



Inter-American Centre for Knowledge
Development in Vocational Training, ILO

Programme and Budget Committee Meeting
Brasilia, October 26, 2009

2008-2009 MANAGEMENT REPORT and 2010-2011 PERSPECTIVES

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First edition 2009

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The Inter-American Centre for Knowledge Development in Vocational Training (ILO/Cinterfor) is an ILO technical service, set up in 1964 with the aim of encouraging and coordinating the action of the Latin American and Caribbean institutes, organizations and agencies involved in vocational training in the region.
The Centre publications can be obtained through ILO local offices in many countries or direct from Cinterfor/ILO, Casilla de correo 1761, e-mail: oitcinterfor@oitcinterfor.org, Fax: 902 1305, Montevideo, Uruguay.
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1. INTRODUCTION

Decent work – Some strategic challenges ahead

1. The Report of ILO's Director-General to the 97th Session (2008) of the International Labour Conference (ILC) stated that the world was in the midst of a financial turmoil, and that although the extent and consequences of the crisis were still unclear at the time, the negative effects would certainly be suffered by enterprises and employment. It also referred to the resolution adopted during the 2007 ILC on sustainable enterprises, which established a series of essential conditions to provide a favourable environment for their growth, through the promotion of entrepreneurship, fair competition, investment, technology, skills and responsible governance.

2. Training for work is seen by ILO as a fundamental requirement for promoting decent and productive work. The inappropriate distribution of skills and capacity among the workforce is an element of inequality as global growth seems to favour the most qualified people and concentrate benefits on a small proportion of workers. For that reason, more equitable training systems and better education would certainly contribute to reduce income inequality, an issue that was addressed by the ILC discussion (2008) on the necessary skills to increase productivity, employment growth and development.

3. Likewise, when in 2008 the ILC adopted the "Declaration on Social Justice for a Fair Globalization", it was stated that decent work involves people acquiring and updating the necessary skills and competencies to work productively in order to secure their own fulfilment and common welfare. Furthermore, by upholding the responses to the crisis based on decent work, the "Global Jobs Pact" (ILC 2009) reasserts the importance of improving

competencies, implementing vocational training programmes and developing entrepreneurship, both for wage earners and self-employed people, as well as investing in workers' skills development, skills upgrading and re-skilling to improve their employability, particularly for those having lost or at risk of losing their job and vulnerable groups.

4. In order to respond effectively to these challenges, the ILC has urged the ILO to use their human and financial resources in the best possible way; to coordinate all their means of action; to promote the understanding and exchange of knowledge and to create alliances. Therefore, ILO/Cinterfor's management has followed the previous statements during the November 2007 – August 2009 term and the same shall be considered when planning the following biennial.

Development of a training strategy – G20 – Pittsburgh Summit

5. The leaders of the G20 have welcomed ILO's Global Jobs Pact and the building of an employment-oriented framework for future economic growth (Pittsburgh 2009). By putting quality jobs at the heart of the recovery, training oriented to the unemployed and vulnerable groups was highlighted as well as the commitment to promote lifelong training and skills development to respond to the needs of the productive sector. They also acknowledged that very often training and employment programmes designed jointly by employers and workers are successful and they requested the ILO to develop a training strategy together with other organizations to be submitted for the G20's consideration.

ILO/Cinterfor Strategic Plan

6. As indicated in the report to the ILO/Cinterfor Programme and Budget Committee in August 2008, the Centre has had a series of far-reaching changes that were made after December 2006's call by ILO's Director-General which initiated the process of formulating the new Strategic Plan, submitted for consideration at the 38th Meeting of the Technical Committee (June 2007) and approved by ILO's Governing Body at its 300th Session (November 2007).

The following were some of the changes:

- I. The mechanism of the Programme and Budget Committee was reformed so as to:
 - a. Promote greater participation and appropriation on the part of the national training institutions, the members of the Governing Body of the International Labour Organization and the International Labour Office.
 - b. Facilitate an annual meeting, instead of every two years as was previously the case.

- c. Guide and monitor the management and implementation of the Centre's action plan.

- II. ILO/Cinterfor programming is to be framed in line with the priorities and strategies determined by ILO's Decent Work Agenda for the Hemisphere.

- III. Closer institutional cooperation between ILO/Cinterfor and ILO's sectors and offices at the Headquarters and the field, as well as joint planning with ILO's International Training Centre.

- IV. Definition of three priority points:

- a. Institutional development of education, training and work systems to cater for the needs of the productive sector, decent work goals and economic and social policy priorities.

- b. Vocational training as a tool to fight against poverty by reducing unemployment and under-employment.

- c. Social dialogue in training planning and management.

2. EFFECTIVE ANSWER TO THE NEEDS OF VOCATIONAL TRAINING

Lines of action within the framework of the “Declaration on Social Justice for a Fair Globalization”

7. In response to the ILC call included in the above mentioned *Declaration on Social Justice for a Fair Globalization*, three complementary lines of action were defined:

- a. Promoting the exchange of knowledge about vocational training, by both virtual and face-to-face courses.
- b. Strengthening ILO/Cinterfor's network of member VTIs and refreshing alliances and synergies.
- c. Coordinating with ILO Offices of the region, the Headquarters and Turin's Centre.

Promoting exchange of knowledge about vocational training

8. **Resources and tools for vocational training – Innovating the Website:** <http://cms.oitcinterfor.org>

Developing a permanent learning community and promoting horizontal cooperation among the organizations responsible for vocational training – an ILO/Cinterfor mission – have been strongly supported by its members who are contributing with their knowledge and experience to build up an extremely valuable database, in the following way:

9. **Teaching and training resources bank:** thanks to the generous contribution of SENAI, which authorized ILO/Cinterfor to enable members to access more than 5,300 teaching resources, we have begun building up a **teaching and training resources bank**, which has been growing with

the help of other members such as SENAR (Brazil), SENA (Colombia), INA (Costa Rica), INATEC (Nicaragua), and Tripartite Foundation (Spain).

The teaching and training resources bank, currently including more than 7,000 references, is an extremely useful tool to effectively cater for the needs of the productive sector – both enterprises and workers – since practical and relevant training materials can easily be accessed.

10. **Experiences database:** a database including experiences of the region and the world, as well as their results and features of success and failure, is being built up so that the vocational training community gets to know them. So far, 45 experiences have already been entered corresponding to INET and the Ministry of Labour of Argentina, FAUTAPO and PROCAP of Bolivia, SEBRAE, SENAC, SENAI and SENAR of Brazil, SENA of Colombia, INA of Costa Rica, SENCE and Chile Califica of Chile, INSAFORP of El Salvador, INTECAP of Guatemala, CONOCER of Mexico, SENATI of Peru and INFOTEP of Dominican Republic.

11. **Specialists' database:** another ILO/Cinterfor service providing information about experts who have particular knowledge and experiences, that may be consulted by the vocational training community as needed. Up until today, more than 100 CVs of experts have been entered in the database, including those who work for ILO/Cinterfor's member VTIs.

12. **Skills database:** VTIs are also providing ILO/Cinterfor with all the labour competency standards they have identified and validated in the corresponding productive sectors and

countries. This service, which will promote equal access and opportunities in the development of labour competencies, will start operating before the end of 2009.

13. **Courses search engine:** we have designed a tool to search for vocational training offers available within the ILO/Cinterfor member institutions network.

14. To achieve a simple and standardized search in the database, we have used ILO Thesaurus descriptors. They are a list of standardized vocabulary items which simplify the classification and retrieval of information and documents.

15. ILO/Cinterfor's Website has incorporated a new platform (<http://cms.oitcinterfor.org>) based on a content management system that will facilitate the use of new technologies, such as Web 2.0. As a result, the interface of such platform can be accessed in several languages.

there are documents in Spanish, Portuguese, English and French.

The abovementioned tools started operating in June 2009 for the International Labour Conference. Statistics for this period indicate:

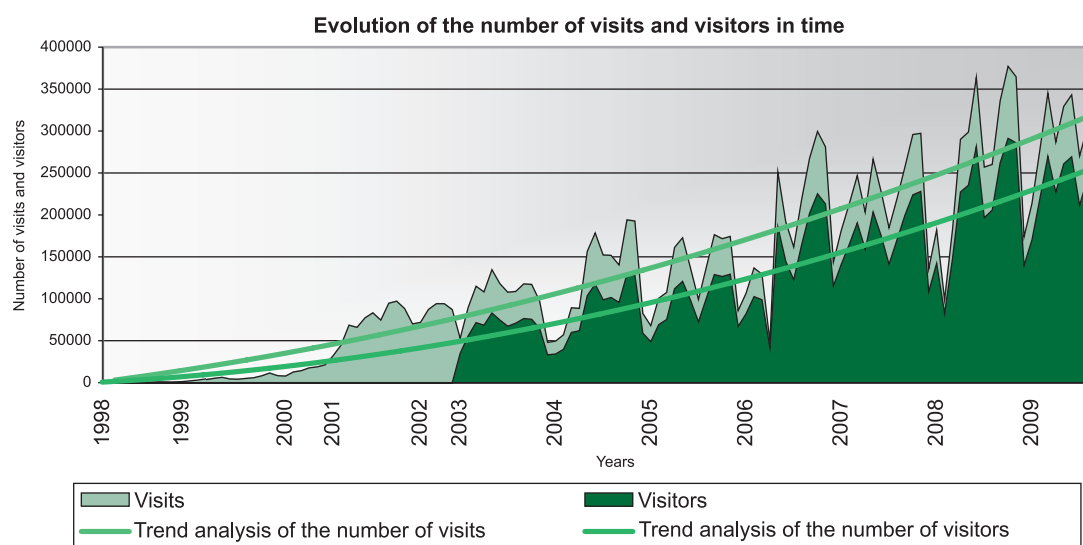
- 3,955 different visitors, 841 of which registered and created an account.
- 16.4 percent of visitors added the site to their favourites.
- Visits from 77 countries.
- 339,774 hits (information requests to the server).

