Diploma
for Social Protection Analysts

Turin, Italy

Aprender تعلم Learn учить Apprendere Aprender 学习 Imparare Learn تعلم
Comprender 理解 Understand понимать Comprendre فهم Understand Capire
获得 Ottenere зарабатывать تحقيق Gain Obtenir 获得 Obtener зарабатывать
Listen Écouter Escuchar 听取 Ascoltare استماع Escuchar слушать Listen
достигать 实现 Lograr انجاز Achieve Réaliser достигать Raggiungere انجاز
دعم Support поддерживать Appuyer Promover 支持 Promuovere Support
Change Cambiar менять Cambiare 变革 Change تغيير Changer Cambiar 变革
обучать 培训 Formar Train تدريب Former Formare تدريب Formare обучать
تشارك Share Partager 共享 Compartir Condividere участвовать
Improve улучшать Améliorer Migliorare 提高 Mejorar
发展 Develop Développer تنمية Construir развитие
мечтать 梦想 Sognare Dream Rêver мечтать

ITC ILO International **Training** Centre

Diploma for Social Protection Analysts

What is it?

The Diploma for Social Protection Analysts is a new initiative in the field of social protection capacity strengthening. Implemented by the International Training Centre of the ILO (ITCILO), its central objective is to support the improvement in analytical aspects of the design, financial planning and governance of national social protection systems, through the training of quantitative specialists

Why the Diploma?

Social protection has a long history, yet its coverage and adequacy still remain limited in many countries across the globe. The recently published World Social Protection Report 2017-19 estimates that less than one third (29 per cent) of the global population are covered by the full range of life-cycle social security benefits. Coverage is particularly limited in low- and middle-income countries.

Encouragingly, the last decade has seen a sharp increase in the recognition of social protection in contributing to a diverse range of human, social and economic development outcomes. At the international level, this has been affirmed by a renewed call for the expansion of social protection systems. In 2012, all 184 members of the ILO adopted a new Recommendation (202) calling for extension of minimum floors of social protection, a goal which has since been embedded in the Sustainable Development Goals. Meanwhile, a diverse variety of countries have recently taken significant steps to expand coverage of their social protection systems.

Nevertheless, this sharp increase in recognition and commitment is not yet matched by adequate analytical capacity at the national level to design and manage social protection systems. This capacity deficit limits the ability of governments to strengthen the implementation of current social protection interventions, and to design new social protection mechanisms that effectively expand coverage and adequacy in a sustainable manner.

The new Diploma for Social Protection Analysts will contribute to filling this gap by providing training on a recognised set of quantitative skills for social protection analysis. The structure of the certification will balance the practicality of short courses for professionals in full time employment, with the analytical depth and accreditation of an extended training programme.

Objectives

The central objectives of the Diploma are:

- Increase the number of qualified analysts in national social protection systems;

- Ensure – through a rigorous certification process - that these Social Protection Analysts have sound and up-to-date skills and the capacity to improve the policies and management of national social protection systems and to provide policy advice and the quantitative evidence base for policy decision making through financial, economic and fiscal and social impact analyses of social protection policies;

- Nurture a network of Social Protection Analysts which serves as a permanent platform for the exchange of national and personal experience and thus create a powerful conduit for life-long learning from real world experience.

Why the ITCILO?

The International Training Centre of the ILO is well placed to offer the new Diploma.

First, the centre is able to draw on the expertise of the ILO, which is rooted in nearly 100 years of standard setting and technical support on social protection. This experience has resulted in a deep understanding of how social protection systems can become effective and sustainable in the long term, and a tried and tested set of tools and models which can be adapted to national contexts. The ILO's leading role in international cooperation on social protection also means the centre is able to draw on a wide network of expertise within the UN system, academia and beyond.

Second, the Centre's campus in Turin provides a unique setting for learning and cross-country exchange. The Centre has gained a reputation for engaging and interactive learning methodologies and is pushing the boundaries of learning innovation. The purpose-built modern training facilities on the banks of the River Po provide a space for participants to gain some distance from their daily professional activities and exchange with a diverse array of social protection practitioners from across the globe.

