



International Labour Office
CINTERFOR

The Inter-American Centre for Knowledge
Development in Vocational Training

Programme and Budget Committee
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Management report 2010-2011 and 2012-2013 Perspectives

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The Inter-American Centre for Knowledge Development in Vocational Training (ILO/Cinterfor) is an ILO technical service, set up in 1964 with the aim of encouraging and coordinating the action of the Latin American and Caribbean institutes, organizations and agencies involved in vocational training in the region.

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1. INTRODUCTION

An ILO service for the world of vocational training - Knowledge Management in Vocational Training and South-South Cooperation

1. For nearly half a century, ILO/Cinterfor, with the support of the vocational training institutions (VTI) which constitute the network it coordinates, has pioneered knowledge management and South-South and triangular cooperation for the improvement of labour competencies. This has been possible thanks to the VTIs' commitment regarding the promotion of decent and productive work, for which the development of human resources is essential, as stated in several significant ILO¹ instruments.

2. During discussions regarding the establishment of the Centre, the Governing Body of the ILO anticipated that: *"...The centre should be an instrument for the promotion of permanent and active co-operation between the national agencies responsible for vocational training. To this end it should act as a clearing house for information and undertake research work for the benefit of all the countries on the American continent, its underlying policy being to promote the expansion of vocational training and its integration into economic and educational planning..."*².

3. The networking activities promoted by the Centre and the priority³ given to making good use of the available ICT⁴, has made it possible for knowledge management in vocational training to provide useful, relevant and quality answers, in addition to worldwide coverage. In fact, the platform (www.oitcinterfor.org) receives visits from 189 countries and territories and the number of registrations increases steadily⁵.

4. In this respect, it is also appropriate to recall that the members of the Governing Body indicated that: *"...although the Centre would cater specifically for the American countries, it would deal with questions which arose throughout the world... the Director General should make sure that all other countries could derive the maximum benefit from the investigations conducted and experience acquired in CINTERFOR"*⁶.

5. The provisions of the Governing Body and of the Director General in this respect have been taken into account: *"...Our collective knowledge and analysis are widely sought on good practices and policies to achieve their objectives... ..maintenance of a new knowledge management system dedicated to real time country policy information; for information technology functions, particularly in the regions..."*⁷.

1 Among which are: The Global Jobs Pact (2009); the Declaration on Social Justice for a Fair Globalisation, the Resolution concerning skills for improved productivity, employment growth and development, and the Resolution concerning promotion of rural employment for poverty reduction (2008); Resolution concerning the promotion of sustainable enterprises (2007); Recommendation 195 concerning human resources development (2004).

2 Governing Body, 151st Session 151, March 1962.

3 A requirement expressed by a GRULAC representative. Governing Body, 300th Session, November 2007, 300/12/1 (Rev.).

4 Information and Communication Technology.

5 See attachment containing web site statistics.

6 Governing Body, 157th Session, November 1963.

7 Governing Body, 310th Session, March 2011, 310/10/3.

6. The ILO's strategic objectives are integrated and interrelated in the Centre's activities, contributing to the creation of greater opportunities for people to gain access to decent and productive work, fostering the development of skills in order to increase the employability of workers, the competitiveness of enterprises and the inclusiveness of growth.

2. THE PARTICIPATION OF SOCIAL PARTNERS IN VOCATIONAL TRAINING POLICIES

7. ILO/Cinterfor promotes the participation of social partners in the network entities it coordinates. It encourages tripartite consultancy leading to the design of skills development policy, which is facilitated by the integration of the management board of VTI. Likewise, it fosters the development of competencies with a comprehensive perspective; with a sectoral and social approach based on demand and social dialogue, in order to respond to the needs of enterprises and workers.

8. The Centre has taken part in several activities promoted by TUCA⁸ in connection with vocational training, and carried out, together with the Confederation, a training programme for trade union representatives in VTI.

3. VOCATIONAL TRAINING CONTRIBUTION TO ENTERPRISE SUSTAINABILITY

9. The productive and social role of micro, small and medium enterprises is a salient feature in the region. MSME⁹ represent over 90% of enterprises and generate 61% of the jobs¹⁰. However, they face many difficulties, among which: low productivity, lack of competitiveness, restrictions to access training and scarce knowledge of new technologies. For this reason, ILO/Cinterfor is stepping in, in order to strengthen the use of ICTs in vocational training as a tool to generate practical and innovative solutions for MSME.

