

- development agencies working on skills development programmes and Technical Vocational Education;
- Directors of Skills Development institutions, curriculum developers and other practitioners.

This Academy particularly aims at participants from developing and middle-income countries.

We encourage the participation of women and of persons with disabilities.



## Academy costs

The total cost of this Academy is **€3,250** per participant. This comprises:

- Training fees, covering training materials, programme preparation, implementation and evaluation;
- Subsistence costs, including full board and lodging at the training venue and minor medical care.

ITC-ILO will have a limited number of partial fellowships available. The amount of each fellowship is **€1,400**. To receive a fellowship, please enquire early!



## Application

Applicants are kindly asked to send us:

- A completed online nomination form:  
English: <http://intranetp.itcilo.org/STF/A905033/en>  
French: <http://intranetp.itcilo.org/STF/A905033/fr>  
Spanish: <http://intranetp.itcilo.org/STF/A905033/es>

- An official sponsorship letter issued by their organization (or a donor organization), stating that it will cover:
  - the cost of the Academy of **€3,250** (or the remaining cost of **€1.850** if applying for a fellowship);
  - the international travel between the country of origin and the Turin Centre.

This letter should be addressed to the below mentioned contact persons.

Institutions that do not have enough funds to cover the course costs or the air fare might wish to seek co-funding by donor institutions in their own countries. ITC-ILO does not provide assistance in contacting donors.



## Travel

The course fee does not include the cost of travel to and from Turin. **Please note** Participants are responsible for obtaining the necessary Schengen visa. Visa applications should be made at least four weeks in advance.



## Deadline for application

**August 24th 2012**

Kindly note that only candidates who present both of the aforementioned documents (online nomination form and sponsorship letter) can be considered.

The final communication on acceptance to the Academy and award of fellowships will be communicated latest on September 7th 2012.



**A905033**

# Academy on Skills Development

Skills and TVET for improved productivity, employment growth and development

15 – 26 October 2012

Turin, Italy

For enquiries about the Academy on Skills Development, please contact:

International Training Centre of the ILO  
Programme on Employment Policies and Skills Development (EPSD)  
Viale Maestri del Lavoro, 10 - 10127 Turin, Italy  
Tel : +39-011 693 6409 / 6757  
Fax: +39-011 693 6749

Academy on Skills Development Team  
(Programme Manager, Ms. Alessandra Molz)  
skillsdevelopment@itcilo.org

Designer Luca Fiore - Printed by the International Training Centre of the ILO, Turin, Italy

Made of paper awarded the European Union Eco-label,  reg.nr FR/011/002, supplied by International Paper.



# Academy on Skills Development - Skills and TVET for improved productivity, employment growth and development



## Background

Sound national skills development policies and a good quality TVET provision are key factors in the employability of workers and sustainability of enterprises. Therefore, one of the objectives of skills development systems is to ensure that the skills acquired match the skills valued in the workplace. Skills development systems must also help workers and enterprises adjust to change and prepare for the future.

A “vicious circle” of inadequate education, poor training, low productivity jobs and low wages traps the working poor and excludes workers without relevant skills from participating in economic growth. It can represent an important obstacle for enterprise productivity and socio-economic development.

However, evidence shows that a development strategy based on improved quality and availability of education and training can engender a “virtuous circle” in which skills development fuels innovation, productivity, investment and enterprise development, diversification of the economy and competitiveness that sustain and accelerate the creation of more and better jobs. Increasing accessibility to good training enables more people to participate in and benefit from economic growth and thus improves social cohesion.

The International Training Centre of the ILO and the ILO Skills and Employability Department (EMP/SKILLS), in cooperation with the ILO/CINTERFOR (Inter-American Centre for Knowledge Development in Vocational Training), the “Deutsche Gesellschaft für Internationale Zusammenarbeit” GIZ (German Development Cooperation), and the Luxembourg Agency for Development Cooperation is offering a two week international Skills Development Academy. The Academy programme reflects the principles and recommendations of the G20 Training Strategy “A Skilled Workforce for Strong, Sustainable and Balanced Growth” developed by the ILO in partnership with other International Organizations and in close consultations with employers’ and workers’ organisations.

The Academy is aimed primarily at participants from developing and middle-income countries. Its purpose is to stimulate learning and knowledge exchange on major policy challenges and options for building effective, responsive and inclusive skills development systems and to discuss some of the latest trends in the area of skills development and TVET.



## Overall objective

The overall objective of this Academy is to strengthen participants’ capacities to improve the relevance, effectiveness and efficiency of their skills development systems, policies and related programmes to respond to the needs of the individual, the society and the economy.



## Specific objectives

By the end of the programme, participants will have:

- reviewed approaches to developing and improving skills development policies, TVET systems and components of these systems experiences;
- strengthened their capacities to formulate comprehensive skills development policies and strategies that support a virtuous cycle of training, productivity, decent work and employment growth;
- analysed opportunities for improving skills development and TVET policies, system and programmes in general and in their own context;
- identified new trends and good practices in skills development from different countries and institutions around the world.



