

37th Technical Committee Meeting

**Santo Domingo, Dominican Republic
19 to 21 October, 2005**



PRELIMINARY REPORT

CINTERFOR

Santo Domingo, 21 October, 2005

Introduction

1. The 37th Meeting of the Technical Committee of Cinterfor/ILO, convened by the Director General of the International Labour Office (ILO), was held in Santo Domingo, between 19 and 21 October, 2005, at the invitation of the National Institute of Technical–Vocational Training – INFOTEP. The meeting was co-sponsored by the latter training institution. It was attended by 98 participants from 23 countries of the American Region and Spain. Participants included representatives of Ministries of Labour and of Education; directors, officials and members of the governing bodies of vocational training institutions; representatives of employers' and workers' organisations; officials of the ILO and other international agencies, including national and international observers. Several national delegations were tripartite.

2. As usual in these meetings of the Technical Committee, advantage was taken of the attendance of the higher authorities of vocational training to analyse and debate current themes and topics of present and future transcendence. Included were topics involving a review of the activities carried out in the preceding biennium; a plan of action proposed for the next biennium (2006-2007) and a review of administrative and financial themes of the Centre. Also included were important topics having an impact on the *modus operandi* of vocational training, focusing on the interest of the participants. On the basis of the sector and geographical representativeness of the Committee, five working groups were established that held sessions in accordance with the agenda, and each issued statements that have already been incorporated into this report.

3. Consistent with the need to analyse and debate themes that were central to training, separate panels were organised regarding the following subjects: *"ILO Recommendation 195: Human Resources Development: education, training and lifelong learning," "Quality, Relevance and Equity in Vocational Training" and "Productivity and Vocational Training."*

Development of the 37th Technical Committee Meeting

4. The meeting was held, at the invitation of the National Institute of Technical-Vocational Training (INFOTEP) of the Dominican Republic, from 19 to 21 October, 2005, in the facilities of the Hotel Hamaca Coral, in the city of Santo Domingo. It began on Wednesday 19 with the opening ceremony, followed by the panel on *"ILO Recommendation 195: Human Resources Development: education, training and lifelong learning."* Mpenga Kabundi, Director of the SKILLS Department of the ILO in Geneva, was in charge of the central presentation; the panel was composed of Robert Gregory, Director of the Heart Trust/NTA of Jamaica; Fernando Yllanes, of the Mexican Industrial Chambers Confederation (Spanish acronym CONCAMIN) and Jorge Mesa representing the workers' organizations in Uruguay.

5. During the afternoon, the session of the 37th Technical Committee Meeting began and the members of the Executive Board and the Drafting Committee were appointed, as proposed by the Programme, Budget and Administrative Committee. The nominations were approved by the parties present. The meeting continued with the presentation of the conclusions and recommendations of the Programme, Budget and Administrative Committee arising from the meeting held on 18th October which were approved unanimously. Pedro Daniel Weinberg, Director of Cinterfor/ILO presented the report of the implementation of the programme of activities for the biennium 2003-2004. The day ended with the meeting of the three sub-regional groups, i.e., Central America and the Caribbean, English-speaking Caribbean and South America, and two groups corresponding to the employers' and the workers' representatives.

6. During the morning of 20th October, the reports of each of the groups were presented for analysis and discussion. Immediately following the group presentations, the Programme and Budget for the period 2006-2007 was presented. At the end of the morning session time was given to analyse the financial issues and the voluntary contributions of the member countries. The afternoon session was devoted to analysing the central theme of the meeting: *"Quality, Relevance and Equity in Vocational Training,"* which was developed by means of presentations by César

Castillo, Manager of INTECAP of Guatemala, Fazal Karim, Chief Executive Officer of the National Training Agency (NTA), of Trinidad and Tobago; Darío Montoya Mejía, General Director of SENA of Colombia and Sydney da Cunha, General Director of SENAC of Brazil. The session was followed by remarks and questions by meeting participants.

7. During the morning of Friday 21 the theme of *“Productivity and Vocational Training”* was developed. It was introduced by a panel made up of Leonard Mertens, ILO Consultant, who addressed the use of the SIMAPRO methodology as a basis to enhance productivity and training of human resources in enterprises; Juan José de Andrés Gils, President of CIDEDEC of Spain whose presentation focused on the analysis of productivity and the increasing interest in the social responsibility of enterprises. The panel was closed by Hugo Barretto, Uruguayan Professor, who submitted an analysis of training and productivity in connection with the increasing regional integration processes in the Americas. Upon closing a series of remarks were made by the participants. This block ended with the analysis of miscellaneous matters by participants.

8. Following a brief recess at the end of the morning session, the preliminary report of the meeting was distributed and final comments were heard before the meeting was formally closed.

Opening Session

9. The official opening ceremony of the 37th Technical Committee Meeting of Cinterfor/ILO, was presided by Dr. Rafael Albuquerque, Vice-President of the Dominican Republic, who welcomed the participants on behalf of the President of the country. The Board was presided by Mpenga Kabundi, Director of ILO's SKILLS Department; Daniel Martínez, Director of ILO Regional Office for the Americas; Virgilio Bandera, Under-Secretary of Labour and ex-officio Chairman of INFOTEP's Board of Directors; Pedro Daniel Weinberg, Director of Cinterfor/ILO; and Melanio Paredes, General Director of INFOTEP.

10. The first intervention was carried out by Melanio Paredes, who specially thanked the Vice-President of the Dominican Republic for his presence, pointing out his broad experience in the world of work and training and his outstanding performance in the ILO, as well as to all his peer actors in training of the Americas. He welcomed the participants to Santo Domingo de Guzmán, capital of the Dominican Republic and former capital of the Island of Hispaniola, and, on behalf of INFOTEP's Honorable Board of Directors and management, expressed his best wishes for this event which represents a meeting of cultures, and for the vocational training institutions to continue as the bastion of competitiveness and development in the countries of the region.

11. Daniel Martínez, Director of the ILO Regional Office for the Americas, welcomed participants to the meeting and expressed his profound gratitude to the Dominican Government and to INFOTEP's directors and employees for their efforts in organizing this event, as well as for their great hospitality. He also expressed that for the ILO it was an honor that the biennial meeting of one of its most valued and cared-for institutions was taking place in the Dominican Republic. He referred to the meeting agenda which included assessment of the work done by Cinterfor/ILO, discussion of its work priorities for the next two years within the framework of the ILO's objectives. Other agenda items included Cinterfor/ILO's financial situation and key issues such as Recommendation 195, the issues of Quality, Relevance and Equity. His additional comments noted that in open economies the only strategy for financing growth and employment is to become more competitive at all levels and to that end, training is a key element. We can discuss the components of the macro, median, and micro policies but there is no doubt that there will be no competitiveness gain unless there is a policy for the continued training of the human resources. Thus, the training policies can only be long-term policies, because increasing competitiveness is a long-term challenge.

12. He also stated that these policies must be agreed between the public sector, the private sector and the workers. The ILO has always encouraged the development of human resources on the basis of a tripartite structure and of policies not tied to short-term contexts, articulations which

demand for continued efforts. As it is not possible to approach training without long-term policies, it is not possible either to advance in the treatment of informality without aggressive training and education of those involved in the process. It is possible to discuss whether the best strategy is to gain formality or not, but low grades being one of the main problems is out of the question, and for that matter, there is need for greater efforts in reverting it through actions aimed at micro and median enterprises as well as to reducing informality.

13. He closed his intervention by conveying, on behalf of the ILO, the common and concerted efforts of the workers, employers, and governments to reinforce the tripartite collaboration in Latin America and the Caribbean so that it becomes a continent of developed countries in which their citizens reach the level of life they deserve.

14. On his turn, the Dominican Vice-President and acting President, Dr. Rafael Alburquerque, addressed the Committee. He greeted particularly the delegates before the Technical Committee of Cinterfor/ILO. His words highlighted two important facts: INFOTEP's twenty-fifth anniversary and what it means for the advancement of the technical vocational training of the country, and the priceless services it offers as ruling body of the vocational training in the Dominican Republic. He added that INFOTEP with its tripartite Board of Directors has been defining training policies for the development of every sector of the economy.

15. He stressed the importance of training as the engine for competitiveness in an open and global world. Therefore, he congratulated INFOTEP's Board of Directors and personnel for the organization of the meeting and the experiences that would be discussed during the course of the three days of the meeting. This event, he pointed out, is of primary importance for the country and for the government.

16. Immediately after, the opening ceremony was concluded and participants were invited to begin the session of work and discussions.

Panel on “ILO’s Recommendation 195 – Human Resources Development: education, training, and lifelong learning”

17. This panel was coordinated by Mpenga Kabundi, Director of ILO's SKILLS Department, in Geneva; as panelists, participated: Robert Gregory, Director of HEART Trust/NTA of Jamaica; Fernando Yllanes of the Confederation of Industrial Chambers (Spanish acronym CONCAMIN) of Mexico; and Jorge Mesa of the PIT/CNT of Uruguay.