10. To this end, partnerships have been established in order to respond to the "*Conclusions concerning the promotion of sustainable enterprises*"¹¹, focusing on practical and demand-driven responses, designing tools and methodologies and exchanging knowledge and experience among the members of ILO/Cinterfor network.

⁸ Trade Union Confederation of the Americas.

⁹ Micro, small and medium-sized enterprises.

¹⁰ The situation of SMEs in Latin America. ECLAC approach and support. ECLAC, July 2010.

¹¹ ILC, 96th Session, June 2007.

4. A PRACTICAL, EFFICIENT AND RELEVANT RESPONSE TO SKILLS DEMANDS - THE CONTRIBUTION OF THE ILO/CINTERFOR NETWORK

11. The exchange of knowledge and the establishment of partnerships encourage the improvement of countries' human resources, as well as the promotion of institutional strengthening to develop labour competencies. This provides countries with fast and timely information concerning policies, programmes and measures which have been successful in other countries.

The knowledge management platform

12. With the decisive support of the network's VTI, ILO/Cinterfor has made several databases available (<http://cms.oitcinterfor.org>), the contents of which are continuously systematized, classified and updated. More than 7000 people from all over the world have registered in order to gain access to this knowledge¹². In order to do away with language barriers, an automatic translation service into 53 languages has been activated (Google translator).

- **Teaching Resources Bank:** Access to over 12,000 resources¹³. After SENAI's remarkable contribution in the first half of 2009, the contributions of other VTI in the network were added. The value of these resources is beyond measure, not only in monetary terms, but because of their content, quality and relevance.
- **Experiences database:** Over 200 experiences have been systematized in fields such as the use of ICT in training, improving productivity, social dialogue and competency recognition. Every experience includes outcomes, success factors, obstacles and contact references.
- **Skills profiles database:** Access to over 6,000 occupational profiles, identified and validated by workers and employers, in over 20 countries in many different productive sectors. Curriculum designs and means of evaluation and certification are also available.
- **Specialists database:** Over 150 CVs of professionals are available, most of them connected to the VTI and Ministries members of the network.

13. Furthermore, ILO/Cinterfor coordinates a number of virtual learning and practice communities (<http://evc.oitcinterfor.org>) that play a very significant role in the management and dissemination of knowledge, with the active participation of TVET Institutions specialists. There are 20 online communities, in which over 1,100 users participate.

¹² See appendix containing web site statistics.

¹³ Teaching resources are practical elements for immediate use in order to achieve a learning objective. Among them are: textbooks, hand-books, guides, videos, simulators and software.

The collective construction of knowledge in the ILO/Cinterfor network

14. The valuable knowledge accumulated in human resources development, as well as the thousands of experiences in the network, have been added and multiplied in order to construct collective knowledge. With the support of the network and taking advantage of the wide possibilities provided by the ILO/Cinterfor online platform, several priority issues have been addressed during the 2010-2011 biennium, such as:

Reducing the digital gap for enterprise sustainability

15. The increase of productivity in small enterprises is crucial to their sustainability, including their capacity for job creation. This increase is usually achieved with measures to improve competencies, both for entrepreneurs and for workers.

16. "Research and development of methodology for ICT-based training of MSME" was a project financed by IDRC¹⁴ and supported by several member institutions¹⁵. The "Methodological guide to design ICT-based training strategies for MSME" - "ICT Guide for MSME" - one of the outcomes of this project, is being applied in more than 200 enterprises, in clusters in different countries and sectors, such as: in Guatemala, hotels; in Brazil, furnishing and clothing; in Colombia, design and 3D animation; in Dominican Republic, basic metal¹⁶.

17. VTI not only contributed with their knowledge, experience and contacts with the clusters, but also provided the logistics, translation, and board and lodging for participants at several face-to-face meetings.

18. The results of these actions contribute, regarding vocational training, to the creation of an enabling environment for sustainable enterprises, fostering the increase of skills and access to ICTs, both for training itself and for the development of the enterprises¹⁷.