16. ILO/Cinterfor's Website keeps consolidating as the main reference in the vocational training world. The growth of all its indicators has not come to a halt for 11 years. The following table shows the evolution in the last two biennials, and the following chart shows the Website's sustained growth.

	2006-2007	2008-2009*	Growth
Number of users (visitors)	3,804,609	4,657,668	22.42 %
Number of user sessions (visits)	4,987,853	5,935,276	18.99 %
Number of page views	11,190,293	11,768,395	5.17 %
Number of hits	74,715,766	83,507,318	11.77 %

(*only until September 2009)

ILO/Cinterfor's Website



17. The Information and Documentation Service (IDS) is actively involved in the dissemination and spreading of updated information, experiences and innovations aimed at ILO/Cinterfor's members, ILO's constituents and users from all over the world. There is a permanent exchange of information among ILO's national and regional offices, ILO Regional Office for Latin America and the Caribbean, ILO's Library in Geneva and several specialized departments. The dynamic relationship with users from different countries has increased; information requests are constantly received through various means and immediate responses are provided.

Strengthening of ILO/Cinterfor network and horizontal cooperation among member institutions

18. The "*Resolution concerning skills for improved productivity, employment growth and development*", adopted by the ILC at its 97th Session (2008), expressed that ILO's support through Cinterfor is particularly important to build the constituents' capacity to use labour competencies adequately, so as to take advantage of national, regional and international opportunities.

19. Indeed, those VTIs which are part of ILO/Cinterfor's network have had an extraordinary evolution and, in many cases, have consolidated as one of the most acknowledged and valued models among national institutions. Their political authority, their credibility in terms of programmes and their financial soundness are remarkable in most countries of the region. Their programmes do not only take into account the productive progress through industrial and local strategies, but also those who are unemployed or are in need of labour qualifications. Social dialogue is evident in the management of VTIs,

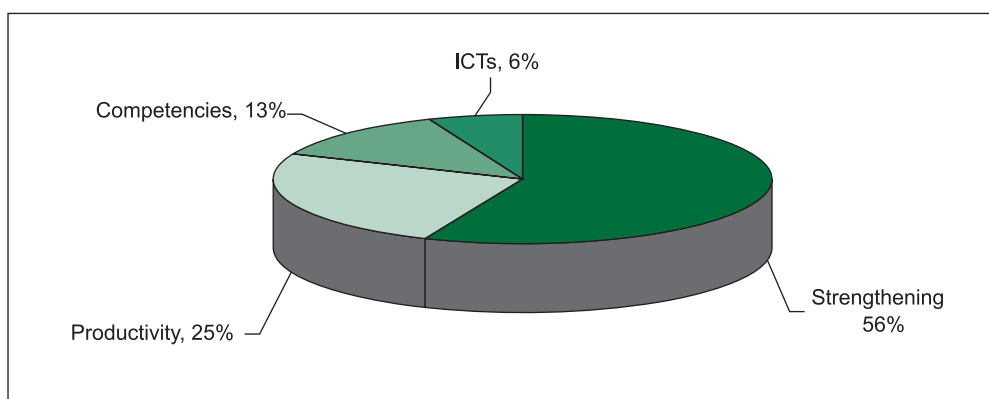
since representatives from the government, employers and workers are part of their senior levels (boards or councils).

20. Vocational training institutions of the region have gone beyond their own boundaries and have provided horizontal cooperation to develop training in other countries. Such actions have included transferring knowledge about the organization of centres and programmes, providing training to experts and teachers and physical infrastructure for training such as workshops and classrooms. Among others, we can mention SENAI's (Brazil) experience applied in different countries of Central America (Guatemala, El Salvador) and the Caribbean (Haiti) and even in some African countries. Furthermore, SENA (Colombia) has supported the development of training programmes for Colombians in Spain and the Tripartite Foundation for Training in Spain has assisted CNCF of Ecuador.

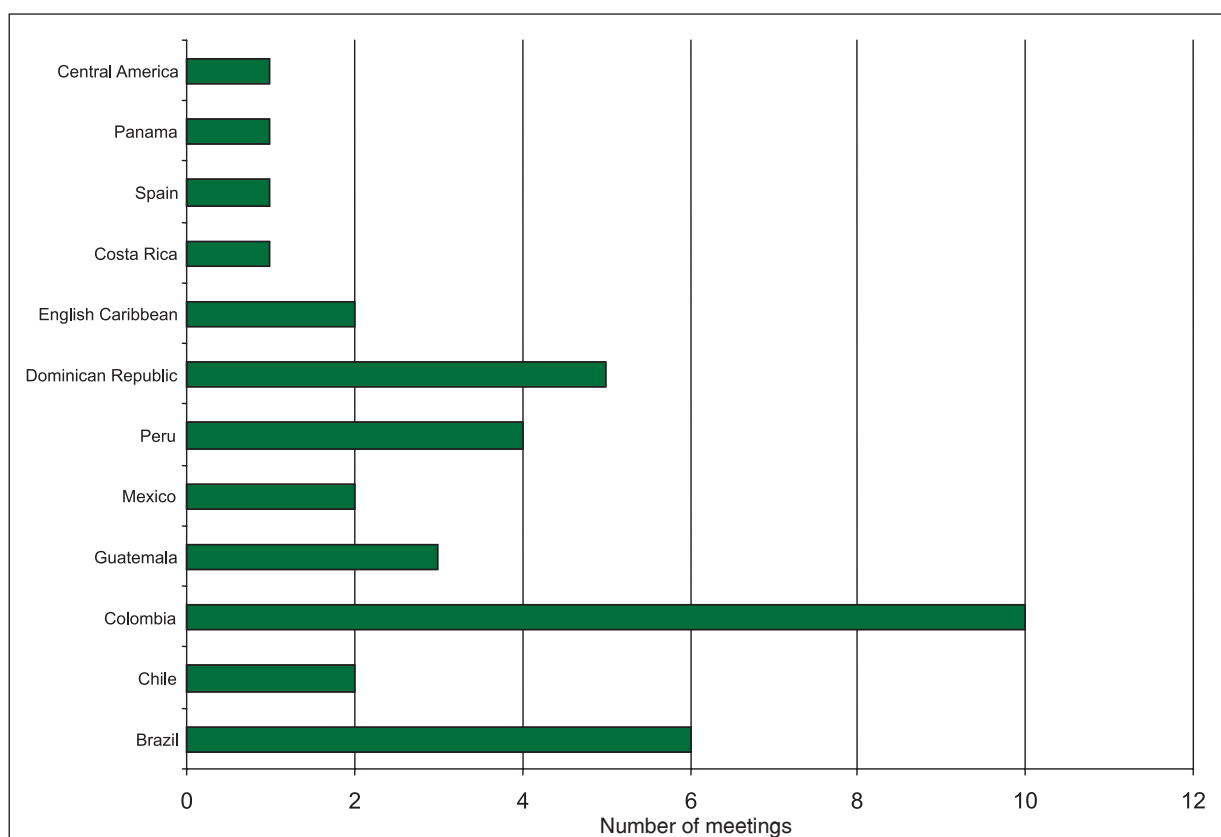
21. The network of VTIs accumulates, manages and transfers knowledge about vocational training. Any progress or innovation is shared, thus creating a positive synergy. As a result, a quick, practical, effective and relevant response is always provided. Networking has created a multiplying effect thanks to the way in which the network operates. There are several permanent cooperation actions which are directly coordinated among VTIs of the region.

22. In one way or the other, horizontal cooperation promoted by ILO/Cinterfor involved all the VTIs which are part of the network. The main cooperation areas include managing knowledge about: improving the productivity and competitiveness of micro and SMEs; institutional strengthening; the use of ICTs, and the development of labour competency systems. This report accounts for 16 activities whose exchanges were facilitated by ILO/Cinterfor.

Horizontal cooperation activities



Horizontal cooperation activities: geographical coverage



Strengthening of ILO/ Cinterfor's network and technical assistance to member institutions

23. Institutional strengthening comprises investing in workers' skills development, skills upgrading and re-skilling of workers, focusing particularly on vulnerable groups in order to improve their employability.

24. ILO/Cinterfor's mission is carried out together with other ILO units and Cinterfor member institutions, aiming at the development of organizational skills that contribute to the sustainability and transfer of knowledge.

25. The operational areas of the Centre work on the strengthening of vocational training development in the region. For that purpose, they respond to ILO's Decent Work goal and cover the whole scope of cooperation in terms of vocational training so as to support the implementation of different programmes in various countries. They are all strongly interrelated and they cater for different issues, as described below:

I. Youth employment and training: transition between the educational system and the labour market; youth entrepreneurship programmes, learning and assessment programmes.

II. Productivity and competitiveness of micro, small and medium-sized enterprises: System for Measurement and Improvement of Productivity (SYMAPRO), training for sustainable development and local development.

III. Institutional strengthening of vocational training systems: management, funding and investments.

IV. Quality and equality management in vocational training programmes: vulnerable groups and employability, gender and training, quality assurance.

