



ITC
International Training Centre



ETC MEETING

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B. Programme for Employers' Activities 2011

- Summary
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Turin training offer

Outcome 9.1: Adoption of strategic plan / building capacity to become representative

Title	Status	Languages
Effective EO	Operational	EN, FR, SP, etc
Strategic planning for EOs	Concept	
Membership strategies	Being developed	EN
Communication for EOs	Operational	EN, FR, SP
Project design	Operational	EN, FR, SP



Turin training offer (cont.)

Outcome 9.2: Better services

Title	Status	Languages
Training services by EOs	Operational	EN
OSH services/training	Operational	SP, EN
Services in depth	Operational	EN, FR
Trade services / export promotion	Operational	EN, FR, SP
IR/HR services	Operational	EN

Turin training offer (cont.)

Outcome 9.3: More policy influence

Title	Status	Languages
Lobbying in depth	Operational	EN, FR
EOs and DWCPs	Operational	EN, FR, SP
EOs and youth employment	Operational	EN
EOs and skills	Being developed	EN
EOs and wage policies	Being developed	EN
EOs and social dialogue: improving negotiation skills	Operational	EN
Macroeconomic concepts	Operational	EN, FR, SP

2010 Achievements: headlines

Quantity: Further increase:

ACTEMP threshold of more than 1000 pax taken

Total ITC : 1350 Employers trained

Quality: ACTEMP maintains high level

Funds/income: further increase in spite decline Italian contribution / 3 important EU funded projects