Impact evaluation of vocational training

19. The need for governments, employers and workers to learn about the impact of policies and training activities¹⁸ was addressed by setting up a learning and practice community which, with the coordination of ILO/Cinterfor, gathered over 110 experts from network institutions, as well as tripartite representatives of the ILO's Governing Body.

20. In this regard, three face-to-face meetings¹⁹ were held, as well as online discussion sessions on the <http://evc.oitcinterfor.org/course/category.php?id=9> platform.

¹⁴ International Development Research Centre (www.idrc.ca), Canada.

¹⁵ ITU of Argentina, IEL and SENAI of Brazil, SENA of Colombia, INTECAP of Guatemala, INFOTEP of the Dominican Republic.

¹⁶ The testimony of entrepreneurs and workers on ILO/Cinterfor YouTube:

<http://www.youtube.com/user/oitcinterfor?feature=mhsn#p/c/73DDE354DC4DAB32/1/IqIfESWDpps>

¹⁷ Conclusions concerning the promotion of sustainable enterprises, ILC, 96th Session, June 2007.

¹⁸ Technical Committee Meeting, 39th, ILO/Cinterfor, Brasilia, 2009.

¹⁹ Sponsored by: the Ministry of Labour, Employment and Social Security of Argentina (Buenos Aires, July 2010); the Tripartite Foundation for On-the-Job Training, of Spain (Madrid, November 2010), and the Ecuadoran Vocational Training Service - SECAP (Quito, August 2011).

21. The corollary to this process was a "*Guide for impact evaluation of vocational training*", produced with the contributions of specialists from ILO/Cinterfor members, who were responsible for writing the various chapters. This Guide is now available on the Centre's web site so that the results of policies and programmes regarding the strengthening of vocational competencies can be followed up, according with the Programme and Budget proposal for 2012-2013, submitted by the Director General and approved by the Governing Body.

Social dialogue, increase of productivity and improvement of working conditions

22. In coordination with ILO Offices for Mexico and Cuba, and for the Southern Cone of Latin America, and with the International Training Centre (Turin Centre), the "*System for the Measurement and Improvement of Productivity*" (SYMAPRO) was promoted, based on social dialogue and meeting the needs of workers, employers and governments, with the purpose of establishing labour practices in accordance with decent work, increasing labour productivity and improving working conditions.

23. SYMAPRO is being applied in several productive sectors: sugar, garment, fruit export, wine, automobile and tourism industries, in Mexico, Chile, Dominican Republic and Cuba. A dynamic regional network of specialists supports the methodology and makes significant contributions to the system enhancement.

24. The application of SYMAPRO has had a quantitative and qualitative impact on the development of competencies and the improvement of working conditions, particularly with regard to reducing work-related risk and accidents, absenteeism and employee turnover, as well as improving the labour environment²⁰.

Quality and equity in vocational training

25. The purpose of the project "*Knowledge management on quality and equity in vocational training*" (PGdeC), financed by SDC²¹ and implemented between June 2008 and May 2011, was to contribute to the institutional development of vocational training, as well as to the occupational guidance and strengthening of employment services in Latin America and the Caribbean. Online and face-to-face training activities were carried out in 13 countries and 36 institutions, which participated with multidisciplinary teams that performed institutional analyses, designed intervention projects and implemented them.

²⁰ In Chilean fruit export companies, there was a reduction of 30.6% in the total number of working days; average results for productivity and quality measurements in SYMAPRO groups reached 28% above the average, as opposed to non-SYMAPRO groups, which reached only 1%. The companies which applied SYMAPRO reported a very low rotation in the participating group, and in two of them, the figure was 0%. In one of the enterprises, accidents diminished by 49% and days lost by 35.5%. *Capacitación frutícola: un modelo exitoso para la competitividad de las empresas y el desarrollo de las personas* (Training in the fruit sector: a successful model for business competitiveness and personal development). Santiago de Chile: ASOEX, 2009. 120 p. (Export dossier, 4)
http://www.oitcinterfor.org/public/spanish/region/ampro/cinterfor/temas/prod/simapro/aplica/chile/exp_expo.pdf

²¹ Swiss Agency for Development and Cooperation.