18. Mpenga Kabundi began his intervention in his capacity of coordinator of the panel, thanking INFOTEP and Cinterfor/ILO for the opportunity of participating in this Technical Meeting, which he considered to be the best opportunity to learn about innovations and the new trends in the world of vocational training and labour in Latin America and the Caribbean. He highlighted that the ILO's Department of Skills would greatly benefit from its participation in this event, as much through knowledge of the Latin-American realities and needs as through the possibilities to include in the programme of the Department of Skills attention to the region's needs, and also through its conceptual advances and accumulation of experiences in the field of training.

19. Kabundi emphasized the key role that the ILO's new Recommendation 195 on human resource development is meant to fulfill in defining guiding criteria for the States regarding vocational training. He further stated that access to quality education and vocational training on the part of the entire population, is a goal that many countries of the different regions have not been able to accomplish, and the new Recommendation 195, is a tool that provides the States with coherent guidelines for the formulation of policies aimed at its accomplishment. Kabundi ended his intervention by presenting each one of the members of the panel and making a brief reference to the contents and focus of their presentations.

20. Robert Gregory began his participation in the panel congratulating INFOTEP for its twenty-fifth anniversary and greeting the delegates of the community of the vocational training in Latin America and the Caribbean. He referred to the structure and main aspects developed in Recommendation 195.

21. He indicated that the HEART Trust/NTA of Jamaica is becoming more and more relevant in the educational and training sphere in Jamaica. At the same time, HEART Trust/NTA is gaining prestige and influence in various spheres of the national life, particularly in regards with the development of the labour force in Jamaica, having the goal of certifying half of the labour force by the year 2008, as a means to increase the competitiveness of the country within the framework of a global economy.

22. Gregory explained the major sections comprising Recommendation 195, among which he highlighted: the adoption of some conceptual definitions that are key for the world of training, such as lifelong learning, competencies, and employability; the development and implementation of training policies; education and training prior to employment; and the national qualification frameworks together with the competency-based training and certification. The presenter highlighted that the recommendation provides a scope of legitimacy to the actions that vocational training institutions of the regions have been developing. The Recommendation defines a clear role for the national training agencies, clearly establishes the relation between employment and training, and highlights the importance of the relevance and quality required for the education prior to employment.

23. He continued referring to the trend toward low qualification shown by agricultural economies in which they have come to believe that there is little need for workers. The challenge of today is to transform the skills of the workers from a low profile to a high one. Caribbean countries lose 80% of the tertiary higher education graduates that migrate abroad. Therefore, there is need to improve the capacity of the economy to incorporate these highly qualified human resources.

24. The next presenter, Fernando Yllanes, began by stressing the importance of recognizing explicitly the universal acceptance of the Development of Human Resources through education, training and lifelong learning. He continued making an analysis of the ample debate that took place during the discussions to adopt the new Recommendation 195 on human resources development; in fact, during these discussions a good number of negative votes was registered as well as abstentions, which are partly due to the enormous differences between member countries, which are firmly established in their economic, geographical, cultural and market situations.

25. In the specific case of Central America, he stated that common problems may be caused by the lack of a national employment policy interrelated with the economic, fiscal, and social policies, and with the labour market. Other important human resources development issues include: education, training and lifelong learning in short-term isolated efforts that hinder compliance with the goals of the Recommendation, such as employment, improving the labour market situation with more and better opportunities and eradicating poverty, among others.

26. In his analysis, he expressed his interest in sensitizing participants to consider the need for previously implementing the actions referred to by Recommendation 195, so that an adequate platform is established to eradicate or reduce the aforementioned problems; this way, these efforts and investments can accomplish their purposes with a long-term vision and in accordance with the economic policies to generate wealth and employability. This is the only means to face the many challenges derived from the growth of the informal economy, and the issue of migration, which affects people as well as enterprises. The impact may be caused by a lack of adequate conditions that promote income opportunities that would allow increased competitiveness.

27. He also stated that through recognizing our weakness we could make changes that could strengthen and fulfill aspirations oriented towards human development and in turn exercise the right to education, training and permanent learning.

28. The next presenter, Jorge Mesa, expressed that his comments are made from the continental context, particularly of the Southern Cone, and from the opinion of workers with regards to the labour, type of development and, of course, their education, training and continuing training. He expressed that despite the economic and social severity of the 90s, the insertion strategy based on low costs had deficit results, leading to increased informality and precarious work. Therefore, the workers understand that a strong change prioritizing an aggregated value and quality strategy for enterprises and productive networks is necessary. He stated that if this strategy is adopted the Recommendations will have an extensive content and development possibilities.

29. In the Recommendation's review process there was criticism regarding the contents of the first proposals made by trade unions. These positions were prepared in a collective form and constitute a positive characteristic. This was possible because, especially in Uruguay, democracy had returned, without which the workers understand that social dialog is not possible, nor could the generation of training policies be agreed on by the three parties. The quality of union involvement with respect to the discussion process generated negotiating capacities with governments and employers that were concentrated in various incorporations and modifications. A summary of these comments formed the final document that, although it can be improved, was advanced in various fundamental issues. Among them, he highlighted the goals of decent work, the necessity to remove the informality of ample social sectors and the promotion of innovation as a base for education and permanent training. He emphasized that economic growth is important but is not the same as development; therefore it is important to design a new and better way of insertion into the international field. Therefore, the increase of economic activity is a requirement, but the incentive of growth should influence wealth distribution and aspects of life quality, leading to inclusive growth.

30. He then referred to the necessity to develop national training systems, identifying INFOTEP as an example. Finally, he requested that training policies be elaborated to extend their quality and content, including citizen training and their rights, and among them union freedom. He valued vocational training as an island that was maintained as the only space for tripartite dialog in contexts where collective bargaining was missing. He finished his speech by stressing the importance of tripartism and the willingness of all actors to compromise to promote collective bargaining. In this way the proposals of the Recommendation will constitute concrete facts.

31. Next, Mr. Kabundi made a small summary of the main aspects of the three presentations, highlighting the importance of the key aspects of Recommendation 195 and how these can be performed to take advantage of the potentiality of their respective countries. He invited the participants to express their opinions and formulate questions about this theme.

32. In the final part of the panel which was dedicated to discussions, a representative of INSAFORP indicated that changes to Recommendation 195 may be necessary in order to adjust it to the realities of different countries. The representative of the Barbados Employers Confederation asked for more information about integration of the representatives of the Mexican employers confederation. The representative of the Spanish Comisiones Obreras asked to take into consideration that the present agricultural economy has incorporated new technologies keeping in force the training and learning necessity; the workers should be up to date and should take care of their health and security in this sector, for the management of phytosanitary products and physical risks. The SENCE representative from Chile expressed his interest for more information about the Jamaica certification system as well as the participating actors. The representative of the Education Ministry of Saint Lucia asked to consider that the strategy could be applied on behalf of the ILO in small countries to give support that allow the Recommendation contents to be implemented. The representative of the Mexican Employers Confederation expressed his desire for more clarity about the obstacles that may be present when implementing the Recommendation. The Uruguay Employment Director asked about the compromises he would be willing to assume from each of the Recommendation 195 sectors. The SECAP representative from Ecuador expressed her concern about who should perform the creation if it is converted in a Government policy. Mr. Karim asked

how to implement investments in education and training avoiding the criteria dichotomy or favoring one over the other, speaking about creating capacities for a better transition from school to work.

33. The presenters proceeded to answer questions and make comments. Starting this part of the panel Mr. Gregory referred to the strategy followed by HEART/NTA as a public training agency and explained that their funds are basically provided by taxes on the payroll of companies. He explained the existence of different agencies as the National Council for education and technical and professional training, which is integrated by representatives from all sectors. He described the process of identifying labour competencies, pursuing the fundamental competencies which are put at the disposition of the representatives of the business sector who evaluate and validate them, converting them in national occupational standards. HEART Trust/NTA has arranged 120 standards that are converted into curriculum and at the same time are the basis for certification and evaluation. The fundamental competencies are of an international level and respond to the interest of training global class workers. In this role the training institutions are irreplaceable; they are the proper agencies to make competency certifications. The certification based on competencies is a powerful way to explain what people can do at work.

34. He added that although there are some restrictions to the implementation of Recommendation 195 it is important to work jointly in a new relationship frame, for example UNESCO and ILO have now launched a joined recommendation. He ended stating that Recommendation 195 represents a new way of thinking and acting which undoubtedly will facilitate the removal of education and training obstacles that could arise from its performance.

35. At his turn, Fernando Yllanes referred to the unexpected obstacles to fulfill Recommendation 195. He considered the structure of the countries of the region and the lack of national labour policies which can generate the extension of problems like the development of informal economy. It is basic to formulate public policies that bring the informal economy into formality. I do not believe, he expressed, that there is a necessity to make modifications to the recommendations. In America, instead of increasing agricultural technology, the “maquila” has been intensified, presenting new complex challenges. He expressed that training is important in people’s prospective possibilities to obtain better jobs and it should be the responsibility of the State to establish national employment policies and social dialog on training.