## Programme

The Academy is composed of different components:

- **Joint morning lecture**  
Each morning, the programme offers a 90 minutes lecture on an overarching, strategic topic in the area of skills development policies and systems. In order to create a common level of knowledge and understanding among all participants, the total of eight morning lectures will be a required activity for all participants;
- **Elective intensive courses**  
Participants can choose to attend a number of parallel Elective Courses. Elective Courses deal in a more focussed way with specific topics related to the development of skills policies, the management of skills development and TVET systems and the challenges of some of the components of these systems. Modern interactive adult learning methodologies will be applied during the Elective Courses; ca 30% of the course time will consist of group work, individual exercises, best practice sharing and expert feedback;
- **Innovation sessions**  
Specific time slots will be dedicated to the presentation of innovative practices and latest developments in Skills Development. A small part of these presentations will be made by international experts, however the largest part of these sessions will actively involve the Academy participants: All participants are invited to share an innovative or novel practice within their institution, system or country, a latest development or research or an original solution to tackle a specific problem that they would like to share and that other participants could learn and profit from;
- **Participatory learning and exchange sessions**  
Several sessions of the Academy will be reserved for actively stimulating the exchange of knowledge and expert advice with specialists and between participants according to regional priorities and topics identified by participants;

- **Local study visit (1/2 day)**  
For the duration of half a day, the group of participants will undertake a study visit to a local training provider;
- **Market Place**  
A central “Market Place” will be organised where participants and international agencies can display information materials, publications and videos;
- **Reader**  
Participants will be provided with a thematic reader (electronic format) with background reading. Most materials will be provided in English, French and Spanish translations will be added whenever available;
- **Training materials**  
Participants will be given access to all training materials (reader, presentations by lecturers, other materials used) in electronic format.



## Faculty

Faculty consists of recognised international specialists, researchers, academia and practitioners, including ILO staff and staff from international agencies, namely GIZ and Lux-Development, as well as a series of other international agencies working in the area of Skills Development.



## Contents

The contents of the Academy will evolve around the following thematic clusters

- **Skills development policies**  
ILO Conceptual framework for skills development and the G20 Training Strategy, Developing comprehensive skills development policies, TVET governance and reform, inter-ministerial coordination, linking education and employment, integrating training in employment policy, sector-based skills development strategies, the role of NQFs, involvement of social partners, gender equality;
- **Management of skills development systems**  
Management of skills development and TVET systems, financing of training, life-long learning, managing training providers, reforming apprenticeship systems, planning, monitoring and evaluation, recognition of prior learning, public-private partnerships;
- **Responsiveness to labour market challenges**  
Anticipation of skills needs, skills indicators, skills for a “greening economy”, Employment Services, responsiveness of skills systems to crisis;
- **Formal training provision**  
Curriculum development, competence based training vis-à-vis orientation on work and business processes, standards and coherence in certification, teacher training, workplace learning;
- **Skills development for social inclusion**  
Increasing access and participation to skills training,

training for rural economic empowerment, skills acquisition in the informal economy, informal apprenticeship, disability inclusion, increasing youth employability, migration.



## Methodology

While the Morning Sessions will be organised in a lecture style, during the Elective Courses a participatory approach will be applied, using modern adult learning methodologies. Lectures will alternate with practical exercises, discussions, group work, knowledge sharing methodologies, case studies and individual assignments to enhance the learning effect and the active exchange of knowledge and experiences between participants.



## Academy language

The main language of the Academy will be English with simultaneous interpretation into French and Spanish. Selected topics will be presented in Spanish or French with simultaneous interpretation into the other respective languages.

Simultaneous interpretation will be available for all Morning Lectures. All Elective Courses will either be held in English or will be equipped with interpretation into English. Interpretation into French and Spanish will be delivered for a selected number of Elective Courses and Innovation Sessions, according to the preferences expressed by the majority of French and Spanish speaking participants. At least one Elective Course and a set of Innovation Sessions will be provided with simultaneous interpretation, to guarantee a minimum of full time interpretation each day into all languages. Due to logistical reasons, it will not be possible to provide interpretation for all courses and sessions.

Participants from Portuguese speaking countries who wish to participate in the Academy should have sufficient language skills in one of the above mentioned languages, to allow them to participate freely in the group work and the knowledge exchange sessions during the Academy.



## Participants' profile

- Senior policy staff, technical staff and advisors to Ministries of Labour and Education, as well as other;
- Ministries and national institutions involved in the development of skills and vocational training policies;
- Management and high level staff of National Training Authorities;
- Representatives of workers’ or employers’ organizations working in the area of Skills development and Technical Vocational Education;
- Programme staff of national, bilateral or multilateral