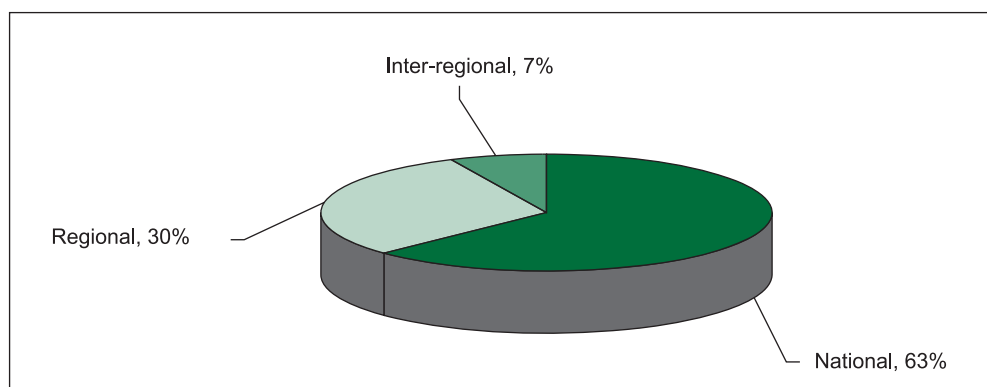
V. Use of ICTs in vocational training: distance education, virtual learning communities, and virtual learning environments.

VI. Development of labour competency systems: lifelong training, qualifications frameworks, curriculum development, skill recognition and assessment.

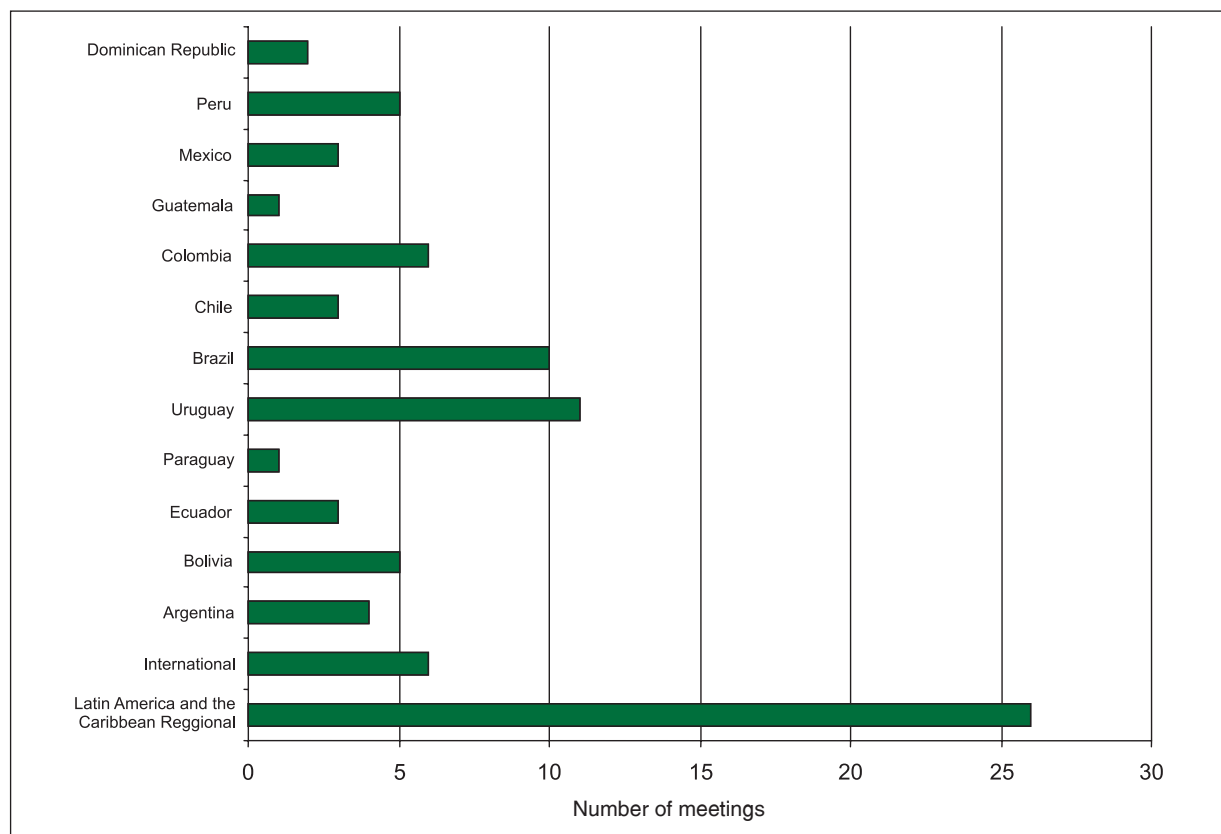
VII. Social dialogue and strengthening of employers and workers organizations. Training of social partners to promote their participation in training.

26. ILO/Cinterfor's activities are *national* when they are aimed at only one country; *regional* when several countries of Latin America and the Caribbean are involved, or *inter-regional* when they include countries from other continents. They may be face-to-face or distance courses.

Events: graphical coverage by category



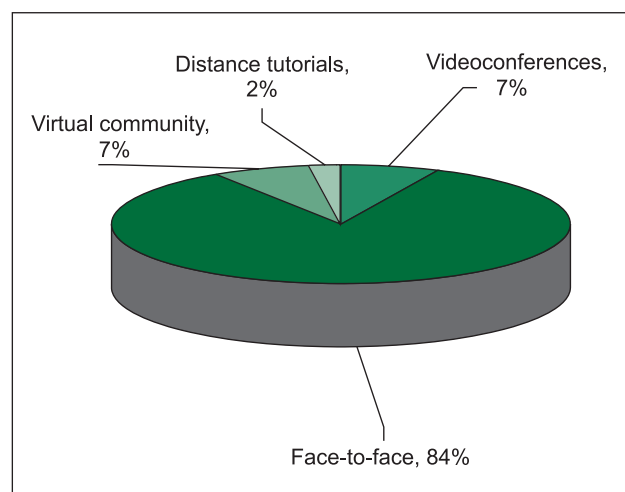
Events: geographical coverage



27. Because of their clear advantages, ICTs are more often used: we have organised six videoconferences in national and international events; we have created six virtual learning communities and exchanges which entail a virtual follow-up of participants. We have also supported Turin's Centre on virtual tutorials for two courses: "Gender, poverty and employment" in its Spanish version and "Innovative solutions for continuing learning".

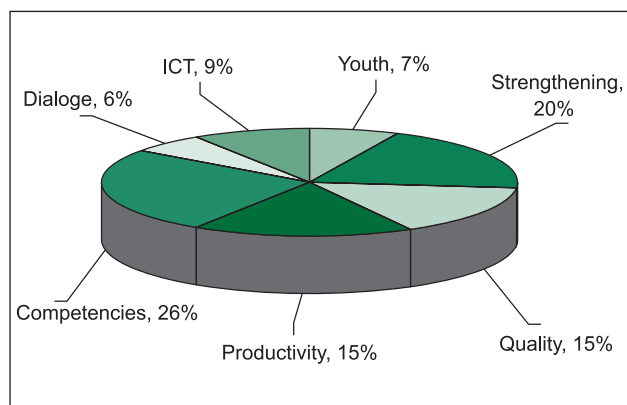
28. During 2008 and 2009, we carried out 86 activities: 51 technical assistance activities, which are actions involving knowledge transfer that can immediately be applied to training, such as courses, workshops and other training events; and 35 national, regional and international

Intervention methodologies



technical meetings, where knowledge and best practices were exchanged in order to introduce new training applications which covered all the operational areas included in the strategic plan of the Centre. It should be emphasized that 31 of such activities were carried out together with various ILO units and offices, including Turin's Centre.

Technical assistance and meetings



29. The Centre is often invited to take part in national and international events. By participating, we are able to transmit our basic values, our main objectives as well as any reports, statements, conclusions and resolutions made during the annual session of the International Labour Conference. The appendix of this report includes all the events where the Centre has taken part in. Among others, we can mention the "Conference on the European Qualifications Framework", organized by the European Training Foundation in the European Parliament (Brussels, January 2009) and the "International Round Table on the Changing World of Work: The Return of TVET to the International Development Agenda" organized by InWent, Germany and UNESCO-UNEVOC (Bonn, August 2008).

Increase in ILO/Cinterfor's membership

30. In view of the challenges posed by globalization, the spread of new technologies, the flow of knowledge, the exchange of goods and services and the circulation of workers, we have attempted to integrate other training-for-work actors and establish strategic alliances. In the last two years, 11 new institutions have been incorporated, 2 have been reincorporated and 7 have shown interest in becoming part of the network (see attached appendix).

Strategic alliances

31. As set forth in the "Declaration on Social Justice for a Fair Globalization", we have created alliances with international, public and private institutions that share their mission. These are:

AHCIET - Ibero-American Association of Research Centres and Telecommunication Enterprises - (www.ahciet.net). In the framework of the "ICTs and social inclusion" Project attached to the Ibero-American Summit of Heads of State and Government, we have participated in several technical assistance activities regarding ICTs and livestock breeding (Uruguay-Paraguay) and ICTs and tourism (Peru).

ETF - European Training Foundation. The collaboration of the Foundation has enabled the exchange of knowledge about issues related to vocational training and, more specifically, the implementation of qualifications frameworks.

FIDAGH - The Inter-American Federation of People Management Associations (www.fidagh.com) has shown great interest in getting to know ILO's viewpoints on vocational training and the development of labour competencies. We have participated in the 21st Congress through the Conference on "Labour in Latin

America. Trends and perspectives", which highlighted ILC's ideas about globalization, vocational training and decent work as a response to the crisis.

National Chamber of the Sugar and Alcohol Industries of Mexico. In the framework of the modernization project of such industry, the "System for Measurement and Improvement of Productivity (SYMAPRO) is being applied. We offer technical assistance in training processes and labour skills certification by promoting social dialogue.