36. Jorge Mesa commented on the importance of training for the primary sector in order to aggregate value to primary production, integrating concepts such as productive chains and value nets. He ended by highlighting the will of the parties, which he estimated could be a compromise with workers’ organizations around the continent.

37. In closing the panel discussion, Kabundi underlined the most important subjects contained in Recommendation 195 and pointed out that they constitute a useful conceptual framework in the formulation of coherent policies needing new operational forms in order to carry out its contents. He thanked the panelists and concluded the session.

38. The morning’s work closed with the presentation of “The role of vocational training in the Public Employment System in Brazil: Social Dialog between Social Partners” in charge of Remigio Todeschini, Secretary of Public Employment Policies of Brazilian Ministry of Labour and Employment. He began by going over the social dialog process that took place for the construction of the Public System for Employment, Work and Income convened by the Ministry of Labour and Employment. He explained the principles that governed its construction. He explained the background for the creation of the Integrated Public Centres for Employment, Work and Income, tripartite and with equal number of representatives from social partners, whose mission is to support the insertion of workers in the labour market, to develop autonomous activity, to encourage individual and collective entrepreneurial activities both in the cities and in the rural areas, and to promote decent work. Besides facing the different functions of the system, the Centres will perform the social and professional qualification necessary for the integral training of workers based on occupational frameworks, linked to continuing education and lifelong learning. They will also be

responsible for establishing vocational certification mechanisms, and in articulation with similar institutions, so that knowledge, and professional practices can be developed by workers during their experience in the labour market, in school and in their daily life, as well as in promoting a larger participation of enterprises and public institutions in financing the qualification and in orchestrating the qualification for credits to autonomous and small entrepreneurs.

39. The speaker gave special meaning to the willingness of the political and social actors in agreeing on matters such as the integration of the Public Employment System, with the “S” System conformed by the institutions of Brazil and with the regular and vocational education policies; the updating of legislation regarding its competency and contribution to the public system as well as regarding the institutionalization of the regional and local employment councils. He then presented some concrete actions referring to guidelines already implemented by the present government. Finally, he stated that Brazil is facing the challenge of implementing this Public Employment System, ratifying its commitment to strengthen democracy and public policies in order to increase the opportunities of all citizens for jobs, work and income, as well as raising their standards as citizens and improving actively and permanently their schooling and vocational training.

Adoption of the Agenda

40. Pedro Daniel Weinberg, Director of Cinterfor/ILO, announced the presence in the room of representatives from the national vocational training institutions, ministries of Labour and Education, as well as the representatives of employers’ and workers’ organizations appointed by the ILO Governing Body as well as of observers of international organizations. He announced that there was the necessary quorum for sessions to commence. He read the day’s agenda and announced the second item.

Election of the Board and Draft Committee

Report of the Programme, Budget and Administrative Committee

41. The Director of Cinterfor/ILO reported on the results of the meeting of the Programme, Budget and Administrative Committee which met the day before, and submitted it to the approval of the members of the plenary, who approved it unanimously. The complete text of this report has been included in Annex 1 of the present report.

42. He then presented the suggestion from the Committee regarding the integration of the Board and Draft Commission of the 37th Meeting of the Technical Committee of Cinterfor/ILO. Melanio Paredes, General Director of INFOTEP, has been nominated as President of the meeting and as Vicepresidents, Regina María de Fátima Torres, Director of Operations of SENAI of Brazil and Estellita René, Education Officer, Ministry of Education, Human Resource Development, Youth and Sport of Saint Lucia. For the draft committee Roger Carvajal, Executive President of INA of Costa Rica and Wendy Mclean, Senior Technical Officer, TVET, Barbados. Once the management body was conformed, the meeting expressed its unanimous approval and requested the authorities to integrate the board.

43. The President of the meeting then invited Roger Carvajal and Wendy Mclean to integrate the board together with the members of the Draft Committee.

Report on programme of activities carried out during 2003-2004

Report by the Director of Cinterfor/ILO

44. The President of the meeting asked the Director of Cinterfor/ILO, Pedro Daniel Weinberg, to speak. He started by expressing his satisfaction for the great number of training institutions, Labour and Education ministries, Employers' and Workers' organizations participating at this meeting convened by the Director General of the ILO. He pointed out two historical facts in the life of INFOTEP. First of all, its twenty-five years, for which the ILO and Cinterfor/ILO are proud. Second, the invaluable opportunity of testifying the obtainment of the ISO 9000 certification by INFOTEP. This is a feat of the directors and of all and each of the men and women that work in this institution.

45. He announced the rendering of the financial and administrative matters of Cinterfor/ILO for the last two years. He stated that the results obtained make us double our efforts in order to continue serving the VTIs. He expressed the great strength presently exhibited by VTIs and their comparative solidity regarding other spheres of labour relations. Neither the acute problems of employment nor the areas such as safety and hygiene or work inspection, have so solid and strong institutionalities as the one of vocational training. When comparing the results obtained by the VTIs with others from the labour sector, we feel that they work well, performing a steady and silent job; there are few social institutions pertaining to the education, health, housing, etc. sectors with VTIs' solvency.

46. The older institutions as well as the new ones that have been established during the past years show exceptional results. As an example, there are 255 centres, regional units, operational areas or complete institutions that have attained the world recognition that the ISO 9000 implies. Another fact that satisfies us is that the VTIs are more visible every day. We are getting used to the presence of heads of State at many institutions when celebrating the milestones and attainments that mark the life of nations. To that effect, he cited examples at SENAI in Brazil, INA in Costa Rica, and INTECAP in Guatemala.

47. He went on to add some more examples of notoriety and soundness of the institutions, such as the fact that an IDB Committee chose, as a reference of best practice among the programmes financed by the Bank, the training and gender equity programme developed by INFOCAL of Bolivia. INFOTEP is the first public institution in the Dominican Republic to accede to the ISO 9000. INTECAP obtained the "gold arroba" for its web page. The World Bank has recently produced a report on the development of the English Caribbean where a whole chapter was devoted to human resources training.

48. The image of vocational training is now different, the VTIs are no longer isolated and subject to referrals, they now play a part in the "big leagues" in the lives of the countries. There is a group of eloquent elements that talk about the level of maturity reached by our institutions. It was added that up to the present SENAI, SENAR, SENAC, SENA, SENATI, INTECAP, DGCFT, and INFOTEP count with ISO 9000 certifications and hoped that HEART Trust/NTA of Jamaica and INA of Costa Rica obtain these boundaries in coming years.

49. Vocational Training reached such maturity levels that ILO encouraged the actualization of Recommendation 150 and produced Recommendation 195. This level is recognized in the report on Social Dimension of Globalization and in the role assigned to VT for the acquisition of the decent work objective. One of the topics of the next presidential summit of Mar del Plata in Argentina shall be vocational training. In the regional integration processes and in the free commerce treaties there is also the vocational training giving a main role to actions such as those verified with CARICOM, MERCOSUR, the Andean Community and the Central American Isthmus.

50. Institutionalized vocational training is receiving attention in the development agendas and government programmes of different countries. It is related to the public policies of work and incomes, eradication of poverty, promotion of small and medium enterprises and local development. In themes such as the importance that the government of Colombia assigns to SENA in its training policy for young people. Also in the sectoral agendas vocational training has a lot to offer, in several sectors such as tourism, transportation, graphic arts, gastronomy, rural sector, etc. SENAR

and SENA are working with the nourishment security topic and rural tourism. In whole, vocational training is at its peak in the American region.

51. In regard to the role of Cinterfor/ILO, it was indicated that it is becoming a resounding box for what is occurring in vocational training, using means such as technical cooperation, its Web site, and the editorial production such as that exhibited in this event. Cinterfor/ILO works with a particular modality such as promotion of horizontal cooperation. The know-how of vocational training lies in institutions and in the men and women working in them. This cooperation has developed in 40 years during the life of Cinterfor/ILO without the supremacy or protagonism of any country. Cinterfor/OIT acts respecting the individualities of each institution and recognizing their times, organizational cultures and different stages. We accommodate our way of doing things according to the requirements of the institutions. Its success, if any, has been obtained thanks to the generosity of each and every training institution.

52. In order to describe the actions carried out by the Centre, it was reminded that the Report of activities was already in the hands of all the participants and published in advance in the Web site. The report is detailed and extensive aiming to render clear and transparent information of what we are doing and where the resources are going, resources given by the member institutions with sacrifice.

53. The Centre has performed its actions based on three pillars: technical cooperation, the Web site and editorial production. Technical cooperation has been mainly oriented towards the institutional strengthening of vocational training, whether through the training institutions or the formulation of solid public training policies. Other topics which have included the cooperation offered by the Centre are: the competency-based training and certification, social dialogue and active participation of actors which also has included bipartite management of training; proposals regarding equity, social inclusion, and reduction of poverty and the increment of productivity through training.