26. The project covered the following subjects: public employment services; training for rural development and the informal economy; the inclusion of gender in training. Intervention by the participating teams contributed to making progress in social dialogue and tripartism, equity between men and women and addressing the needs of vulnerable groups. The external evaluation of the project was very positive, particularly with regard to: conceptual and methodological contributions to knowledge management and vocational training; the participation of multidisciplinary teams from different training institutions in the region; the strategic use of ICTs; the mobilization of complementary resources; team work, both within the institution and with participating institutions; the contributions of institutions to ILO/Cinterfor databases; the identification and application of demonstrative experiences for institutional strengthening²².

ILO/Cinterfor support for decent work country programmes (DWCP) in Latin America and the Caribbean

27. As an active labour market policy, DWCP in the region provide for the strengthening of vocational training in order to, amongst other goals, improve labour mobility, increase enterprise productivity, put local development strategies into practice and coordinate education and training systems, as well as the recognition and certification of knowledge.

28. ILO/Cinterfor supports the implementation of DWCP by means of knowledge collective construction and management and the dynamic South-South cooperation that promotes among VTI. In addition, the Centre has responded to numerous specific requests from social partners:

Argentina: the recognition of learning obtained outside the education system; training of trainers in the hotel industry; the equivalence of occupational profiles. In the latter, and in order to facilitate the labour mobility and portability of competencies, work is being carried out with several organizations in the country, such as INET, IERIC and UOCRA Foundation, in order to bring professional profiles in the construction industry into line with those of Brazil, Peru and Uruguay, through SENAI, SENCICO and DINAIE, respectively.

Barbados: a tripartite training activity on SYMAPRO was carried out, together with ILO Subregional Office for the Caribbean.

Bolivia: training for government actors in the creation of a labour competencies system, with the cooperation of the Ministry of Labour, Employment and Social Security of Argentina.

Brazil: the support of SENAI in the production of an "ICT Guide for MSME" and its application in garment and furnitures clusters in Pernambuco and Minas Gerais.

Chile: technical assistance for the National Labour Competency Certification System Tripartite Commission – *ChileValora* – in the analysis and systematization of methodologies for evaluation and certification of competencies.

Colombia: as SENAI in Brazil, SENA cooperated in the production of a guide for the use of ICT in training for employers and workers in micro and small enterprises, which is being applied in digital animation clusters, thus acting in the promotion of entrepreneurial activities and intensive investment in job creation.

Costa Rica: as already mentioned, cooperation with the UN in support of the “*Joint Programme for Youth, Employment and Migration: A Single Window to Youth Employment*”.

Dominican Republic: INFOTEP contributed with its knowledge for the production of an “ICT Guide for MSME”, which is being applied in enterprises in the basic metal sector, in response to training needs which social actors have raised.

Guatemala: support of INTECAP in the production of an “ICT Guide for MSME” and its application in almost 170 enterprises in the tourism sector. In South-South cooperation activities, INTECAP benefited from the experience of SENA of Colombia, with regard to handling costs and management performance.

Peru: the Ministry of Labour and Employment Promotion received the cooperation of its counterpart in Argentina on labour competencies.

Uruguay: technical support has been provided for the Ministry of Labour and Social Security programme “*Objective Employment*”, for the development of cross-cutting competencies in the work team, as well as for the systematization of this programme. With regard to the adjustment of supply and demand of labour competencies, support was provided for the National Employment Dialogue. Similarly, the needs of employers’ and workers’ representatives in the construction sector, related to technical assistance in updating occupational profiles have been addressed.

Coordination with ILO offices in the region, headquarters and the Turin Centre

29. Coordination with ILO offices in the region, as well as with Headquarters units, has been strengthened. Cooperative activities have taken place with SKILLS, in connection with the training strategy requested by the G20; with SECTOR, in response to requests for the strengthening of competencies in sectoral associations, such as Argentina’s Hotel and Restaurant Business Federation, translating and adapting teaching material for the construction, hotel and tourism industries; and with ENTERPRISE, in disseminating the various programmes and methodologies for the development of sustainable enterprises.