INTERFASES - (www.interfases.cl). Technical training organization in Chile. It has been applying SYMAPRO in the fruit exports sector. We have supported actions to publish self-training and competency-based assessment guides (GAEC).

Coordinating with ILO Offices of the region, the Headquarters and Turin's Centre

32. During the last two years we have enhanced our coordination with ILO's offices and units of the region, the Headquarters and Turin's Centre.

The following **publications** are the result of such coordination with the Headquarters:

- *Skills, productivity and employment growth: The case of Latin America.* Translation into English, editing and printing in both languages. (Skills and Employability Department).
- *Employment Services: Guide for Private Agencies.* Translation into Spanish (Skills and Employability Department).

- *Decent work, Local Development and Sports.* Translation, editing, printing and dissemination (Proyecto Universitas).
- *Training Manual for Trainers on labour prevention of drug addiction,* editing and printing, together with ACTRAV, the Programme of Prevention of Alcohol and Drug Consumption/PIT-CNT, Fundación Luna Nueva, the National Board of Drugs, the Ministry of Labour and Social Security and the University of the Republic of Uruguay.
- *Reducing Poverty through Tourism.* Translation into Spanish. Adaptation to the Latin American region and SYMAPRO incorporation in process. (SECTOR Department).
- *Guide to impact assessment in youth training programmes.* Translation into English for ED/EMP – Geneva.

33. ILO's teaching resources, particularly those related to entrepreneurial development, have been incorporated into the teaching and training resources bank available at ILO/Cinterfor's Website.

34. We have coordinated with SKILLS/Geneva the study on National Qualifications Frameworks in three countries of Latin America (Chile, Colombia and Mexico).

35. As a contribution to ILO's world campaign "Gender equality at the heart of decent work", we have produced a video about the successful experience of Cooperativa Punha in Jujuy (Argentina), within the framework of ILO/Cinterfor's Formujer Programme. The experience demonstrates that traditional techniques – in this case, spinning – combined with innovation and continuous training are elements of success.

Joint planning with ILO International Training Centre (Turin)

36. ILO/Cinterfor and ILO International Training Centre are currently planning jointly, thus taking advantage of their complementary comparative advantages. Such planning has resulted in the following operational areas:

Labour competencies: we have developed a guidance tool for those who draft education and labour policies about qualification frameworks throughout a collective process of knowledge building involving all vocational training institutions of Latin America, the Caribbean and several in Europe.

We have organized courses on competency-based human resources management, taking active participation in their design and implementation.

Quality and equality: we provide tutorials for two modules of the course "Gender, poverty and employment" of the Centre of Turin, and we also designed the course "Break gender stereotypes, give talent a chance". Besides, we are supporting training in the "Enterprises for indigenous peoples" module programme, both through face-to-face and virtual activities.

Productivity and competitiveness: we carry out joint activities to train trainers and workers in SYMAPRO methodology, and vocational training of productive conglomerates of micro, small and medium-sized enterprises.

ICTs and training: several courses have been carried out jointly; Turin's ITC has contributed with methodologies, whereas Cinterfor provided accrued knowledge of the VTIs network and the experience derived from distance training of the Centre itself.

Social dialogue: we have collaborated with Turin's programme by enabling the participation of social partners of Uruguay by means of videoconferences.

3. VISIBILITY AND MEMBERSHIP OF THE ILO

38. We have worked extensively on emphasizing the Centre's identity, its membership and relationship with the ILO and this has enabled us to participate in a wider scenario with a set of key actors in vocational training and also to be part of all the units and services of the Organization.

Change of domain

Before	As from 2008
www.cinterfor.org.uy	www.oitcinterfor.org
dirmvd@cinterfor.org.uy	oitcinterfor@oitcinterfor.org
apellido@cinterfor.org.uy	apellido@oitcinterfor.org

Celebration of ILO's 90th Anniversary

38. ILO/Cinterfor's members endorsed a Declaration that acknowledges ILO's fundamental contribution to the development of vocational training. Besides, it indicates that decent work involves people acquiring and updating the necessary skills and competencies to work productively in order to secure their own fulfilment and common welfare, as stated by "ILO's Declaration on Social Justice for a Fair Globalization" (2008).

39. SENATI/Peru awarded the "Alejandro Tabini" Honorary Award to the ILO for its significant contributions to the structuring of SENATI's model in industrial vocational training.

40. Re-printing of publications: three ILO/Cinterfor publications were re-printed in view of their relevance, pertinence and demand:

- The labour competence approach: Training Manual.
- Training and productivity. SYMAPRO Guide (Spanish and English versions).
- Key competencies and continuous learning.

41. This anniversary has been celebrated at all ILO/Cinterfor events in 2009.

42. Uruguayan post services issued a stamp celebrating ILO's 90th anniversary thanks to the initiative of the country's Social Security Bank.



Attendance to the International Labour Conference (Geneva 2008 and 2009)

43. During 2008 and 2009 ILCs, ILO/Cinterfor presented an exhibition in the "Salle des Pas Perdus" of the "Palais de Nations", introducing its renewed institutional image according to ILO's requirements; its new products, services and publications. This presentation helped the Centre to become known in other regions of the world.

44. We have helped to draft the document "*Skills for improved productivity, employment growth and development*" to be discussed by the Committee for vocational qualifications and we have provided technical support to the debate.

45. We have assisted to draw up the document "*Skills, productivity and employment growth. The case of Latin America*", distributed at ILC, 2008.

46. We have participated in the meetings of the government group for the Americas (2008) and in other meetings with employers' and workers' representatives at the ILC (2009).

Renovation and remodelling of the ILO/Cinterfor Head Office

47. Thanks to the contribution by the Regional Office, the facilities at the Head Office have been remodelled to improve health and safety conditions at work for staff, users and visitors.

48. A new institutional layout, which highlights ILO/Cinterfor's tripartite nature and its membership to the ILO, has been designed for presentations at events.

4. CENTRE'S RESOURCES

2008-2009 Budget

49. This is the 2008-2009 budget for ILO/Cinterfor, as approved by ILO's Governing Body:

Item	2008-2009 USD
ILO's contribution	1,765,506
ILO/Cinterfor's members contribution	450,000
Head Office's country contribution	100,000
Publication sales and printing services	50,000
Miscellaneous	10,000
Savings from previous assets	100,000
TOTAL	2,475,506

US Dollar fluctuation produced a deficit which was dealt with by using funds from previous assets of the Centre and by implementing a plan to rationalize administrative expenses (communication, electric energy, post services, office stationery and supplies).

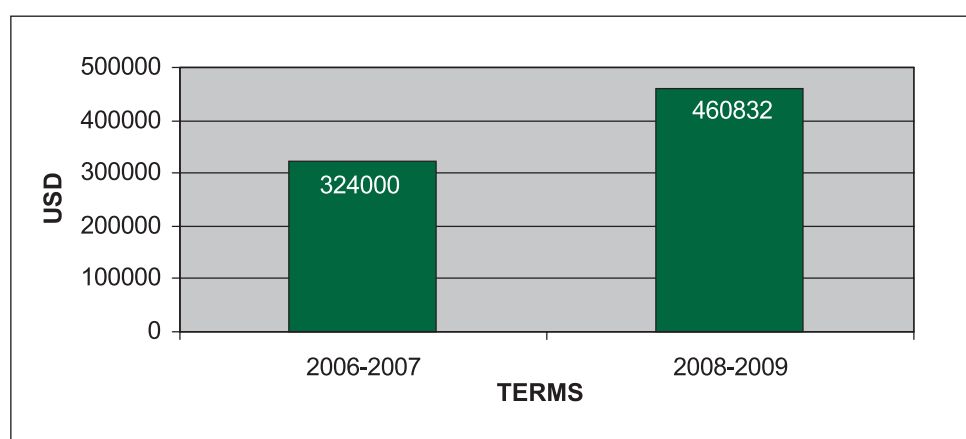
Regular Budget for Technical Cooperation (RBTC)

50. The main lines of the budget are reinforced by RBTC funds amounting to USD 210,000 allocated by the Regional Office for the Americas for the 2008-2009 term.

Situation of membership contributions

51. ILO/Cinterfor members' contributions have increased during the 2008-2009 term if compared with the previous two-year term. Actually, during 2006 and 2007, the total amount received was USD 324,000 and to this date, the contribution has been of USD 460,832, exceeding the forecast of the budget approved by ILO's Governing Body: USD 450,000. By the end of 2009, we expect a higher amount, once all offered contributions have been received.

Received contributions



Resources mobilization through technical cooperation projects

52. During the term, two technical cooperation projects specially aimed at vulnerable groups were materialized thanks to the Swiss financial cooperation in the area of quality and equality in

training. Furthermore, we have begun a project financed by the International Development Research Centre of Canada to promote ICT-based training in Micro and SMEs.

Project	Donor	USD Resources	Term
Knowledge management on quality and equality in VT	Swiss Agency for Development and Cooperation (SDC)	595,000	2008-2011
ICT-based training for Micro and SMEs	IDRC – Canada	250,388	2009-2010

Resources mobilization due to other items

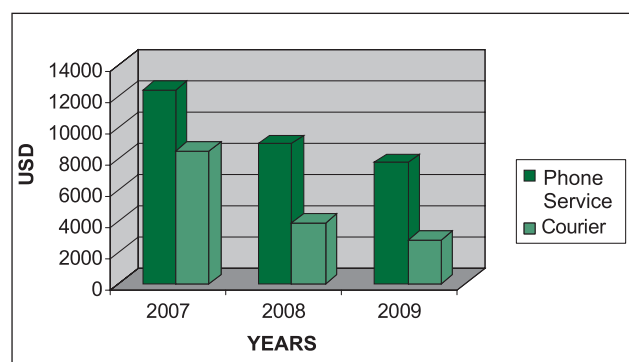
53. The following items have changed during the 2008-2009 term.

