo.org](mailto:epap@itcilo.org)  
[www.itcilo.org](http://www.itcilo.org)

**COURSE CODE: A9719107**