Certification process

The Diploma is composed of four social protection courses. Participants need to complete three courses of the four qualified courses within a 5-year period and undertake a capstone assessment in order to earn the Diploma.

During each of the three chosen courses, participants have the opportunity to take advantage of a rich and flexible learning programme, which guarantees a steep learning curve in an international environment of knowledge exchange. It also provides a unique opportunity for networking with a large pool of social security experts.

PUBLIC FINANCE FOR SOCIAL PROTECTION ANALYSTS
Certificate of Achievement

IMPACT ASSESSMENT FOR SOCIAL PROTECTION ANALYSTS
Certificate of Achievement

ACTUARIAL MODELING FOR SOCIAL PROTECTION ANALYSTS
Certificate of Achievement

ACADEMY ON SOCIAL SECURITY
Certificate of Achievement

3 courses completed in 5 years

Programme Design

Each course consists of three phases.

Pre-course phase

During this preparatory phase, participants are expected to study the required readings. The Pre-training phase requires self-guided learning on an online platform. Participants will be asked to complete a set of online activities.

Presence-based phase

The on-site training is made up of interactive sessions with experts supported by the ITCILO staff. This phase will be delivered at the ITCILO in Turin. An action-oriented, highly participative approach will be used with particular attention to sharing international experiences and adapting these to practical applications. Training methods will combine lectures and discussions, case studies, group work and individual exercises.

Post-training phase

The post-training phase will involve individual work to develop an applied project.

Assessment

For each eligible course, the assessment process will establish whether participants have a full grasp of the skills and concepts included, resulting in a course-specific Certificate of Achievement issued by ITCILO Turin. To earn the Diploma for Social Protection Analysts participants will need to complete three courses and then undertake a capstone assessment demonstrating the consolidated learning of the courses combined. The capstone assessment will consist of a written assignment which uses analytical approaches from the three completed courses to develop policy recommendations for a specific country context.

Participants

Participants are officials committed to advance social protection through strong commitment and sound quantitative skills who normally already have a number of years of work experience in social protection. They should hold bachelor or advanced degrees and a strong quantitative background in public administration, economics, political science, social science, finance, actuarial studies, mathematics, statistics or related fields. Typical participants would be professionals working in:

- Social security institutions and in key ministries responsible for the development and monitoring of social protection systems such as:
  – Ministries of Finance
  – Ministries of Labour
  – Ministries of Planning
  – Ministries of Health
  – Ministries of Social Protection/ Social Affairs/ Social Welfare
- Representatives of the social partners involved in the governance of social security institutions;
- UN agencies working on social protection;
- Non-governmental organizations engaged in social protection.

Qualifying courses

Impact assessment

Impact assessment is a central component of the social protection policy planning process. It is key for identifying gaps and weaknesses in existing social protection provision, and is a valuable tool for evaluating the potential impact of proposed initiatives. This course aims to equip participants with the skills to dynamically assess the effectiveness and efficiency of social protection systems as they evolve over time. The course will be centred around the use of administrative and household survey data for the purpose of impact assessment of social protection systems, while also introducing participants to key considerations in the design of scheme-specific impact evaluations.

Objectives
The course will enable participants
- Identify the core outcomes, indicators and theory of change for assessment of social protection schemes and systems,
- keeping in mind international frameworks, but rooted in their own country contexts
- Describe the array of analytical approaches and data sources which can be drawn upon for impact assessment,
- and their relative advantages and disadvantages
- Analyse administrative and household survey data for the purpose of generating indicators including coverage and adequacy of social protection
- Interpret results from data analysis and distil findings into accessible formats for policy makers
- Guide the planning and design of scheme-specific impact evaluations
- Describe key ways in which social protection interacts with taxation, and how the combined impact varies across countries"

2019 edition: 21/10/2019 - 01/11/2019 (A9012025)
https://www.itcilo.org/en/areas-of-expertise/social-protection/impact-assessment-for-social-protection-analysts

Public Finance

Recent years have seen a remarkable growth in recognition of the role social protection plays in economic and social development. A growing number of countries have been taking steps to expand social protection and extension of social protection coverage by 2030 is a target under Goal 1 of the Sustainable Development Goals. A central challenge nevertheless remains how to finance the social protection systems, not least in the context of a diverse array of other priorities for government spending. This course aims to equip social protection practitioners with the practical skills to assess financing options for social protection and develop tailored country financing plans. An important feature of the course is to bring together the worlds of public finance and of social protection. Through an intensive learning journey the course provides a grounding in core dimensions of public finance including revenue collection and budget development, while building the understanding and skills necessary for analysis of social protection financing. While the course will include some exploration of the financing of social protection through employee/employer contributions, the main focus will be on schemes financed by general revenues.