Item	USD
Publication sales	10,060
Printing jobs for the UN system in Uruguay	30,763
Services to the ILO (Regional Offices and Headquarters) – translating, editing and publishing of materials	47,118
ITC/Turin Services – GPE Tutorial and module drafting	22,792
Short term technical assistance:	39,743
Safety and health at work in the construction sector, JUNAE, Uruguay	5,545
Labour competencies, ANTEL, Uruguay	4,250
Competency-based HR management, ONSC, Uruguay	16,500
Quality and Equality, DINAE/MTSS Uruguay	13,448
TOTAL	150,476

Expenses rationalization

54. We have prepared a plan to rationalize expenses which has given the following results:

Expenses evolution January-September



Tax exemption procedures

55. In November 2007, we requested the Ministry of Foreign Affairs to make the Centre's tax exemption effective. We are coordinating actions with other United Nations agencies for the same purpose.

Legalization of tenure of the building where ILO/Cinterfor is located

56. The procedure is under way to extend the free usage contract with the Social Security Bank (BPS), the owner of the property. Simultaneously, the BPS and the Ministry of Labour of Uruguay have offered to assign the property.

5. COMPLYING WITH THE CENTRE'S PROGRAMME

57. The strategy to implement ILO/Cinterfor's programme and budget has been guided by ILO's Governing Body, the General Direction and the Regional Office for the Americas, as well as the Centre's Committee on Programme and Budget.

58. The Centre has acted in line with the International Labour Conference's conclusions, particularly those included in Recommendation 195 concerning Human Resources Development (2004), the Global Employment Agenda adopted by the Governing Body in March, 2003, the Conclusions on promoting pathways to decent work for youth (ILC, 2005), the Conclusions concerning the promotion of sustainable enterprises (ILC, 2007), the Resolution concerning skills for improved productivity, employment growth and development (ILC, 2008), ILO Declaration on Social Justice for a Fair Globalization (2008) and the Global Jobs Pact (2009).

59. ILO/Cinterfor's Website has bolstered knowledge sharing among the Centre's network of institutions, including a wide database of teaching and training resources, experiences, contributions from specialists, labour competencies, etc., facilitating its use by means of a search engine that uses ILO's Thesaurus descriptors.

60. We have progressed towards integrating the Information and Documentation Service (IDS) with the Centre's Website, as well as developing coordination with other ILO IDSs worldwide.

61. The use of ICTs has strengthened the interaction between ILO/Cinterfor members and other users of the Centre.

I. Participation in videoconferencing events.

II. Virtual learning communities have been formed to develop training in: informal economy, gender, rural development, qualifications frameworks. These communities have covered a variety of countries in the region. In addition, we have contributed to institutional strengthening by assisting the Ministry of Labour of Argentina, the Ministry of Labour of Uruguay and the National Civil Service Office of Uruguay.

III. Several virtual forums have been created in virtual communities, and follow-up and mentoring has been provided to all participants.

IV. We have used simultaneous communication software and carried out virtual seminars (via MSN, Skype, WizIQ), for online technical assistance.

62. International technical meetings have been held on: social dialogue and productivity, technical cooperation and vocational training, and qualifications frameworks.

63. Regarding publications and research, we have coordinated the following with the Headquarters: Universitas Project, SKILLS, SECTOR, EMP/ED, EMP/ENT. ILO training materials have been included in ILO/Cinterfor's Website and materials from the Headquarters, Turin's Centre and Cinterfor are often translated and adapted for the Headquarters.

64. We have established a joint agenda with Turin's Centre.

65. The Centre has participated in the implementation of two joint projects on gender equality in Uruguay, within the framework of the "United in Action" programme.

66. Activities have been carried out together with training institutions, Labour Ministries, Education Ministries and other governmental entities to promote inter-institutional cooperation.

67. Strategic alliances have been created with international organizations (ETF, AHCET, FIDAGH) and joint actions have been carried out with the OAS.

68. ILO/Cinterfor's membership has increased: we have 11 new members, 2 reincorporations and 7 institutions that have expressed their interest to become part of the network.

69. We have promoted synergies with ILO at all levels, including offices in other continents, such as ILO/Moscow, where we have begun to share knowledge to support the implementation of a project to be developed in 2010.

70. We have strengthened the Centre's tripartite approach; the Foundation for Training in Construction of Argentina's Construction Trade Union has begun to participate; all regional technical meetings have a tripartite nature; we take part in ACTRAV and ACTEMP events and collaborate in the edition of their materials.

71. ILO/Cinterfor 39th Meeting of the Technical Committee will take place in Brasilia in October 2009, the year of ILO's 90th anniversary. Brazil's Ministry of Labour and Employment will be the host and the Meeting will be sponsored by the institutions integrating the "S" System – SENAI, SENAC, SENAR, SEBRAE and SENAT. As a new feature, the Meeting will also celebrate the "Entrepreneurial Development and Vocational Training" knowledge fair, enabling participating institutions to show their progress, experiences and teaching materials in order to promote horizontal cooperation.

6. PERSPECTIVES: 2010-2011 AGENDA

Developing a training strategy – Response to G20

72. As noted in the introduction of this report, G-20 leaders – 2009 Pittsburgh Summit – welcomed ILO Global Jobs Pact, as well as the creation of an employment framework to promote future economic development. By placing quality employment at the core of recovery, training for the unemployed and vulnerable groups was emphasized, as well as the commitment to enhance lifelong training and skills development to cater for the needs of the productive sector.

73. The Chair of Pittsburgh Summit asked their Labour Secretary to invite Ministers of Labour and Employment to meet as a group during the first months of 2010, to consult with the labour and business sector in order to set the basis for the next OECD Labour Ministers meeting on the employment crisis. They also recommended that Ministers assessed employment evolution, reviewed ILO and other organizations' reports on the impact of the measures adopted and informed about eventual necessary measures to be taken. In addition, they were asked to consider mid-term policies on employment and vocational competencies development, social protection programmes and best practices to ensure that workers are prepared to benefit from science and technology progress.

74. The leaders who met in Pittsburgh also recognized that training and employment programmes designed jointly by employers and workers are often successful. They further requested ILO, together with other organizations, to develop a training strategy to put to the consideration of the G20.

75. ILO/Cinterfor's contribution to the training strategy requested by G20 will be mainly based on the support of the VTIs network and their huge reservoir of accumulated knowledge and experiences, which they generously share among them. VTIs have constantly shown their interest in collaborating with other regions of the world.

Knowledge management in vocational training and ICTs

76. Based on the activities developed during the 2008-2009 biennium, we will move towards consolidating the results obtained, emphasizing the use of ICTs to enhance knowledge management, address vulnerable groups, improve productivity - especially in micro and SMEs - develop labour competencies and strengthen training institutions and social partners.

77. To facilitate knowledge management, ILO/Cinterfor will enhance its Website's capacity, and continue to encourage the use of ICTs to improve vocational training's coverage, quality and relevance. To do so, we will adopt an approach focused on "Web 2.0", including key concepts, such as "prosumers" – users as content producers and not only as consumers -, social networks as an agglutinating element and mobile telephone systems as a vector of communication and distance training. Knowledge will be developed on new virtual learning environments, giving the opportunity to expand access to quality training.

ICT-based training for micro and SMEs

78. The project on *Research and development on ICT-based training methodologies for micro and SMEs* plans to improve small enterprises' productivity in Latin America, by developing

innovating regional strategies to bolster ICT-based vocational training, increase productivity, improve employment and move forward in the fight against poverty.

Quality and equity in vocational training

79. We will continue to provide technical assistance to institutions - both face-to-face and virtual -, to support them in their work with vulnerable groups. We will develop a virtual learning community formed by gender, training and employment experts to work jointly in the creation of assessment indicators and methodologies.

80. The project on "Quality and equity in vocational training" will spread to the English-speaking Caribbean, by means of training actions and participation in virtual communities.

Training statistics

81. With the support of the SIALC/ILO Labour Analysis and Information System we will improve the gathering, processing and presentation of regional statistics on vocational training.

Productivity and social dialogue

82. Actions will continue to be supported to promote the application of SYMAPRO, which has proved to be a valuable tool to strengthen

social dialogue, labour competencies, continuing improvement of processes and working conditions.

83. We will promote activities and develop methodologies that facilitate and reinforce vocational training social dialogue.

Presence in other continents

84. ILO/Cinterfor will support ILO/Moscow in the implementation of the Global Jobs Pact, by developing training strategies in Central Asia and the Caucasus, focused on rural employment. ILO/Cinterfor's role will be to provide any good training practices it has implemented or that member VTIs of the network have implemented in the rural sector. To this purpose, we will start to operate a virtual platform to facilitate knowledge management.

Sustainable enterprises

85. Training modalities, an investment factor in human resources development of sustainable enterprises, will be analysed and disseminated within the tools that the Centre will make available for users.

Assessment

86. We will improve the gathering and analysis of assessment indicators on the Centre's activities. We plan to use online survey systems that enable to accumulate and process results automatically.