Innovation: further continued

Real **impact** of training? yes



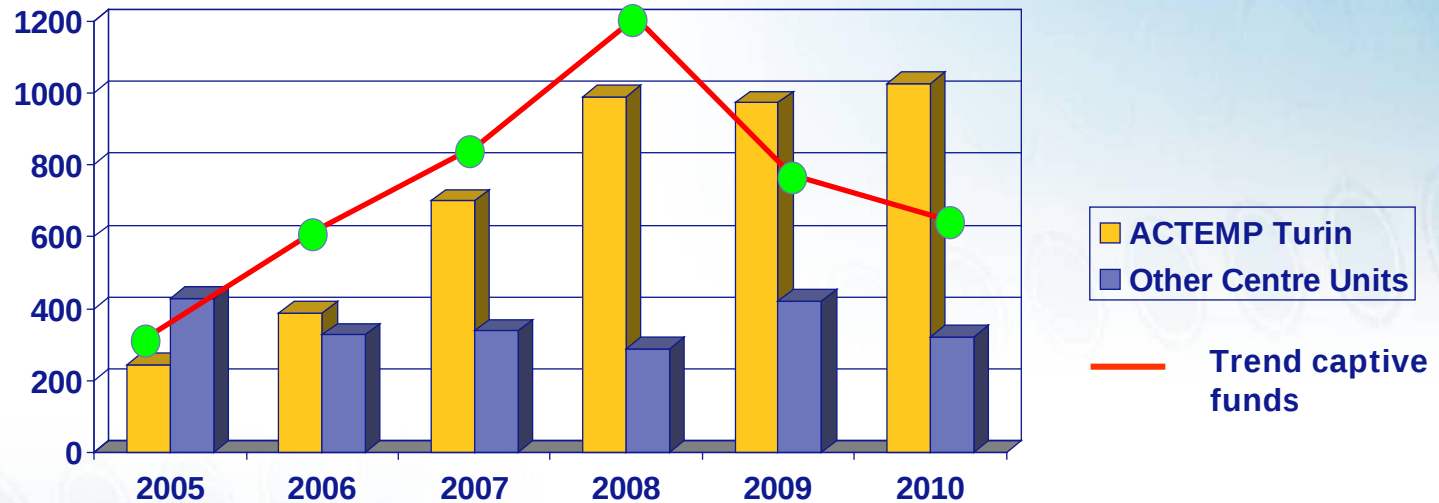
ACT/EMP TURIN 2010

In more detail Achievements 2010

2010

TRAINING DELIVERY: Quantity

PARTICIPATIONS BY EMPLOYERS' REPRESENTATIVES

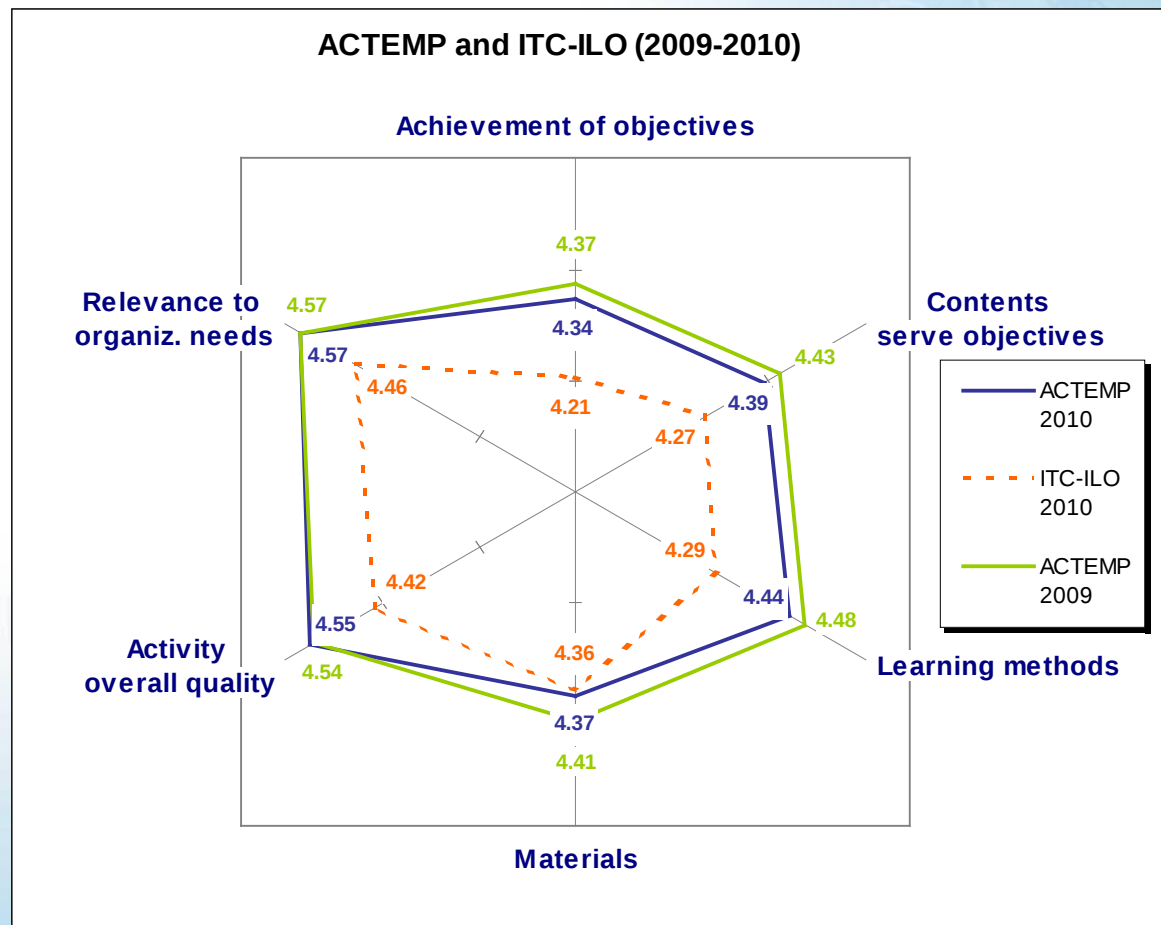


	2005	2006	2007	2008	2009	2010
ACTEMP Turin activities	244	388	700	989	973	1025
Other Centre's Units	429	328	338	288	422	321
TOTAL	673	716	1038	1280	1317	1346
Trend captive funds in € (Italy VC + RBTC Trn)	248,192	387,379	498,951	681,407	467,438	397,102