54. The Cinterfor/ILO web site is one of the most complete in the region, improved with the cooperation of training institutions' sites. Recently its contents have been extended in the English language, with translations from Spanish into English, as well as translations from English into Spanish. It has also been transformed in a platform from where some courses are implemented, such as that recently concluded on quality and equity.

55. The third pillar is constituted by the editorial production of the Centre and in this aspect it was brought to the attention that the Centre has accumulated an important editorial value, and particularly during this period, 50 titles were published: 40 in Spanish and 10 in English. We have tried to maximise the use of resources by promoting co-editions with training institutions and universities. The volume of income per book sales was duplicated during the past period. The interest of SENAI became obvious renewing the collection of publications for its 27 Regional Departments.

56. The financial situation of the Centre is healthy and properly balanced; the structure of income of Cinterfor/ILO has included the contributions of ILO authorized by the Governing Body. In addition, the contributions for the implementation of joint activities have increased, originated from the Regional Office and the SKILLS Department as well as work with different units of ILO in the region.

57. The situation regarding voluntary contributions is equally satisfactory. The great majority of the training institutions are up to date with their contributions. The goal of US\$450.000 proposed and approved by you, has been surpassed.

58. The contributions in services made by all the training institutions to Cinterfor/ILO in order to comply with its work plan should be highlighted, and that is verified each time an event of technical cooperation is carried out and which otherwise would not be possible, if the institutions did not

cover board and lodging and logistics. Although difficult to account, it is decisive in the life of Cinterfor/ILO; without such a generous service support we would not be able to exhibit such a wide and nourished work plan.

59. In this aspect extra budgetary contributions are important; as an example, he mentioned the generous support made by the Swiss Development and Cooperation Agency (SDC) which has allowed us to develop two working areas; one, the dissemination of information in the English language and the other, the strengthening of institutional competencies regarding design and policies management, as well as equity referred issues, dissemination of knowledge and good practices.

60. In the administrative aspect, Cinterfor/ILO maintains its personnel in Montevideo; when needed, additional consultants are recruited according to the activities implemented through technical cooperation funds. This year our colleague Oscar Ermida Uriarte, Vocational Training specialist, who supported the Director of the Centre, retired thus generating a gap given his valuable technical capacity; as well George Gamerdinger, an unconditional collaborator of vocational training in the ILO Subregional Office for the Caribbean also retired.

61. The President of the meeting, Melanio Paredes, made a brief synthesis of the report and submitted it to the consideration of the meeting; it was approved unanimously. The participants then made a few comments.

62. The representative from Trinidad and Tobago, congratulated INFOTEP in their anniversary and, in the name of CANTA, he extended his greetings to Cinterfor/ILO for the careful and thorough report. He shared the comments in favour of Gamerdinger on his retirement and requested the continued support of the Centre in the activities of CANTA. He recommended the inclusion in the action plan of Cinterfor/ILO of activities encouraging interaction and implementation of joint activities with the Spanish-speaking Caribbean countries in ambits such as the certification of competencies.

63. A representative of INTECAP stated his recognition for the work of the Centre in these two years, for the sanity of finances and the quality of the publications outlining that an institution without a proper library lacks a fundamental support for its work.

64. The representative of the Fundación Tripartita of Spain recognized the hard work done by Cinterfor/ILO through its web site which was recently referred by an important newspaper of Madrid as one of the best sites on vocational training in Spanish.

65. A representative of INFOCAL expressed his appreciation to Cinterfor/ILO for its role in the training of men and women. The report, he continued, is the true expression of the activities of the Centre.

66. The representative of the Labour Ministry of Argentina reinforced this recognition due to the quality of the report and also stated that employment and reduction of poverty become again main topics of public policies and represent important challenges to governments.

67. The Director of Cinterfor /ILO thanked the support and the unanimous approval of the report, indicating his recognition to the team of the Centre in Montevideo, and the generous disposition that the training institutions have displayed towards their sister institutions. He added that the proposals shall be taken into account in the elaboration of the plan of activities of the Centre for the next biennium and finalized indicating "it is our responsibility and we perform it with our best devotion and love".

68. Following, the Meeting of the subregional and sectoral groups commenced.

Reports of sub-regional and sectoral groups

69. In accordance with the provisions of the agenda, the session of Thursday, October 20 began with the presentation of the three sub-regional groups and the two sectoral groups on the results of their deliberations.

70. The President of the Meeting, Melanio Paredes, invited the groups of the English-speaking Caribbean, the Central American Isthmus, South America, Workers and Employers proceeding in that order to develop their presentation. (*The complete text of such reports is included in Annex 2*). The President of the Meeting invited the Vice President, Prof. Regina Maria de Fatima to direct the deliberations due to his temporary absence.

71. Upon completing the presentations, Pedro Daniel Weinberg thanked the contributions and praised the work groups for the quality and elaboration of the ideas expressed in the reports, something which represents a high trust in the Centre exposed by the type of the requirements formulated. He stated his gratitude for all the support received on the part of different groups and exposed that their requirements shall be incorporated in the thematic lines of the work programme of the Centre.

Examination of the Programme of activities for 2006-2007

72. Fernando Vargas proceeded to make his presentation of the programme of activities provided by the Centre for the next biennium. The programme is developed within the frame of the ILO strategies, especially that which searches for the creation of better opportunities for women and men for obtaining decent earnings and jobs. Vargas explained that it is composed of three pillars, the strengthening of training as a means to increase opportunities to access decent jobs and work, the development of competencies in young people and adults who are unemployed and the strengthening and development of social dialogue on training. The text of the programme was included in the final part of the Report presented by the Centre during the meeting.

73. Following this presentation, the President of the meeting summarized the principal items and pointed out that several of the requirements presented by the work groups were viewed. Immediately after, the following comments were made:

74. The Secretary of Public Employment Policies of the Ministry of Labour and Employment of Brazil agreed with the presentation and expressed the need to support the integration of the public employment system with the training policies. He suggested the improvement to perfect mechanisms for the detection of the specific requirements demanded for the training of employers and workers using the methodologies which ILO have available. A representative from INAFORP suggested that the social dialogue be reinforced through coordination and mentioned the existence of a two party organism in Panama which has been performing an important work in the definition of competency standards in various jobs in this country. The lecturer of Cinterfor/ILO accepted the proposals and provided for their inclusion within the work programme.

75. Following, the President of the session, Regina Maria de Fatima, submitted for the consideration of the meeting the work programme of Cinterfor/ILO for the biennium 2006-2007 which was approved unanimously.

Examination of the budgeted activities for 2006-2007 and other financial matters

76. While developing this item, Pedro Daniel Weinberg pointed out the good financial position of the Centre and reminded the obligation kept by OIT and Cinterfor/ILO with the zero growth, for

which reason he requested that the same level be maintained in the voluntary contributions, although any additional contributions will obviously be welcomed.

77. He added that in an endeavour to comply with the Work Programme, Cinterfor/ILO agrees to obtain necessary complimentary resources. He stated that there are no foreseen circumstances affecting the budget and also expressed his optimism regarding the compliance of voluntary contributions. He finalized indicating that in the case of necessary additional special resources, every effort shall be made to arrange them through other means.

78. He continued to ratify the obligation of the Centre with the development of the SIMAPRO project which had been focused to this date in Guatemala, Mexico, Dominican Republic, and Cuba. Work is being performed with the support of the SKILLS Department in order to extend it to other countries of the region. He added his recognition to the important Swiss cooperation received in order to continue to strengthen the activities of the Centre jointly with CANTA in the production of material in English and strengthening of quality and equity in training policies and the inclusion of the gender perspective.

79. The INAFORP representative from Panama expressed his satisfaction with the presentation of the budget which he classified as an example of a job well done. He stated his confidence in other means of collaboration in order that small resources may be stretched to confront increasing challenges.

80. Immediately following, the President of the session submitted the Cinterfor/ILO budget to the meeting for the biennium 2006-2007 which was approved unanimously.

Voluntary contributions of member countries

81. The Director of Cinterfor/ILO indicated that 25 per cent of the Centre's budget relies on voluntary contributions. Therefore and in consideration of this behaviour, he requested that the meeting ratify maintaining the same levels of voluntary contributions for the next two years. He reminded the meeting that the goal for these two past years was satisfactorily met and announced that during the past days the contributions of INFOCAL of Bolivia and of the National Training Agency of Trinidad & Tobago had been received.

82. The meeting unanimously approved maintaining the level of the voluntary contributions.

Panel on Quality, Relevance and Equity in Vocational Training

83. The members of this panel were: Sydney da Silva Cunha, Director General of SENAC of Brazil, Dario Montoya Mejia, Director General of SENA of Colombia, Cesar Castillo, Manager of INTECAP of Guatemala and Fazal Karim, Chief Executive Officer, NTA of Trinidad and Tobago.