APPENDIX 1

New members:

- InWent (Germany)
- Ministry of Education of the Government of the City of Buenos Aires (Argentina)
- Foundation for training in construction – Construction Workers Union of the Republic of Argentina – UOCRA - (Argentina)
- Fautapo Foundation – Education for Development (Bolivia)
- Episcopal Education Committee - CEE (Bolivia)
- Brazilian Service of Support for Micro and Small Enterprises – SEBRAE (Brazil)
- Paula Souza Centre (Brazil)
- National Council on Vocational Training (Ecuador)
- San Valero Foundation (Spain)
- Advisory Centre for Human Resources Development - CADERH (Honduras)
- National Vocational and Technical Education School – CONALEP (Mexico)
- National Institute of Employment and Vocational Training – INEFOP (Uruguay)

Reincorporation of members:

- Ecuadorian Vocational Training Service – SECAP (Ecuador)
- National Service of Vocational Promotion – SNPP (Paraguay)

Contacts for the incorporation of new institutions in the Centre's network:

- Bahamas Technical and Vocational Institute (Bahamas)
- National Training Institute – INACAP (Chile)
- Ministry of Labour and Employment Promotion (Peru)
- Labour Training Institute of Morelos State – ICATMOR (Mexico)
- National Council of Standardization and Certification of Labour Competencies – CONOCER (México)
- Technical Schools Chamber of Uruguay
- Kolping Foundation (Latin America)

ANEXO 2

NATIONAL, REGIONAL AND INTER-REGIONAL ACTIVITIES WIDELY SUPPORTED BY ILO/CINTERFOR

YOUTH EMPLOYMENT: FROM THE EDUCATIONAL SYSTEM TO THE LABOUR MARKET

	Activity	Place and date	Organization/ counterpart	Geographical coverage
Technical Assistance	Inter-institutional Municipal Roundtable for the Development of an Opportunity Chain for Young People. An opportunity for life and work	La Paz, October 2008	FAUTAPO	Bolivia
	Workshop on vocational training and the crisis	La Paz, July 2009	FAUTAPO	Bolivia
	Research on innovating modalities of youth vocational training	Lima, June-July 2009	PREJAL/ ILO Regional Office	Latin America
Technical meetings	Employability, education and human rights of adolescents and young adults: lessons learned and pending challenges. Presentation: Youth employability in social vulnerability situations	Montevideo, November 2007	Gurises Unidos	Uruguay
	Regional Conference: "CSR as tool for regional integration. Towards the first MERCOSUR CSR Forum". Presentation: Youth labour market and good practices in the region	Montevideo, November 2007	UNESCO CEFIR InWent	Argentina, Brazil, Paraguay, Uruguay
	Seminar: Analysis on the youth labour training model. PROJOVEN: Strengths and Challenges	Montevideo, December 2007	PROJOVEN	Uruguay

Technical Assistance: actions involving transfer of immediately applicable knowledge on training, such as courses, workshops and other training events.

Technical Meeting: including Seminars, Conferences, Symposiums, Congresses and Meetings where knowledge and good practices are shared to introduce innovations and apply them in training.

PRODUCTIVITY, COMPETITIVENESS AND SMEs

	Activity	Place and date	Organization/ counterpart	Geographical coverage
Technical Assistance	13 th Meeting of SYMAPRO Network and Decent Work in the Sugar Industry. Labour competencies and sustainable productivity	Veracruz, April 2008	ILO Mexico	Mexico
	14 th Meeting of SYMAPRO Network and Decent Work in the Sugar Industry	Veracruz, September 2008	ILO Mexico	Mexico
	Trainers' training course on safety and health in the construction sector	Montevideo, October 2008	Ministry of Labour and Social Security/ JUNAE	Uruguay
	National Conference on Business Productivity and Competitiveness. Responsible competitiveness and entrepreneurship: Challenges for sustainable development	Santo Domingo, October 2008	INFOTEP	Dominican Republic
	Workshop: Productivity and SMEs	La Paz, November 2008	INFOCAL	Bolivia
	Workshop: Micro and small enterprises productive conglomerates: Training as a key factor for business productivity and competitiveness in a globalized economy	Turin, December 2008	Turin's Centre / EUROsociAL-Employment Programme	Argentina, Brazil, Chile, Costa Rica, El Salvador, Honduras, Mexico, Panama, Paraguay, Peru, Dominican Republic, Uruguay
	2 nd Meeting of the SYMAPRO Network on Tourism. SYMAPRO and food safety	Mexico, July 2009	ILO Mexico	Mexico
	Course on managing productivity measurement and enhancement (SYMAPRO). Trainers training methodology	Mexico, September 2009	Turin's Centre ILO Mexico	Argentina, Bolivia, Chile, Costa Rica, Cuba, Honduras, Mexico, Dominican Republic, Uruguay, Venezuela
	National Conference on Business Productivity and Competitiveness: Vocational Training and SMEs – Keys to Competitiveness and Employment	Santo Domingo, October 2009	INFOTEP	Dominican Republic

PRODUCTIVITY, COMPETITIVENESS AND SMEs (cont.)

	Activity	Place and date	Organization/ counterpart	Geographical coverage
Technical meetings	Training workshop for business organizations: More and better services	Punta del Este , April 2008	PROFOREM Programme / ILO Chile	Uruguay
	Working group: Knowledge Management in VT for Micro and SMEs	Montevideo, July 2008	ITU, INFOTEP, SENA, SENAI, SENATI	Argentina, Brazil, Colombia, Peru, Dominican Republic, Uruguay
	Training workshop for business organizations: Local economic development (LED) and SMEs	Colonia, August 2008	PROFOREM Programme / ILO Chile	Uruguay
	International Seminar: "Labour competencies development and productivity improvement in the fruit export sector"	Santiago, Chile, March 2009	FDF, AGROCAP Interfases Capacitación Ltda. ILO Chile and Mexico	Chile, Mexico, Cuba
	1 st Meeting of the SYMAPRO Network	Santiago, Chile, March 2009	FDF, AGROCAP Interfases Capacitación Ltda. ILO Chile and Mexico	Chile
	Seminar: "Education, Science and Technology: Bases for industrial development and competitiveness". Presentation: Vocational training, competitiveness, productivity and decent work	Belo Horizonte, August 2009	SENAI	Brazil

INSTITUTIONAL STRENGTHENING

	Activity	Place and date	Organization/ counterpart	Geographical coverage
Technical Assistance	International Meeting: "Investing in skills development and poverty overcoming. Opening conference"	Quito, November 2007	SDC	Latin America
	Strengthening the Direction of Vocational Training and Human Resources Development	Lima, February 2008	MTPE	Peru
	Workshop for the implementation of the National Institute of Employment and Vocational Training	Colonia, December 2008	MTSS/JUNAE ILO Chile/ REDEL rogramme	Uruguay
	Modernization of the Vocational Training System	Asunción, 2008 - 2009	Ministry of Justice and Labour SNPP, ILO Chile	Paraguay
	Seminar: "Competency-based education: Management and practice"	Florianopolis, May 2009	SENAI	Brazil
	Training programme on modernization and strategic planning. VTI Management Workshop	Guatemala, June 2009	INTECAP	Guatemala
	Modernization of the Training System	Quito, July 2009	SECAP, CNCF ILO Andean Countries	Ecuador
	International Workshop on Public Labour Intermediation Good Practices. Presentation: Global experiences and innovation in Public Employment Services	Bogotá, July 2009	SENA	Colombia

INSTITUTIONAL STRENGTHENING (cont.)

	Activity	Place and date	Organization/ counterpart	Geographical coverage
Technical meetings	5th International Congress on Human Resources. Innovative approaches in the management of people: A cultural change with a social commitment. Videoconference	Montevideo-San José, March 2008	INA	Latin America
	Technical Meeting: "The role of technical cooperation of VTIs in Latin America and the Caribbean"	Buenos Aires, May 2008	MTESS (Argentina) INET	ILO/Cinterfor member institutions
	5th Ibero-American Congress on Education Quality. Knowledge Olympics. Presentation: Vocational education and labour market	Porto Alegre, July 2008	SENAI	Latin America
	Quality in vocational training week: Technical education and development	Lima, September 2008	SENATI	Peru
	Education and Labour Colloquium New trends and challenges of training for work. Videoconference	Montevideo-Buenos Aires, November 2008	Ministry of Education of the City of Buenos Aires	Argentina
	2nd Ibero-American Congress on Technology and Innovation for Leather, Footwear and Leather Goods – TECNOCUERO. Presentation: ILO and training for the improvement of productivity	Medellín, November 2008	SENA	Argentina, Colombia, Mexico, Uruguay
	2nd International Conference "Employment and VT proposal to fight the international crisis"	Lima, May 2009	MTPE (Peru) ILO Andean Countries	Latin America
	1st Ibero-American Congress on Technical Vocational Education and Training. Vocational Training: A tool for the articulation of actors in decent work	Quito, June 2009	Ministry of Education (Ecuador) OEI, AECID	Latin America
	Meeting on the analysis and validation of the teaching and training resources bank project	Florianopolis, July 2009	SENAI	Brazil
	Quality in Vocational Training Week: Quality in Education – Videoconference	Montevideo - Lima, September 2009	SENATI	Peru

QUALITY AND EQUITY MANAGEMENT IN TRAINING

	Activity	Place and date	Organization/ counterpart	Geographical coverage
Technical Assistance	Workshop: "Occupational Project: A methodology to improve employability and gender equity"	Sucre, April 2008	ProCAP FAUTAPO, CEE	Bolivia
	Strengthening the quality and equity of the Employment Services' Direction. Partially face-to-face course and virtual learning community	2008	SDC MTESS ILO Argentina Spanish Cooperation	Argentina
	Strengthening competencies of individuals and technical teams in the National Employment Bureau's Direction (DINAE) and Public Employment Centres' Direction. Face-to-face course and virtual learning community	2008-2009	SDC MTSS ILO Chile / REDEL Programme	Uruguay
	Joint creation of a reference model of training policies for rural sustainable and inclusive development. Course and virtual learning community	2008-2009	SDC	Argentina, Bolivia, Brazil, Colombia, Ecuador, Nicaragua, Panama, Peru, Dominican Republic, Uruguay
	Course on Gender, Poverty and Employment. Modules 1 and 5 (English/Spanish) Distance tutorials	2008-2009	Turin's Centre - GENDER	Argentina, Bolivia, Brazil, Colombia, Costa Rica, Ecuador, Guatemala, Honduras, Italy, Mexico, Nicaragua, Paraguay, Peru, Uruguay, Venezuela
	Trainers training and sharing of methodologies and experiences. Entrepreneurship for indigenous peoples	Lima, February 2009	Turin'Centre/ EUROsociAL- Employment Programme	Argentina, Bolivia, Colombia, Ecuador, Guatemala, Honduras, Mexico, Panama, Peru

QUALITY AND EQUITY MANAGEMENT IN TRAINING (cont.)