2010

QUALITY OF TRAINING DELIVERY



- Aspects: structured training material / extended range of tutors application new learning methods (ACT/EMP, IOE, national federations)



2010

INNOVATION AND QUALITY OF TRAINING MATERIALS

Activity packs:

- Tutor manuals
- Participant packs



lectures
exercises
case studies
best practices
tools



New titles:

- EOs and communication
- Eos and DWCP
- PCM for resource mobilisation and project design
- E-learning module on Lobbying
- Transnational Company Agreements



2010

IMPORTANT NEW PROJECTS

- ✓ Pro€invest (EU funded) for East Africa (1,5 mio)
- ✓ Sector strenghtening: temporary agencies sector in EEurope (EU funded) (0,250 mio)
- ✓ Transnational Company Agreements for MNCs (EU funded) (0,250 mio)
- ✓ Social protection in Latin America (Spain funded) (0,4 mio)



2010

COOPERATION-PARTNERSHIPS



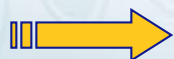
**Within ITC ILO: joint programmes with ACTRAV
close collaboration with MANDEV on PCM
quid tripartism in the other courses?**



With ILO ACTEMP : continuing – but not yet full integration



With IOE: continuing, important for TCA project



**With existing partners: DECP, FEB (funds); BNZ, BDA, MEDEF, FKE,
(support in kind)**



New partnerships in development: NHO, NIR



2010

IMPACT EVALUATION

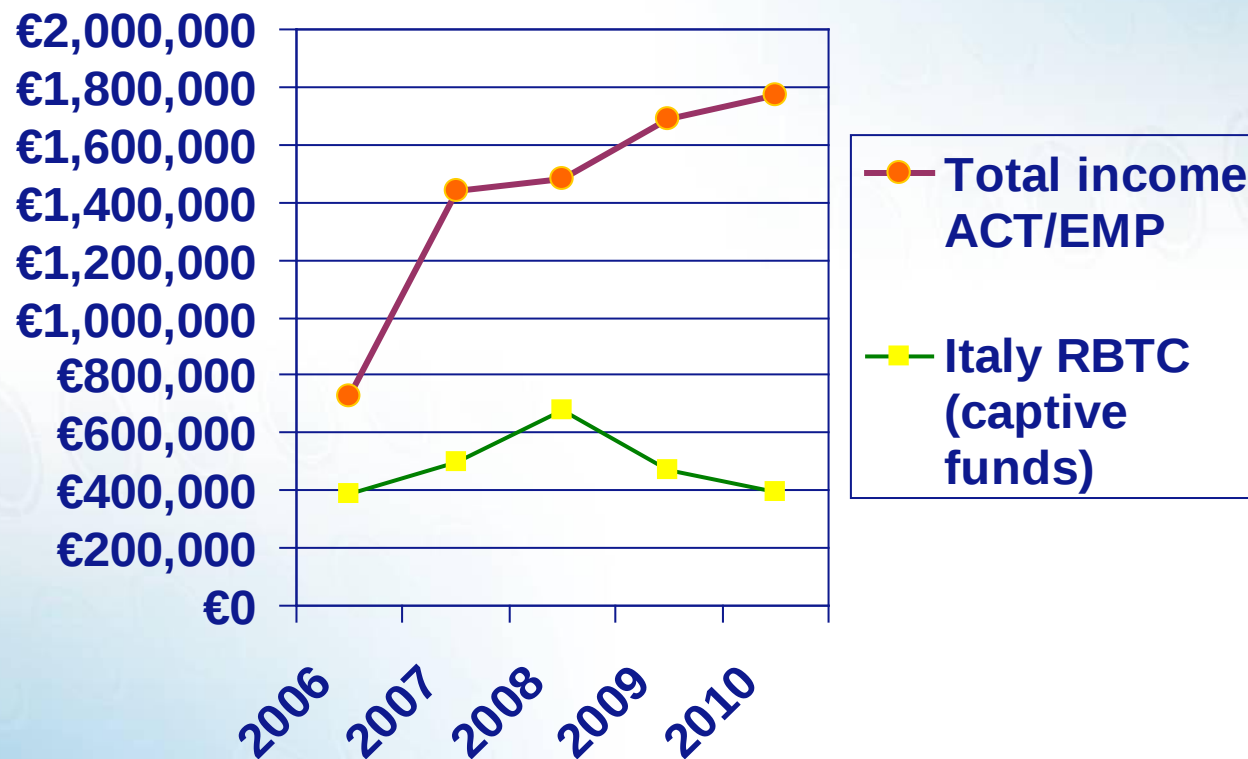
Different fields:

- ✓ Membership increase, as result from applying membership strategies
- ✓ Strategic plans prepared and approved
- ✓ New services developed or improved (training for members, discount services, export promotion services)
- ✓ Improved communication with members
- ✓ Lobbying activities more evidence based (business agenda published, position papers)



2006 - 2010

FUNDS

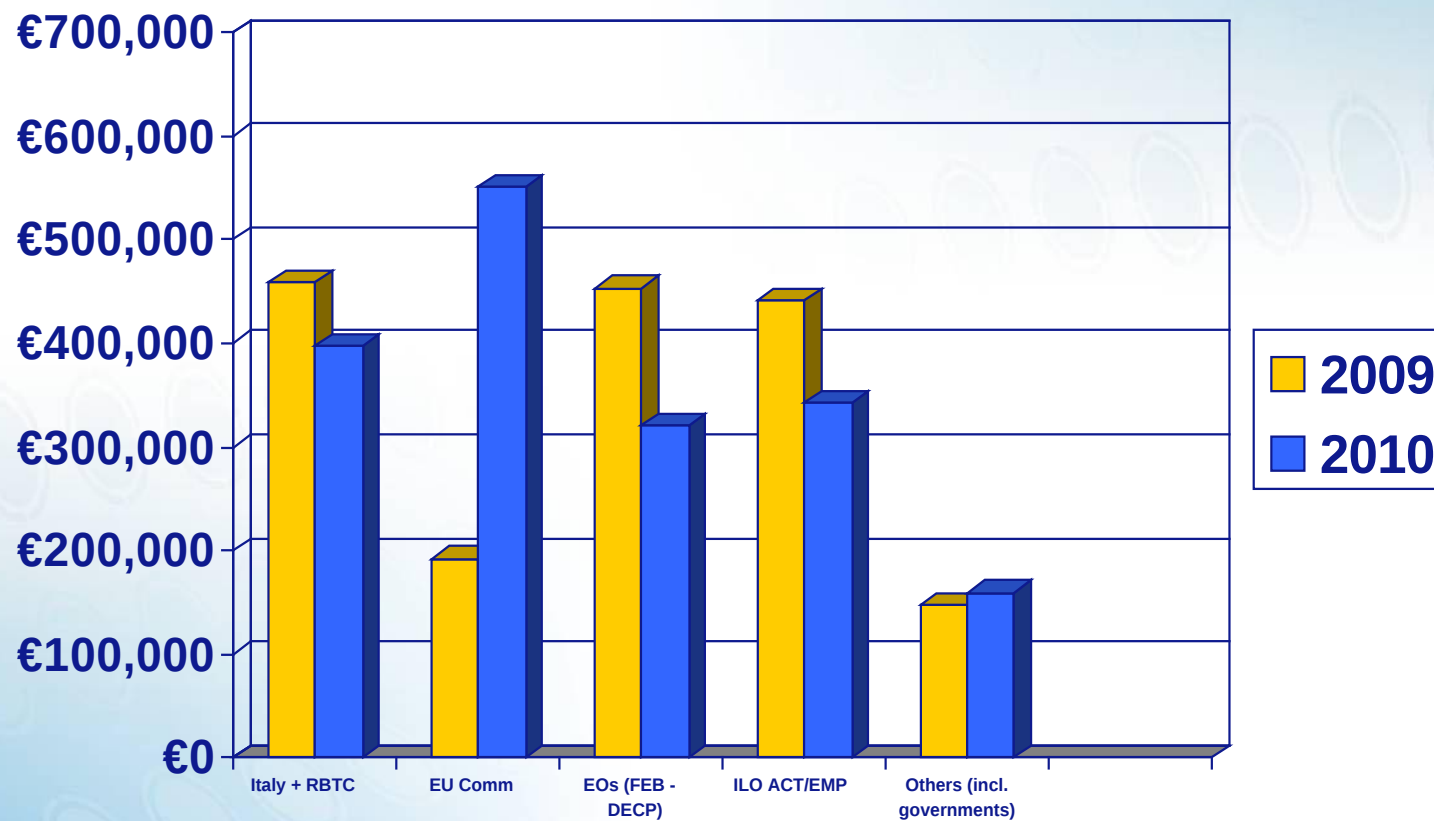


2010

Origin funds

Total income 2009: €1.480.386

Total income 2010: €1.770.000





2010

CONTRIBUTION TO FIX COSTS (CFC)

CFC (ACT/EMP)	2006	2007	2008	2009	2010
Euro	254.718	428.563	496.216	585.986	545.000
EST.WAGECOST paid by ITC	330.000	340.000	427.000	400.000	375.000
NET CONTRIBUTION	-	88.000	70.000	185.000	170.000



2010

Staff (and movements)

<i>Regular Budget</i>	<i>Project based</i>
<i>2 professionals (ADK-JS)</i>	<i>2 professionals (PS - AV)</i>
<i>1 professional temp. assignment (TM) ended 2009</i>	
<i>2 general service (BM-RZ)</i>	<i>2 general service (ST-FG)</i>



2010 conclusions

- ✓ Thanks to 4 projects, decline in funds has been offset totally and high level of activities maintained



2011

PLANS AND HEADLINES



PLANS 2011

CONTEXT

Elements

- Diminished Italian contribution (from € 450.000 to € 304.000 to 165.000€— not including carry-over)

BUT

- Fruits of additional fundraising also in 2011:
3 EU projects + Spanish funding continue



PLANS 2011

HEADLINES

- ❑ Training delivery going down slightly . Less funds and ACT/EMP view to do more projects and less individual training courses
- ❑ Continued implementation of Africa project (Pro€invest) and other EU and Spanish project