84. Dario Montoya, Director of SENA, initiated the panel by presenting the elements of quality, equity and relevance. As part of the relevance approach, he pointed out the work of 58 sectoral tables, where the SENA programmes are prepared starting with the identification of competencies accompanied by experts from SENA. Now, 65 per cent of training programmes are competency-based. Then he explained the concept of training chains, both in higher and intermediate education. SENA is considered within the public policy for technological development. In the frame of the concept of relevance, the training programme for young people from rural sectors that is being arranged with the mayors and the communities was included.

85. He continued explaining that SENA is the entity that best represents tripartism within Colombia's public sector. He pointed out that efforts in training will increase institutional flexibility and the capacities of regional units through decentralization. SENA's National Training System, in relation to equity, is strengthened by alliances with mayoralties in order to establish new programmes. In these programmes training is cost free, and reaches all municipalities of the country. Through the

creation of the fund 'Emprender', which facilitates seed capital to finance business initiatives for beginners, SENA also cares for vulnerable villages, handicapped persons and reinserted people from conflict areas. In this respect, he indicated that SENA keeps away the young from violent situations of public order, favoring their insertion in the work place. It is the greatest competition to the armed people, he said.

86. He spoke of the changes in learning strategies which take place in project-based training, the use of new communication technologies to achieve a virtual environment, the international relationships, and national alliances. In the same way, the training of managers is being strengthened in order to generate business initiatives.

87. The Director of SENAC of Brazil, Sydney da Silva, commenced his participation with a brief presentation of his institution, which acts in 14 professional areas of the business and service sectors. Annually, SENAC offers more than 1,8 million registrations and has 510 fixed units and 68 mobile units. It has more than 19 thousand teachers for a total of 27 thousand collaborators. SENAC is present in more than 2,250 Brazilian municipalities and in the year 2004 more than 300 thousand free courses were offered.

88. It is estimated that in Brazil, 3.8 million young people do not work, study or search for a job. In only six of Brazil capital cities, 1.6 million young people are without work and a third of them are looking for their first job. Through a learning programme for citizen education, during 2005 SENAC will attend to some 108,308 adolescents and young people. He referred to the soldier citizen programmes, to the learning programmes in business and services, to programmes for citizen education and the national programme for the development of teachers. He then spoke of educational technologies and of the democratization of the access to training within which he mentioned the SESC-SENAC Tele/conference web which has more than 400 reception points in all Brazil and which reaches some 4 thousand viewers, he also mentioned the open education programme by radio, the editorial centres and the SESC-SEANC TV station. Within the programme SENACMOVIL there are 67 mobile schools distributed through the country. Presently, there are four types of units in the areas of Computers, Business Administration, Tourism and Hotel, Fashion, and Beauty and Health.

89. He continued describing the distance education programmes as an instrument of vocational education universalization. In the year 2004 attendance was approximately 38 thousand students and environmental education and distance education courses were initiated. He proceeded to indicate that equity in vocational training does not only imply equality in the access to training but also to add value to educational practice, promoting and creating consciousness, critical thinking and the creativity of individuals. He finished the presentation enforcing the principles orientating the modern training of SENAC: search for permanent quality, always "listen" to the market and train professionals and competent critics.

90. Cesar Castillo, Manager of INTECAP, opened his exposition highlighting the urgent need of countries in the region to formulate employment policies conceived as public policies of which vocational training should be a fundamental component. However, market research must be enhanced with multiple sources of updated permanent information and a line of offices in order to recruit vacant job posts. Only with these multi-disciplinary items will it be possible to face the challenges of training on human resources.

91. Afterwards, a video of the institutional history and services was shown, which later addressed the quality management in INTECAP that allowed them to achieve the certification ISO 9002. He also considered the need for training institutions to be responsible for the labour competencies certification since they have larger and more relevant technical and human capacities than the ministries of labour. With regards to the indispensable articulation with formal education, he explained that now INTECAP can hire instructors directly for, together with technical training, qualifying their students to complete their basic education and continue to higher levels. Also, he shared the accomplishments in terms of credit support offered at a low cost for the graduates

through an agreement with an important local bank. He encouraged horizontal cooperation and, finally, suggested as a pending task for Cinterfor/ILO and the ILO, the organization of cooperation tables given the critical importance that the support from international agencies have for vocational training.

92. Fazal Karim, Chief Executive Officer of the National Training Agency of Trinidad & Tobago, began by describing the challenges that market globalization is posing on vocational training systems within the countries of the region, such as the need for competing at a global scale, to train workers highly qualified from the point of view of continued learning and the need to focus on services to the clients and quality. Following this path, the presenter asked himself what were the new targets for vocational training in view of the aforementioned requirements, and responded that they are those of quality, relevance, and equity of access.

93. Immediately Karim analyzed the characteristics of the economy, the labour market and the labour force of Trinidad & Tobago, deriving from there the demands made to their vocational training system and on the National Training Agency. In this regard, he continued to describe some concrete programmes aimed at different publics, in some cases social groups particularly disfavored in the labour market.

94. After analyzing more deeply the dimensions that comprise the concepts of quality, relevance, and equity, Karim continued his presentation addressing the issue of roles that institutions have before them to be able to guarantee these three dimensions of training, particularly pointing out the local initiatives and the coordinating entities of vocational training; alliances at the regional level and the establishment of Regional Qualification Frameworks, such as the CANTA and the future adoption of the Caribbean Qualification Frameworks; with regards to the international best practices. He underlined the importance and potentiality of promoting knowledge and experience exchange networks by organizations such as the ILO and Cinterfor/ILO. He concluded his presentation mentioning the main challenges for achieving the goals of quality, relevance, and equity, stressing the political will, availability of resources, management capacity, and monitoring and follow-up mechanisms.

95. When presentations were concluded, an exchange of comments and questions took place between the participants and the panelists. Several questions and comments were posed on the subjects of project elaboration such as a strategy for training innovation, and the possibility that through distance education “soft competencies” as attitudes and behaviours could be exchanged. Other questions addressed the value and quality of training in the workplace, development of skills and support for entrepreneurship, incidence of continuity of management of the institutions to maintain their programmes and the possibility of conforming regional or sub-regional frameworks of qualifications. Concepts of learning to learn, and the support received from employers for the development of programmes and the training of handicapped populations due to the armed conflicts as well as training provided to the relatives of those who die in combat were additional issues raised by participants. The panelists in turn provided information to participants’ questions.

Panel on “Productivity in vocational training”

96. The works of the last day of the Meeting began with the participation of the plenary in the National Conference on Entrepreneurial Productivity and Competitiveness, an annual event of INFOTEP that coincided with the Technical Committee Meeting. The keynote speech “Productivity in Vocational Training” was delivered by Melanio Paredes, Director of INFOTEP.

97. Melanio Paredes began his presentation summarizing the global context of the knowledge society and the perspectives in which his country is situated in the presence of globalization as well as the incidence of vocational training in the improvement of productivity and competitiveness of enterprises. Following he presented the results reached with the implementation of the Productivity Measurement and Enhancement System (PROMES), a management tool that guides and encourages personnel to improve the work system in terms of the objectives of organization,

optimizing the use of time and efforts, and influencing significantly in the improvement of the processes and communication in the enterprise. With the implementation of the PROMES model in the Dominican Republic the relation between the offer from INFOTEP and the demand from the enterprises was improved, a better performance of business managers and a greater effectiveness of the training actions provided by INFOTEP.

98. PROMES was complemented with strategies such as “5 S”, total productive improvement, strategic action plan, “KAISEN” quality tool. Paredes explained that according to entrepreneurs, the model impacted greatly the quality of their products, in the improvement of their processes, efficiency in the use of resources, participation of employees in the solution of problems, quality of services, better training of human resources, and reduction of idle time. Also, in the opinion of the workers, the model increased communication and cooperation among them, it improved their knowledge on their tasks in the workplace, in a better valuation and productiveness in the workplace. The presenter opened the space for the presentation of two good practices in the implementation of PROMES: that of the enterprises Bojos Manufacturing and Marítima Dominicana, S. A. To that end, the system of video-conference was used simultaneously connected to an audience of Dominican entrepreneurs.

99. In a second part of the session, he presented the perspectives that developed INFOTEP, in relation to counselling service and technical assistance to companies, to improve management competitiveness and productivity. This service responds to a new organizational structure, more modern and flexible, expressed in the creation of a new responsible management of business competitiveness. He also stated that there are plans to offer this service as a reinstatement of the corporative image together with the establishment of a quality management system. Such a system would take into consideration the regulations that Cinterfor/ILO proposes in a decent work environment, gender equity, entrepreneurship among other. He concluded explaining the different initiatives and projects that INFOTEP will implement within this framework in the future.

100. The meeting continued with the panel integrated by: Hugo Barretto Ghione, Professor of Labour Law and Cinterfor/ILO Consultant, Juan José de Andrés, of CIDECE Spain and Leonard Mertens, ILO Consultant.