	Activity	Place and date	Organization/ counterpart	Geographical coverage
Technical Assistance	Joint creation of a model of training policies to improve employability and citizenship in informal economy, SMEs and vulnerable groups. Course and virtual learning community	2009	SDC	Argentina, Brazil, Chile, Colombia, Costa Rica, Guatemala, Mexico, Nicaragua, Peru, Dominican Republic, Uruguay
	Trainers training workshop to implement the Programme on Knowledge Management for Rural Development (PGdC)	Quito, June 2009	SECAP	Ecuador
	Seminar-workshop: Vocational training, a tool for the articulation of actors and resources to increase employability and decent work	Quito, June 2009	SECAP CNCF	Ecuador
	Training on employability and interdependence between the Occupational Project and the Institutional Project on Innovation	La Paz, August-September 2009	ProCAP/SDC Ministry of Education FAUTAPO, CEE	Bolivia
Technical meetings	2008 Seminar on Education. Presentation: Quality and equity in training for sustainable and inclusive rural development	Brasilia, July 2008	SENAR	Brazil
	6 th International Congress on Technology in Education – Presentation: Quality and equity in today's vocational training	Recife, September 2008	SENAC	Inter-regional
	7 th International Congress on Technology in Education – Presentation: Topic: Vocational education, gender, ethnic groups and labour	Recife, October 2009.	SENAC ILO Brazil	Inter-regional

ICT USE IN VOCATIONAL TRAINING

	Activity	Place and date	Organization/ counterpart	Geographical coverage
Technical Assistance	Workshop: "Information and communication technologies in national and regional training systems"	Kingston, February 2008	HEART/NTA Turin's Centre.	Bahamas, Barbados, Brazil, Colombia, Guyana, Jamaica, Montserrat, St. Lucia, Trinidad & Tobago
	Latin American Workshop Meeting: ICTs in training, innovation and challenges	Montevideo, September 2008	Turin's Centre	Argentina, Brazil, Chile, Colombia, Costa Rica, Ecuador, Mexico, Panama, Peru, Uruguay, Venezuela
	"Lifelong E-Learning Innovative solutions". Face-to-face stage and virtual tutorial	Turin and Montevideo, March-April 2009	Turin's Centre	Inter-regional
Technical meetings	International Seminar on Distance Learning. 2008 Knowledge Olympics, National Phase	Belo Horizonte, June 2008	SENAI	Brazil
	Workshop on Distance Learning Good Practices: Contributions to educational innovation. Presentation: ILO/Cinterfor teaching project for distance institutional strengthening	Montevideo, 2008	IICA	Uruguay
	1 st Telework Forum. ICTs for a better quality of life. A mainstream look	Buenos Aires, October 2008	MTESS	Argentina
	Seminar on ICTs and livestock breeding. Presentation: ICTs in livestock breeding extensions.	Asunción, May 2009	AHCIET	Argentina, Chile, Paraguay, Uruguay
	ICT Meeting and Tourism. ICTs contribution to tourism businesses management. Presentation: Training in the use of ICTs for small tourism businesses.	Lima, September 2009	AHCIET	Peru

LABOUR COMPETENCIES

	Activity	Place and date	Organization/ counterpart	Geographical coverage
Technical Assistance	Workshop: "Developing functional maps in various areas of the productive sector"	Sao Paulo, December 2007	SENAI	Brazil
	Workshop: "A Oferta da educação profissional no currículo por competência numa proposta dos itinerários formativos"	Florianopolis, April 2008	SENAC	Brazil
	Workshop: "Functional analysis methodology and its application to identify profiles for competency-based training"	Sao Paulo, June 2008	SENAI	Brazil
	Competency-based human resources management: Designing a comprehensive and dynamic competency-based management approach	Mexico, September-October 2008	Turin's Centre	Argentina, Brazil, Chile, Colombia, Costa Rica, Cuba, Mexico, Panama, Peru, Venezuela
	1 st Technical Meeting: National frameworks of competency-based vocational qualifications and their articulation with human resources management	Santiago, Chile, October 2008	Turin's Centre/ EUROsocial- Employment Programme SENCE	ILO/Cinterfor member institutions
	Technical workshop on national qualifications frameworks and 1 st Annual Congress on Training	Santiago, Chile, November 2008	SENCE	Chile
	Training workshop on competency assessment and certification	Montevideo, March 2009	ANTEL	Uruguay
	Workshop on assessment methodology for functional maps	Brasilia, March 2009	SENAI	Brazil
	Workshop seminar of the Regional Group for experiences sharing on Labour Competency Standardization and Certification Systems Presentation: Realities and challenges of competency standardization and certification systems in Latin America and the Caribbean	Quito, March 2009	SDC RETO RURAL	Bolivia, Ecuador, Mexico, Peru, Nicaragua
	Sectoral Technical Committee on the development of teachers' professional profile - SENAI	Brasilia, March 2009	SENAI	Brazil
	Curricular innovation in vocational training. Videoconference	Montevideo – Cartagena, March 2009	National Education Congress	Colombia

LABOUR COMPETENCIES (cont.)

	Activity	Place and date	Organization/ counterpart	Geographical coverage
Technical Assistance	1 st Regional Seminar on Training for Work. Presentation on regional qualifications frameworks	Cartagena de Indias, May 2009	SENA	Colombia
	Follow-up and validation of a tool to implement national qualifications frameworks. Virtual learning community.	April-July 2009	Turin's Centre/ EUROsociAL- Employment Programme	ILO/Cinterfor member institutions
	Workshop on national qualifications frameworks	Bogotá, June 2009	SENA	Colombia
	2 nd Workshop seminar of the Regional Group for sharing and learning on labour competency standardization and certification. Presentation: "Progress and perspectives of National Qualifications Frameworks in Latin America and the Caribbean"	La Paz, July 2009	SDC ProCAP	Bolivia, Chile, Ecuador, Nicaragua, Peru and Uruguay
	2 nd Technical Meeting for the Validation of the Guide to develop and implement national qualifications frameworks.	Cartagena de Indias, July 2009	Turin's Centre/ EUROsociAL- Employment Programme SENA	ILO/Cinterfor member institutions
	Training for competency-based human resources management in the public sector. Face-to-face stage and virtual learning community	Montevideo, September-October 2009	National Civil Service Office (OPP) – Presidency of the Republic	Uruguay
Technical meetings	2 nd National Meeting for "Training for work competitiveness" Presentation: "Development and implications of national qualifications frameworks regarding countries' competitiveness"	Bogotá, February 2008	SENA	Colombia
	1 st National Symposium on Competency-based Vocational Training	Lima, September 2008	SENATI	Peru
	National Congress for a Competitive and Innovative Public Administration	Cartagena de Indias, June 2009	DAFP ESAP	Colombia
	Functional analysis on labour competencies. Videoconference	Montevideo, September 2009	SENAI	Brazil

SOCIAL DIALOGUE AND EMPLOYERS' AND EMPLOYEES' ORGANIZATIONS' STRENGTHENING

	Activity	Place and date	Organization/ counterpart	Geographical coverage
Technical Assistance	Social Dialogue Promotion course. Presentation: Social Dialogue in MERCOSUR. Videoconference	Montevideo-Turin, April 2009	Turin's Centre	Inter-regional
Technical meetings	Regional Seminar on Social Dialogue and Vocational Training.	Panama, December 2007	Turin's Centre/ EUROsociAL- Employment Programme INADEH	ILO/Cinterfor member institutions
	National Seminar: "The role of the employers' sector in the promotion of decent work"	Buenos Aires, September 2008	MTESS PREJAL/ILO Regional Office UIA	Argentina
	Seminar: "Cooperatives: An integration-building instrument. Legal harmonization, cooperative constitution and ILO Rec. 193"	Montevideo, December 2008	ILO Chile	Uruguay
	Sub-regional workshop: Strengthening the Business Network of Latin America's Southern Cone. Assessment and perspectives.	Montevideo, August 2009	PROFOREM Programme / ILO Chile	Argentina, Chile, Paraguay, Uruguay

HORIZONTAL COOPERATION ACTIVITIES PROMOTED BY ILO/CINTERFOR

PRODUCTIVITY, COMPETITIVENESS AND SMEs

Activity	Offering/Receiving Institutions
13 th Meeting of PROMES Network and Decent Work in the Sugar Industry. Labour Competencies and Sustainable Productivity	SENAR-SENA/SYMAPRO Network
14 th Meeting of PROMES Network and Decent Work in the Sugar Industry	SENAR/SYMAPRO Network
National Conference on Business Productivity and Competitiveness	Tripartite Foundation/INFOTEP
National Conference on Business Productivity and Competitiveness	SEBRAE/INFOTEP