30. The visibility of the ILO/Cinterfor web site is used to promote the courses offered by the Turin Centre, both in its Headquarters and in Latin America and the Caribbean. ILO/Cinterfor also supports the Turin Centre in technical, administrative and logistics aspects related to activities carried out in Uruguay. Several courses were organized jointly during the 2010-2011 biennium: “*International labour standards for magistrates, jurists and Law Professors*” (Montevideo, April 2011) and “*System for the Measurement and Improvement of Productivity*” (Turin, July 2011). In addition, a guide on “*Basic tools for the design and implementation of Qualifications Frameworks*” was published in coordination with the Centre, and training material on business management, “*Know About Business*”²³ was adapted for Latin America.

²³ Also known by its acronym “KAB”.

ACTRAV and ACTEMP participation in ILO/Cinterfor meetings

31. Specialists from ILO Workers' and Employers' Activities departments (ACTRAV) and (ACTEMP) have taken part in several ILO/Cinterfor activities, for instance the meeting to analyse the training strategy proposal in response to the G20 request; the seminar organized by TUCA during the first half of 2010 in order to strengthen the participation of trade unions in VTI; activities for the impact evaluation of vocational training; and on the Centre's Programme and Budget Committee (Buenos Aires, July 2010).

In Annex 2, national, regional and interregional activities with ILO/Cinterfor technical support area detailed.

5. ILO/CINTERFOR AND THE UNITED NATIONS REFORM

32. Uruguay is a pilot country in the United Nations reform. ILO/Cinterfor cooperates in the execution of inter-agency projects, particularly in two of them: *"Support for the reform of institutions for persons deprived of freedom"*, and *"Support for the design and implementation of the National Plan for Socio-Habitational Integration – JUNTOS"*.

33. In the first of these two projects, in addition to providing support in conceptual and methodological matters, the transfer of experiences has been provided through two VTI members: SENAC of Brazil, with its *Maria Marias* programme²⁴, which provides women in prisons with training for their reinsertion into society, in areas such as hygiene and health, nutrition, crafts, cooking, sewing, computer skills and business development (<http://cms.oitcinterfor.org/?q=es/node/282>), and UOCRA Foundation of Argentina, which carries out training in construction-related areas for the prison population, in order to provide them with competencies for their reinsertion into society once they have served their sentences (<http://cms.oitcinterfor.org/?q=es/node/422>).

34. In Costa Rica, technical assistance has been provided for the strengthening of the *"Joint Programme for Youth, Employment and Migration: A Single Window to Youth Employment"*, by means of proposals for improvement designed by the country's officials. Plans of action are implemented, thus underpinning the UNDAF²⁵, which attempts to strengthen the capabilities and competencies of government and civil society institutions, in order to generate conditions which will guarantee inclusive, sustainable and equitable human development.

6. ILO/CINTERFOR AND THE TRAINING STRATEGY REQUESTED BY THE G20

35. At the ILO/Cinterfor's 39th Technical Committee Meeting (Brasilia, October 2009), the representatives of the network signed the **"Brasilia Letter"**, in which they expressed their support for the Global Jobs Pact, as well as for the design and implementation of the strategy requested by the G20. To this end, institutions systematized their better practices in, the response to the needs of vulnerable groups and the coordination between education and labour, amongst other

²⁴ "Projeto de vida para milhares de Marias".

²⁵ United Nations Development Assistance Framework.

areas. These practices are available in the experiences database. Most of the skills profiles in the database also derive from the VTI, as the teaching resources available do. The commitment of the ILO/Cinterfor network was also proved by its participation in the various technical meetings which have taken place in response to the G20²⁶.

7. THE EXPANSION OF THE NETWORK COORDINATED BY ILO/CINTERFOR

36. The Centre continues its policy of recruiting other training-for-work actors and establishing strategic partnerships. As of August 2011, the network that coordinates, has 61 partner agencies. Institutions managed by sectoral trade union organizations have joined, such as UTHGRA of Argentina, and others managed by local governments, such as the Institute for Competitive Productivity (IPPC) of Puebla, Mexico as well as ChileValora and Interases of Chile and Fundación Compromiso of Argentina. (Annex 3 – ILO/Cinterfor network expansion).

37. Institutions from other regions, such as the Employment and Vocational Training Institute of Cape Verde (Africa) have shown interest in participating in the network.