101. Juan José de Andrés, President of CIDECE, Spain, initiated his presentation indicating that the purpose was to locate the international tendencies of social responsibility in the organizations and their connections with the business strategy and the human resources management of the companies. He opened the discussions on the development of social responsibility in Latin American and the Caribbean, and the opportunity being faced by the training institutions in this environment. He explained the backgrounds on this issue and the ethical principles about human rights, labour standards, governance and environment proposed by UN. He explained the European definition of corporate social responsibility as the “voluntary integration” of the social and environmental concerns in their business operations and their relationship with their interlocutors.

102. He continued explaining the characteristics of the social responsibilities as well as their internal and external dimensions and their guiding principles. He listed the characteristics of what he called the new enterprise-society relationship. He explained how social responsibility is outlined as a challenge for human resources management as well as the tendencies towards the normalization and certification of the socially responsible enterprises, which was illustrated with various examples.

103. He ended meditating about the challenges these trends represent for vocational training and especially the trends towards building social responsibility asking what would be the role of the training institutions and technical assistance of the companies in promoting social responsibility or guaranteeing the excellence models at this level.

104. To initiate its presentation, Mertens assured that the economies of the region are facing the challenge to advance towards greater aggregated value products and services as support to general employment and improve income. It involves a productivity improvement towards qualitative

different basis of competitiveness, that have the inserted innovation as axes in a process of continue improvement and decent work. He stated that due to the above it is required to establish a permanent learning system in the organization, supported by the participation of the personnel towards the knowledge dialogue.

106. Mertens added that due to the above, the function of the training institutions is extended in at least two senses. The first one is that they have to organize and accelerate the institutional learning networks between and with the companies about the introduction and support of the permanent training systems oriented towards productivity and working conditions. The second to articulate the training with the human resources management and labour organization, technological innovation and quality organization systems (ISO, HACCP) with the purpose of obtaining stronger and mutually supported models of the organization management.

107. At his turn, Hugo Barretto, initiated his presentation by stating that vocational training plays a relevant part in the social dialogue at a national level, maintaining a series of ties with issues as varied as the employment policies, labour relations and innovation processes and companies productivity. It is an unavoidable basis for productivity enhancement, and it acts at the qualitative dimension of the work, and operates improving the productivity based on the quality and not in the simple intensification of the effort.

108. He continued remarking that the importance vocational training has acquired in the group of factors impacting productivity does not stop at a national level. On the contrary, vocational training participates in the processes that accompany the initiatives of regional integration and free commerce treaties. At this level, which is not homogeneous, these issues present unconcealable nuance and differentiations. For example, vocational training may work as an accelerated element generating interchange spaces and closeness to institutions and systems and cooperating with people circulation through competency certification mechanisms.

Miscellaneous

109. The meeting was held from 11:30 on Friday 21st, its development will be included in the final report.

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ANNEX 1

REPORT OF THE CINTERFOR/ILO PROGRAMME, BUDGET AND ADMINISTRATIVE COMMITTEE MEETING

The Programme, Budget and Administrative Committee met on Tuesday, 18 October, 2005, prior to the opening of the 37th Technical Committee Meeting. Representatives from SENAI of Brazil, SENA of Colombia, INA of Costa Rica, HEART Trust/NTA of Jamaica, INFOTEP of the Dominican Republic, took part in the meeting.

The Director of Cinterfor/ILO welcomed the participants and provided a quick review of the Report of activities undertaken by the Centre during the biennium 2004-2005.

He pointed out the optimism of this report due to the present situation of vocational training in the Latin American and Caribbean region and the satisfaction of the Centre for having the privilege of accompanying the success of vocational training institutions (VTIs). Furthermore, he outlined the strength of training institutions in the region vis-à-vis other social entities. Comparing the role of VTIs in the region with that of other social institutions from the labour sector (labour inspections, social security, security and health, etc.) it is difficult to find institutional spaces that guarantee the implementation of actions with the outstanding repercussion of quality and relevance of VTIs.

The Director of Cinterfor/ILO noted the visibility that VTIs have achieved within societies. As an example, he mentioned the increasing presence of Presidents of the countries attending many of the events carried out by VTIs in different countries when updating their programmes, enlarging their fields of action, and obtaining recognition to their quality, etc.

He continued indicating the efforts made by the Centre to cope with the demands of the VTIs, that have concentrated on promoting horizontal cooperation in attaining a balanced framework where none of them stands out. This cooperation has covered the areas mentioned in the Report of Cinterfor/ILO i.e. competency-based training, youth training programmes, quality management, gender and training, employers' and workers' activities.

During this biennium the Centre paid special attention to the English-speaking Caribbean countries. As proof of this, it should be pointed out the increase of information published in the website in English, the translation of ten titles as well as the technical assistance on the application of information and communication technologies (ICT) to training. This special attention to the Caribbean was not in detriment of the attention paid to the other countries.

He mentioned as well the good financial situation of the Centre, healthy and balanced thanks to the fact that most of VTIs have met the deadline for paying their voluntary contributions, even within the economic crisis still prevailing in Latin America and the Caribbean. The second source of the Centre financing is the fluid work with the ILO units in the American region and with Headquarters, and the third, is the sale of publications which has doubled in this biennium. He outlined the fact that SENAI bought the complete set of Cinterfor/ILO publications to be distributed among its 27 Regional Departments. He finally pointed out the efforts made by VTIs contributing in kind, covering board and lodging of participants and the logistic support in technical and training meetings. It could not have been possible to develop the actions contained in the Report of Activities without the financial support of VTIs.

After briefly reviewing the Centre's areas of action developed along the different items of the Report, the Director asked participants to make comments on it. They unanimously approved the Report of Activities of Cinterfor/ILO.

The members of the Committee made the following comments:

- VTIs are facing new challenges and spaces of action that are arising in the Caribbean, the Central American Isthmus, the Andean region and MERCOSUR. Many of the efforts associated with the establishment of a common market reveal the need for better education and training systems. Education enables vocational training and this enables employability.
- VTIs' commitment to these trends is the cause of their prestige and the beginning of a stimulating way of cooperation between training and education; however, the way will not be easy.
- Workers compete not only in enterprises or in the region, but also at the global level as well. Both levels must acknowledge that they require a world class workforce; the same applies to economic sectors and countries.
- Some of the most important issues for the VTIs of the region are competency-based training, training and regional integration, productivity and the quality, relevance and equity approaches. Derived from their dynamic role in these spheres, VTIs have attained a better position and strength in their respective national contexts.
- Therefore, it is desirable to deepen and advance the efforts to continue the horizontal cooperation activities Cinterfor/ILO fosters. Such a programme is of vital importance for future action.
- Enterprises seeking to increase their competitiveness increasingly demand the support of VTIs, mainly in the technical and technological fields, due to the fact that VTIs combine the educational and technological dimensions in relation to the world of work and production. The external recognition of their quality and relevance, by different national actors (political, social, productive, etc.) is fostering the combination of these two dimensions in the different countries.
- An increase in the participation of the VTIs in the technical and higher educational levels is registered, through forms of articulation with other educational actors or through new training offers of their own. The bridges between education and training, that tend to construct "chains of training", are powerful elements for educational mobility and labour promotion.
- VTIs are increasingly working to support policies of technological development and entrepreneurship, from the assumption that the training process also implies technological development and the latter in turn can support entrepreneurship.
- Cinterfor/ILO is a Centre that fosters knowledge sharing of best practices through their systematization and dissemination; this knowledge sharing must contribute to building up programmes of horizontal cooperation.
- The Centre is a fundamental resource for the strategic planning, identifying tendencies and trying to anticipate the demands of the labour markets. It participates and stimulates the dialogue among governments, workers, employers and VTIs. It also offers technical assistance through its network of specialists in the countries and its knowledge of the new horizons of training.

The Committee suggested that the Board and Draft Committee of the 37th Technical Committee Meeting of Cinterfor/ILO be integrated by the following persons:

President:	Melanio Paredes. Director General of INFOTEP.
Vicepresidents:	Regina Maria de Fátima Torres. Director of Operations of SENAI Estellita René. Education Officer. Ministry of Education, Human Resources Development, Youth and Sport of Saint Lucia.

Draft Committee: Roger Carvajal. Executive President of INA
Wendy McLean. Senior Technical Officer. TVET Council. Barbados.

Finally, Darío Montoya, Director General of SENA of Colombia, informed that the SENA will celebrate its fifties anniversary in 2007 and officially proposed this institution to host the 38th Technical Committee Meeting, proposal that was unanimously accepted.