Objectives
The course will enable participants

- Identify the main ways in which governments collect revenue and describe key considerations and trade-offs
- Describe the key features and stages of the Public Financial Management cycle and where social protection financing can be located within this
- Interpret national budget documents and data, particularly in relation to social protection expenditure
- Assess the scale of social protection gaps in a given national context, and calculate the cost of filling them
- Identify key options for creating fiscal space for social protection, keeping in mind the broader context of public finance
- Appraise the value for money of social protection schemes and systems
- Design medium term costed plans for financing of social protection
- Compare and contrast indicators relating to public finance and social protection across countries and across time

2019 edition: 07/10/2019 - 18/10/2019 (A9012022)
https://www.itcilo.org/en/areas-of-expertise/social-protection/public-finance-for-social-protection-analysts

Actuarial Modeling

Efficient governance supported by sound actuarial studies can make a lasting difference in the long-term success or failure of social protection systems. The adequacy and financial sustainability of long-term benefits provided under national public pension schemes have major policy implications. Actuarial studies are empowering policy-makers to better anticipate future deficits and achieve the policy objectives of social protection systems. Through a combination of lectures and applied modeling exercises, this course aims at reinforcing the technical skills needed for the long-term actuarial planning of national pension schemes and social protection systems.

Objectives
The course will enable participants

- To analyse the quantitative size of national social protection systems, both in terms of existing schemes and hypothetical scenarios; To understand the interrelationship between social protection, the labour markets, economic performance and socioeconomic development;
- To understand the core approaches for financing social protection (social insurance and tax financing), and their relative features;
- To assess available fiscal space for the extension of social protection coverage;
- To understand how the national budget is formulated, implemented, and accounted for, and the extent to which resources are used in the most efficient and effective manner;
- To gain practical experience of the Public Financial Management cycle and how it can be applied to financing of social protection.

2019 edition: 18/11/2019 - 29/11/2019 (A9012029)
https://www.itcilo.org/en/areas-of-expertise/social-protection/actuarial-modeling-for-social-protection-analysts

Academy on Social Security

The Academy on Social Security is a comprehensive training package that provides the core expertise and skills for the analysis and design of social protection systems. Over two weeks, the learning programme provides a thorough grounding in the knowledge needed for the assessment of social protection instruments and design options. Meanwhile, 20 elective courses allow participants to flexibly adapt the programme to their own needs and interests. The Academy covers a wide range of social protection transversal themes such as extension, governance, financing and reforms.

Objectives
The course will enable participants

- To develop further expertise in the social protection policy instruments and design options;
- To better understand the social, economic and financial implications of social protection systems;
- To acquire an international perspective on social protection policy issues through comparative analysis and experiences;
- To better advocate for the extension of social protection as a powerful tool to reduce poverty and inequalities while contributing to economic growth and development;
- To understand the process for a diagnosis of current national social protection systems and formulation of a national strategy on the extension of social protection;
- To assess the feasibility, cost and impact of National social protection floors;
- To review various initiatives around the world which are components of the Social Protection Floor or milestones for extension of social protection, in view of their replication and adaptation in other countries.

2019 edition: 16/09/2019 - 27/09/2019 (A9012017)
https://www.itcilo.org/en/areas-of-expertise/social-protection/academy-on-social-security

FOR FURTHER INFORMATION PLEASE CONTACT

International Training Centre of the ILO
Programme on Social Protection,
Governance and Tripartism
Viale Maestri del Lavoro, 10
10127 Turin – Italy

spgt@itcilo.org

Eco-Schools