INSTITUTIONAL STRENGTHENING

Activity	Offering/Receiving Institutions
Experiences and good practices sharing on Vocational Training Management in the Hotel Industry	SENAC/INA
Internship at SENCE's Employment Direction and Labour Market Observatory	SENCE /SENA
Training Quality Management	SENA/SENATI INTECAP/INFOTEP
Developing training to address mega-projects (heavy construction, environmental management, welding), including Panama Canal's enlargement	SENAI/INADEH INFOTEP-INTECAP-SENA-SENATI/ INADEH
Occupational and technological prospective	SENAI - SENATI
Vocational Training Management	SENA/HEART-NTA and English-speaking Caribbean
Vocational Training Management	SENA/VTI Central America
Training programme on modernization and strategic planning	SENA-SENCE/INTECAP
Technical Cooperation Convention	SENA/SENAI

USE OF ICTs IN VOCATIONAL TRAINING

Activity	Offering/Receiving Institutions
Use of ICTs in vocational training	SENA/INFOTEP

LABOUR COMPETENCIES

Activity	Offering/Receiving Institutions
Curriculum Development in Vocational Training.	SENA/SENATI
Qualifications Framework Development	CANTA - VTIs Latin America

PARTICIPATION IN INTERNATIONAL EVENTS

Activity	Place and date	Organizers
Launching of Latin America and the Caribbean Regional Network of GAID (Global Alliance for ICT and Development)	San Salvador, February 2008	UNDESA-GAID IDRC-ICA IDB ECLAC
2 nd Meeting of the Advisory Committee of Ibero-American Experts on Technical and Vocational Education	Lima, March 2008	OEI
International Working Group for Cooperation in Competency Development. International Cooperation in Education and Training for Work in Latin America	Buenos Aires, May 2008	SDC NORRAG RedEtis IIEP/UNESCO University of Geneva
International Roundtable on the Changing World of Work: The Return of TVET to the International Development Agenda?	Bonn, August 2008	InWent
3 rd Ibero-American Meeting – UN Millennium Development Goals and ICTs	San Salvador, September 2008	United Nations
Experts Workshop: “Competitiveness in the Americas: Latin America Agenda for Public-Private Partnerships for Workforce Development”	San José, October 2008	OAS
All-Partners' Meeting: “Connectivity and Equity in the Americas”	Montevideo, November 2008	IDRC
Global Conference on the European Qualifications Framework	Brussels, January 2009	ETF
International Forum on Human Capital and Science, Technology and Innovation	Bogotá, April 2009	World Bank Ministry of National Education COLCIENCIAS
International Workshop: “Innovation and productive transformation: New challenges”	Montevideo, July 2009	Ibero-American General Secretary National Agency of Research and Innovation
21 st Inter-American Congress on Human Management – CIGEH 2009	Buenos Aires, September 2009	FIDAGH

ACRONYMS AND ABBREVIATIONS

ACT/EMP	Bureau for Employers' Activities, ILO
ACTRAV	Bureau for Workers' Activities, ILO
AECID	Spanish Agency for International Development Cooperation
AGROCAP	Technical Agency for Intermediation in Rural Training
AHCIET	Ibero-American Association of Research Centres and Telecommunication Enterprises
ANTEL	National Telecommunications Agency, Uruguay
BPS	Social Security Bank, Uruguay
BTVI	Bahamas Technical and Vocational Institute, Bahamas
BVTB	Barbados Vocational Training Board, Barbados
CADERH	Advisory Centre for Human Resources Development, Honduras
CANTA	Caribbean Association of National Training Agencies
CEE	Episcopal Education Committee, Bolivia
CEETEPS	São Paulo State Technological College Paula Souza, Brazil
CEFIR	Training Centre for Regional Integration
CETP/UTU	Vocational Technical Education Board – Uruguay's Polytechnic Schools
CIDEC	Information and Documentation Centre about Economy problems, Employment and Professional Qualifications, Spain
CINTERFOR	Inter-American Centre for Knowledge Development in Vocational Training, ILO
CNCF	National Council on Vocational Training, Ecuador
COCAP	Council on Vocational Training, Uruguay
CONALEP	National Technical Vocational Education School, Mexico
CONOCER	National Council for the Standardization and Certification of Labour Competencies, Mexico
CPP	ILO/Cinterfor Committee on Programme and Budget
DGCFT	General Office of Training for Work Centres, Mexico
DINAE	National Employment Bureau, Uruguay
ECLAC	Economic Commission for Latin America and the Caribbean
ED/EMP	Employment Sector, ILO
EMP/ENT	Job Creation and Enterprise Development Department, ILO
ETF	European Training Foundation
FAUTAPO	Fautapo Foundation – Education for Development, Bolivia
FDF	Fruit Development Foundation, Chile
FIDAGH	Interamerican Federation of People Management Associations
FTFE	Tripartite Foundation for On-the-job Training, Madrid
GAID	Global Alliance for Information and Communication Technologies and Development
GENDER	Bureau for Gender Equality, ILO
HEART/NTA	Human Employment and Resource Training Trust / National Training Agency, Jamaica
ICATMOR	Labour Training Institute of Morelos State, Mexico
ICTs	Information and Communication Technologies
IDB	Inter-American Development Bank
IDRC	International Development Research Centre, Canada
IDS	Information and Documentation Service, ILO/Cinterfor
IICA	Inter-American Institute for Cooperation on Agriculture
IIEP/UNESCO	International Institute for Educational Planning

ILC	International Labour Conference
ILO	International Labour Organization
INA	National Training Institute, Costa Rica
INACAP	National Vocational Training Institute, Chile
INADEH	National Vocational Training Institute for Human Development, Panama
INATEC	National Technological Institute, Nicaragua
INCES	National Socialist Training and Education Institute, Venezuela
INEFOP	National Institute for Employment and Vocational Training, Uruguay
INEM	State Public Employment Service, Spain
INET	National Institute for Technological Education, Argentina
INFOCAL	National Institute for Labour Training, Bolivia
INFOP	National Institute of Vocational Training, Honduras
INFOTEP	National Institute of Technical Vocational Training, Dominican Republic
INFP	Institut National de Formation Professionnelle, Haïti
INSAFORP	Salvadorian Vocational Training Institute, El Salvador
INTECAP	Technical Institute for Training and Productivity, Guatemala
InWent	Internationale Weiterbildung und Entwicklung gGmbH, Germany
ITC	ILO International Training Centre, Italy
ITU	University Technological Institute, Argentina
JUNAE	National Employment Board, Uruguay
LAC	Latin America and the Caribbean
MEC	Ministry of Education and Culture, Brazil
MERCOSUR	Southern Common Market
MINTRAB	Ministry of Labour
MOL	Ministry of Labour Technological Development and Environment, Suriname
MSMEs	Micro, small and medium-sized enterprises
MTE	Ministry of Labour and Employment, Brazil
MTEySS	Ministry of Labour, Employment and Social Security, Argentina
MTPE	Ministry of Labour and Employment Promotion, Peru
MTSS	Ministry of Labour and Social Security, Cuba
MTSS	Ministry of Labour and Social Security, Uruguay
NCTVET	National Council on Technical and Vocational Education and Training, Jamaica
NORRAG	Network for Policy Research, Review and Advice on Education and Training
NTA	National Training Agency, Trinidad & Tobago
NTA	National Training Agencies
OAS	Organization of American States
OECD	Organization for Economic Co-operation and Development
OEI	Organization of Iberian-American States for Education, Science and Culture
ONSC	Civil Service National Office, Uruguay
OPP	Planning and Budget Office, Uruguay
PIT-CNT	Inter-Union Workers' Plenary / National Workers' Confederation, Uruguay
PREJAL	Promotion of Youth Employment in Latin America Project, ILO
PROCAP	Vocational Training Programme, Bolivia
PROFOREM	Programme for Strengthening the Business Network in Argentina, Brazil, Chile and Uruguay - ILO
REDEL	Redel Project on "Employment recovery through the support to the creation and consolidation of micro and small enterprises within the framework of local economic development", ILO
SDC	Swiss Agency for Development and Cooperation
SEBRAE	Brazilian Service of Support for Micro and Small Enterprises
SECAP	Ecuadorean Occupational Training Service, Ecuador

SECTOR	Sectoral Activities Department, ILO
SENA	National Learning Service, Colombia
SENAC	National Commercial Learning Service, Brazil
SENAI	National Industrial Learning Service, Brazil
SENAR	National Rural Learning Service, Brazil
SENAT	National Transportation Training Service, Brazil
SENATI	National Service of Skills Development in Industrial Labour, Peru
SENCE	National Training and Employment Service, Chile
SENCICO	National Standardization, Training and Research Service for the Construction Sector, Peru
SIALC	Labour Analysis and Information System for Latin America and the Caribbean, ILO
SKILLS	Skills and Employability Department, ILO
SNPP	National Service of Vocational Promotion, Paraguay
STAG	Self-training and Assessment Guides by Competencies
SYMAPRO	System for Measurement and Improvement of Productivity
TVET Council	Technical and Vocational Education and Training Council, Barbados
TVET Secretariat	Technical and Vocational Education and Training, Guyana
UIA	Argentinean Industrial Union
UN	United Nations
UNESCO	United Nations Educational, Scientific and Cultural Organization
UNEVOC	International Centre for Technical and Vocational Education and Training
UOCRA	Construction Workers Union of the Republic of Argentina
VT	Vocational training
VTI	Vocational training institution

Este documento
se terminó de imprimir en el
Departamento de Publicaciones de OIT/Cinterfor
en Montevideo, octubre de 2009
Hecho el depósito legal número 342.375/2009