ANNEX 2

Reports of the Sectoral and Subregional groups

- English-speaking Caribbean countries
- Central America and the Caribbean
- South America
- Employers' Representatives
- Workers' Representatives



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REPORT OF THE ENGLISH-SPEAKING CARIBBEAN COUNTRIES

CANTA (Caribbean Association of National Training Agencies)

Main Points Discussed

1. Accomplishments since the previous ILO meeting held in Antigua:
Support for ICT in Teacher/Instructor Training
 - i. Assistance given by ILO with the provision of computers
 - ii. Successful ICT workshop in Jamaica 2005
 - iii. Plans to rotate the workshop throughout the Caribbean
 - iv. Trinidad to host next workshop with inputs from HEART-NTA (VTDI) - Jamaica
2. Developments within CANTA:
 - i. CARICOM-approved process for Workforce Certification (contributions from CANTA members) will be used to guide training, assessment and certification of the workforce throughout the CARICOM/CANTA region
 - ii. Mandate from the Trinidad & Tobago MOE to introduce CVQ's in schools by September 2006
 - iii. Assistance given by T&T/NTA in guiding the process, provision of standards and training of assessors
 - iv. Noted - NVQ's already in place in Jamaica – assisting St. Vincent, Grenada and St. Lucia
Plans in place for TVET Council in Barbados to introduce NVQ's shortly
 - v. Critical role that CANTA has in promoting workforce certification in the region and the need to expand its role by partnering with:
 - employer groups (JEF)
 - regional examining body (CXC)
 - enterprises and
 - Ministries of Education/Labour)
 - vi. Collecting data from NTA's, TVET focal points within the Caribbean region in preparation for an ILO-sponsored Caribbean Employment Forum (some data already in through an OAS-sponsored consultation on labour certification in the Caribbean)

Plans/Recommendations

1. CANTA to meet in Mid-November (Barbados) to develop its 3-year Plan (Logframe) 2006-9
2. Develop a CANTA website – with ILO assistance (Trinidad to host)
3. Update the CARICOM-approved List of Occupational Standards for use in the region
4. Place more emphasis on Prior Learning Method of Assessment to certify the expanding regional workforce
5. Collaborate and forge a strong link between the English and Spanish-speaking groups in the region

The group was integrated by:

Wendy McLean,	TVET Council	Barbados
Merna Jordan,	Barbados Vocational Training Board	Barbados
Paul Payne	Montserrat Community Collage	Montserrat
Pierre Marcel Gabaud	INFP	Haiti
Estellita Rene	Ministry of Education- Human Resource	

Fazal Karim
Clover Barnett
Robert Gregory
Paulette Dunn-Smith
George Garmerdinger
Gonzalo Grana

Development Youth and Sport
NTA
HEART/NTA
HEART/NTA
NCTVET
Cinterfor/ILO
Cinterfor/ILO

St. Lucia
Trinidad & Tobago
Jamaica
Jamaica (Chair)
Jamaica



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REPORT OF THE CENTRAL-AMERICAN GROUP, PANAMA, CUBA AND DOMINICAN REPUBLIC

The group met at La Concha room in the afternoon of October 19th, within the framework of the agenda for the 37th Technical Committee Meeting of Cinterfor/ILO. Participants discussed the present situation at the sub-regional level, and the challenges it poses to vocational training institutions. Advances accomplished by this subregion with regards to its network activities carried out during the past two years, since the 36th Technical Committee Meeting of Cinterfor/ILO held in Antigua, Guatemala, in 2003, were assessed.

After analyzing and discussing various present issues impacting institutionality and affecting the offer and demand of vocational training, the following issues have been prioritized:

1. The countries agree to intensify their efforts to ratify ILO Convention 142 and application of Recommendation 195 for all sectors involved.
2. Regional integration of vocational training processes that demand the following points:
 - a. Certification and homologation of labour competencies.
 - b. Training and certification of instructors.
 - c. Quality Management.
 - d. Application of ICT to vocational training.
 - e. Articulation of employment, education, and training policies.
 - f. Improvement of collection and financing mechanisms, as well as confirmation of the commitment made by governments, employers' and workers' organizations in the fulfillment of said objective.
3. In order to institutionalize the network, training institutions agreed to finance at least one annual meeting per country where transversal and common sub-regional issues would be discussed.
4. The group decided to increase integration of the sub-region with the Caribbean Association of National Training Agencies (CANTA).
5. In order to provide continuity to network activities, they agreed to hold two meetings in the short-term, the first of which would be held in Guatemala, on November 27-30 in order to make a detailed plan of the activities for next year. The second one will take place in March 2006 in Costa Rica with the aim of presenting and sharing the new and good practices attained in the vocational training institutions of the network.
6. The members of the group agreed to request from Cinterfor/ILO and the ILO Subregional Office in San José to continue and increase the efforts to support the planning, follow-up, and implementation of the concrete activities of the network.

Having reached these agreements the meeting was adjourned.

The group was integrated by:

Roger Carvajal	INA	Costa Rica
Jorge A. Alvarado	INA	Costa Rica
Manuel González Murillo	INA	Costa Rica
Mario Bolaños	Ministry of Labour	Costa Rica
Mario Miranda Márquez	Ministry of Labour and Social Security	Cuba
Mario Andino	INSAFORP	El Salvador
Joel Antonio Morán	IINSAFORP	El Salvador
Cesar Guillermo Castillo	INTECAP	Guatemala
Arturo Gándara Melvilla	INTECAP	Guatemala

Emmanuel Limonta
Sayda Burgos
Altagracia Fuentes
Marco Tulio Padilla
César Quevedo
César Membreño Navarro
Lourdes Herrera Alegria
Imelda Traña Lezama
Juan Planells
Fernando Maduro
Luis E. León
Rubiel Cajar González
Melanio Paredes
Mario Hugo Rosal
Fernando Vargas

INFP
INFOP
INFOP
INFOP
DGCFT-SEP
INATEC
INATEC
INATEC
INAFORP
INAFORP
INAFORP
Ministry of Labour
INFOTEP
ILO Subregional Office
Cinterfor/ILO

Haiti
Honduras
Honduras
Honduras
Mexico
Nicaragua
Nicaragua
Nicaragua
Panama
Panama
Panama
Panama
Panama
Dominican Republic
San José



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REPORT ON THE SOUTHAMERICAN GROUP

The participants of the South American Group (see attached list) understand that the performance of Cinterfor/ILO during the 2003-2004 period was clearly approved in the presentation of the annual report at the plenary meeting, and therefore they will concentrate their contribution in the exchange of preoccupations and interests and in the discussion of proposals for actions to be taken in the next two years.

A rich exchange took place regarding the treatment and the experience of each country in matters regarding training and on how Cinterfor/ILO can contribute in solving them. Among these matters priority was given to those that refer to financing training, to challenges of orchestrating and integrating public and private sectors within the countries as well as at a regional level, the role of training and of its actors in the new scene, in the active employment policies and in social integration, competency-based training and certification, the certification of quality of training institutions.

As a result of this analysis, it was agreed to:

- 1) Reaffirm the validity of the agenda items that were given priority in the group Report during the 36th Technical Meeting.
- 2) Endorse the lines of action and the strategies of the work programme proposed by Cinterfor/ILO for the 2005-2006 period.
- 3) Propose that said programme be deepened and/or completed with the following aspects and activities:
 - ✓ The gathering of summary proceedings of an executive character, preferably in the form of a matrix that will allow the system of different countries to up-date their financial platforms, the mechanisms to manage their resources and their way of granting, recognizing or accrediting the different agents that execute the training. It is suggested that Cinterfor/ILO propose the structure of the matrix so that each agency can make its own complementary suggestions and once approved, be forwarded to be integrated in such a manner that Cinterfor/ILO has sufficient information to be able to proceed to its systematization and integration. It is thought that this work could be a fundamental tool so that national training agents will face discussion, revision or improvement of their strategies and financing policies, starting with good practices and the experience accumulated at a regional level.
 - ✓ Get to the bottom of the direct relationship that exists between employment, labour and income policies and vocational training clearly redefining the role of training not as the sole producer of employment but as an orchestrator of resources and facilities in order to concrete effective employment and human resources policies.
 - ✓ Intensify technical cooperation in order to install in Latin America the focus of competency-based training and certification systems for all working population, systematizing and disclosing the experience, methodology, strategies and inputs developed by the VTIs.
 - ✓ Analyze and disclose the best practices for tuning at a national level the differences between the systems of academic education and vocational training as a first step in advancing toward regional integration.
 - ✓ Intensify the role of Cinterfor/ILO in enabling and supporting technical processes to advance regional integration of training profiles, of recognition and certification of workers competencies, and to get to know and debate in depth the experiences, problems, difficulties and advances of the European Union regarding these issues.
 - ✓ Systematize and disclose the successful experiences and practices regarding the strengthening and the certification of quality for training institutions, considered an indispensable requisite for the organization of the national framework for training which Recommendation 195 promotes.

- ✓ Provide mechanisms and technical instances, both present and distant, through which the regional institutions can share, at a horizontal and bilateral level, curricula, technological platforms, curriculum development methodology, and also with focuses on tourism, farm businesses, food production, as well as potential alternatives and employment niches which, having been previously identified in some countries may be developed in the region.
- ✓ Support the inclusion within the social dialog of a strategic outlook in regard to domestic economic development, to the natural relationship between science, technical innovation, and professional training, as well as to programmes for employing the young and other vulnerable groups according to the specific needs of each country.
- ✓ Deepen the relationship between training and entrepreneurship in such a way as to identify policies and strategies capable of promoting entrepreneurship without increasing informality.