- ❑ Greater integration with ACT/EMP GVA: working together on projects and transmit training material
- ❑ Intensive, but still unsuccessful efforts to get more outside funding (Pro€Invest closed, EU SD budget line diminished, EU NSA only open indirectly for us)
- ❑ Enhance tripartism in ILO ITC via joint in depth efforts in training and TM with other units



Projects in preparation (2011-2012)

- EYPA with Businessseurope
- TCA bis, including ILS in employers' perspective (for companies)
- Seminar on women business associations
- Project with ACT/EMP on members database



CHALLENGES

1. **STAFF**
2. **FUNDS**
3. **IMPROVE QUALITY AND IMPACT**
4. **COLLABORATION WITH ACT/EMP GVA**
5. **TRIPARTISM**



CHALLENGES 2012 STAFF

- ❑ Issue: 3rd P position: financing from ITC
ILO ?



CHALLENGES FUNDS

□ Issue:

- further reduction of Italian funds
- Resource mobilisation: numerous efforts, little result yet
- ACT/EMP GVA input limited
Possible causes: no competitive price? unsufficient resources
Actemp: quid resource mobilisation in ACT/EMP



CHALLENGES

IMPROVE THE QUALITY AND IMPACT

- ☐ National EOs - strong necessity of better collaboration
 - Send right people and not always the same people
 - More commitment
- ☐ Longer planning for EO participants in other ITC programmes/assure relevance

CHALLENGES COLLABORATION WITH ACT/EMP

Stronger cooperation with ACT/EMP in the field

- ❑ Better planning
- ❑ Better information on training needs
- ❑ Mutual definition of the roles of each not yet fully done (EO specialists do also training)



CHALLENGES TRIPARTISM

Option taken in 2011: part surplus fund
for in depth tripartism = limited CF and
most accent on joint training material

Can this be confirmed for 2012?