Finally, the Director of SENA stated that on the 50th anniversary of the institution it would be an honor to host the 38th Technical Committee Meeting of Cinterfor/ILO. This had the unanimous support of the Group.

The Group was integrated by:

María Rosa Almandoz	INET	Argentina
Enrique Deibe	Ministry of Labour, Employment and Social Security	Argentina
Remigio Todeschini	Secretary Public Policies for Employment, Ministry of Labour and Employment	Brazil
Sydney Da Silva Cunha	SENAC	Brazil
Marcio Medalha Trigueiros	SENAC	Brazil
Regina María de Fatima Torres	SENAI	Brazil
Ricardo Rezende	SENAI	Brazil
Daniel Kluppel	SENAR	Brazil
Ronei Volpi	SENAR – Parana Regional Administration	Brazil
Juan Carlos Vilaseca	INFOCAL Nacional Fundation	Bolivia
Arturo Montero	INFOCAL La Paz	Bolivia
Jorge Marcos Salvador	INFOCAL Santa Cruz	Bolivia
Darío Montoya	SENA	Colombia
Delfina Ode Villarreal	SENCE	Chile
Aldo Rossi	SENATI	Perú
Sara Paysée	Ministry of Labour / Nacional Employment Board	Uruguay
Sara Silveira	Cinterfor/ILO	

REPORT OF THE EMPLOYERS' REPRESENTATIVES

We, the representatives of employers' sectors from Argentina, Chile, Mexico, Jamaica, Colombia, Barbados and Dominican Republic, have met in order to share criteria and experiences which may be of mutual interest in order to propose to Cinterfor/ILO future actions that reflect our thinking and interest.

We must outline that the dialogue with the representatives of Barbados and Jamaica was fruitful. They offered us information of their national realities and allowed us to carry out the present proposals with an integrated and generalized vision.

This leads us to reflect on the importance of Cinterfor/ILO's action and its effort to get representatives of the region together, thus walking towards a real integration between our countries.

We are thankful to Cinterfor/ILO, because these facts show that due to their interference we are able to achieve a generous and participative dialogue to obtain common objectives.

We consider Cinterfor/ILO to be an agent facilitating the development of national actors offering cooperation, counselling, promoting gatherings of experts or of those same actors, which become an arch of resonance on knowledge on vocational training in the modern world.

As a result we believe in our group of employers' representatives that we shall take a forward trend if Cinterfor/ILO is able to:

- ✓ Promote and cooperate in the implementation of employers' regional forums where international experts could be invited.
- ✓ Encourage employers' vocational training, focusing also on us as training subjects. Specially, we have discussed and agreed on the need of such training in competency-based human resources management.
- ✓ Perform cooperation actions implying the dynamization of human resources development programmes in order to reflect the needs of various sectors, promoting tripartism.
- ✓ In occasions where vocational training is offered and the formal market does not achieve the collection of resources, which are diverted to the informal sector, we hope to carry out actions implicating training of the employers of the informal sector, in order to attract them to the formal sector.
- ✓ Promote corporate social responsibility, carry out actions implicating incentives in the enterprise sector, implement enduring actions of real and sustained commitments with their specific contexts.
- ✓ Promote an action platform to allow the achievement of international standards for the certification of competencies.
- ✓ Promote employers' participation in education and vocational training "as vocational trainers themselves".
- ✓ Promote actions to help mediate in the national dialogue.
- ✓ Promote employers' participation in the certification of national labour competencies systems.

- ✓ Promote training for the innovation and entrepreneurship capacity.
- ✓ Perform actions that may promote the transformation of the notion of leadership.
- ✓ Cooperate in establishing productivity measurement systems and implementation of statistics in this regard.
- ✓ Promote training actions to help in the reflection of social actors in the definition and compliance of their roles.
- ✓ Encourage the relationship between government and employers in order to shorten or close the existing gap between the responsibilities of each, within a framework of cooperation and mutual understanding, where the government creates the conditions to achieve substantial changes in the labour market and the enterprises achieve a sustained development and economic growth .

Finally, we understand that without education and training, there can be no enterprises or employees, and the various societies, in conjunction, expect more from enterprises to act in their environment, and for this reason we believe that the authorities and work teams of Cinterfor/ILO are strategic allies of our sector in order to achieve the growth and development of our knowledge, thus improving our actions and social participation.

The group was integrated by:

Marcela Eivers	Unión Industrial Argentina	Argentina
Charmaine-Napoleon-Ramsay	Barbados Employers' Federation	Barbados
Francisco Velez	Asociación Nacional de Industriales	Colombia
José Manuel Fernández	Cámara Nacional de Comercio, Servicio y Turismo	Chile
Sandra Prince	Learning and Human Resource Development Manager	Jamaica
Carlos Aguilar Conde	Confederación Patronal de la República Mexicana	México
María de Guadalupe Cupul Díaz	COPARMEX	

CINTERFOR

REPORT OF THE WORKERS' REPRESENTATIVES

The workers' representative group:

1. Reaffirm what was expressed by the workers' representatives group on occasion of the 36th Meeting of the Technical Committee, in the sense of defending the training institutions and aspiring to their strengthening, by improving the quality of their work. Therefore, we share the equity, quality and relevance values promoted by this Meeting.
2. We welcome the development and the contents of ILO Recommendation 195 on Human Resources Development: education, training and lifelong learning, as a development in the required articulations for workers' development and request the support of the employer and government sectors in order to elaborate public policies within the social dialogue framework. Likewise, to generate the necessary mechanisms so that the Recommendation can be evaluated in a permanent way, paying attention to worker development within the context of the daily change produced in the world of work.
3. We recognize the invaluable contribution of Cinterfor/ILO for the consolidation of the conceptual baggage of vocational training in our countries and in particular in our trade unions.
4. Despite this consolidation, an exception must be established for our poor active participation in the 2003-2004 biennium in the development of joint actions and activities with Cinterfor/ILO to attend workers' situation. This is reflected in the diminished representation of workers' groups in this Technical Committee Meeting, which is of deep concern to us.
5. We recognize the effort of Cinterfor/ILO in convoking the meeting and in the development of the activities. Nevertheless, we believe that the workers' movement should strengthen its participation, the development of activities and the seeking of effective economic resources in order to fulfill the goals estimated in this and the previous meetings.
6. Under this diagnosis, we formally request the development, by Cinterfor/ILO, of a line of action to take care specifically of the workers' group demands. In order to do that, we believe that Cinterfor/ILO should give this line the same level of development and characteristics as the other areas of activities being performed by the institution.
7. This line should contemplate, among others, the following issues:
 - a. Develop strategies from the trade union movement that allow to defend and represent the interests of those workers that work in the informal labour market, through alliance and organization policies, that use vocational training as one of its instruments.
 - b. Training of members from the board of directors and representatives of trade unions to guaranty the effectiveness in adopting and monitoring the decisions.
 - c. Promote the development of a joint action strategy of the Latin American and Caribbean trade unions, in defense of the social control over the economic resources devoted to the vocational training, guaranteeing the effective participation of the trade unions in the decision making instances in relation to management, control and application of budgets to vocational training programmes and institutions.
 - d. Develop the existing mechanisms, as well as build new ones, aimed to favour information sharing and experience knowledge and technical cooperation between the trade unions from different countries.

e. Support the celebration of meetings with trade unions, to address the issues of vocational training, labour education and occupational health and safety, with regards to the two last issues as specific spaces of concern and work. For this purpose strengthen the continuity of Cinterfor/ILO in the research, development and assistance to these issues.

8. In order to obtain these objectives and with regard to ILO we demand, that the economic resources and technical capacity be facilitated to Cinterfor/ILO to make this possible. In this regards, the workers group agrees to ask representatives at the ILO Governing Body make all the necessary efforts to make this a reality.

9. We request that the national states contribute to the specific financing of the lines of action designed for workers; we also propose that labour education be thought of as vocational training of the collaborating workers and trade union delegates and therefore, admissible of being financed as any other training by different institutions.

10. It is important to highlight the importance that Cinterfor/ILO have acquired for vocational training institutions, and we request them to increase their support to improve the quality, equity and relevance of the programmes designed for workers. In this sense, we promote the development of actions to address the new realities of the labour market and the requirements of the economic integration processes that our countries are undertaking.

11. At last, and in order to concrete the proposed actions we request that Cinterfor/ILO in short perform a meeting that allow workers to analyze, get consensus and evaluate the requested programmes and lines of action, and to generate mechanisms and strategies to prosecute the necessary economic and technical resources.

The Group was integrated by:

Gustavo Gándara
Ulric Sealy
María Cadena
Fredis Vásquez
Everildo Revoltorio Torres
Agustín Vargas Saillant
Julio César García
Jorge Mesa
Anaclara Matosas

CGT
BWU Labour Collage
SECAP
INSAFORP
INTECAP/CUSG
CTU
INFOTEP
PIT CNT
Cinterfor/ILO

Argentina
Barbados
Ecuador
El Salvador
Guatemala
Rep.Dominicana
Rep. Dominicana
Uruguay