8. 40TH ILO/CINTERFOR TECHNICAL COMMITTEE MEETING (TCM)

38. The 40th TCM is taking place on 17-19 October 2011. The government of Panama, through its National Vocational Training for Human Development Institute (INADEH, for its acronym in Spanish), is hosting this event, which is held every two years with the attendance of VTI network representatives, as well as of other agencies involved in the development of human resources. The purpose of this biennial meeting is to examine and discuss the most relevant issues related to the development of human resources in the region, exchange experiences and propose new cooperation activities in order to respond to the priorities of the respective countries.

39. Under the heading "*2011-2020 – A decade of innovation in training for work*", progress in vocational training in the continent is being analysed, as well as the challenges to be overcome, for which it is necessary to adopt new visions, both in management and in technical and technological aspects. The 2nd Knowledge Fair is being held, with the presentation of VTI experiences and products, and several South-South cooperation agreements are being signed.

²⁶ Lima, March 2010; Turin, March 2010 and May 2011.

9. CENTRE'S RESOURCES

2010-2011 Budget implementation

40. ILO/Cinterfor income was derived from:

Source	Amount in USD	Comments
ILO	1.900.012	Financed most of the staff cost
Uruguayan government	100.000	Contribution of USD 50.000 per year
Voluntary contributions from VTI	404.017 ^(*)	At the end of the biennium, estimated at USD 500.000
Extra-budgetary income	130.000	Technical assistance in consultancy services, as reported by the Governing Body in its 306 th session of Novembre 2009
Sale of publications and printing services	62.700	In particular, to UN System agencies in Uruguay

(*) To August 2011

41. The depreciation of the US dollar has affected the Centre's budget. When it was drafted in June 2009, the exchange rate used was 1USD = \$24 UYU, whereas by July 2011 it had dropped to 1USD = \$18.40 UYU. The deficit has been covered with resources generated in previous biennium and at present amounts to USD 230,000.

Resource mobilization

42. Besides contributing a yearly sum to the Centre, the members of ILO/Cinterfor also bear the direct cost of the logistics of activities (translations, fares, board, lodging, internal transport and other expenses). For the 2010-2011 period, these contributions have been estimated to amount to USD 700,000²⁷ (Annex 4).

43. Moreover, as noted previously "extra-budgetary income" in response to increasing demands for technical cooperation reached the sum of USD130,000 and income for printing services amounted to the sum of USD 62,700, which exceeds the amount foreseen in the Programme and Budget approved by the Governing Body (Annex 5).

²⁷ This value was calculated by taking into account what the ILO would have paid for DSA, fares and logistic support.

44. During the first semester of 2011, two technical cooperation projects have been completed and, at the end of 2011, a new project on "Development of a tool to upgrade MSME productivity and competitiveness" will start its execution financed by IDRC. (See chart below).

Project	Donnor	USD Resources	Term
Knowledge management on Quality and Equity on VT	Swiss Development Agency – SDC	595.000	2008 - May 2011
Use of ICT-based training for MSME	International Development Research Centre – IDRC	280.203	2009 - May 2011
Development of a tool to upgrade MSME productivity and competitiveness	International Development Research Centre – IDRC	126.108	Nov 2011 - May 2012

ILO/Cinterfor relationship with Uruguay, the host country

45. The contract of lease (without payment) for the Centre's headquarters, which had expired in 1999, was renewed. A new ten-year contract was signed with the *Banco de Previsión Social* (Social Security Bank) in June 2011.

46. It should be noted that the Uruguayan government has not paid its contributions corresponding to the years 2000 to 2006, amounting to the sum of USD 350,000. The Ministry of Labour and Social Security has been contacted several times in order to find a solution. A positive response is expected for the next biennium. Contributions have been made punctually since 2007.

10. PROGRAMME AND BUDGET 2012-2013 AND IMPLEMENTATION STRATEGY

Programme

47. The mission of the Centre: *"To develop a community for permanent learning and horizontal cooperation between national vocational training institutions, with the purpose of spreading knowledge, experience and good practices in the field of vocational training and human resources development"* will continue to be part of the ILO's strategic framework, involving the creation of greater opportunities for women and men, so that they may have access to income and decent jobs, with a view to the following outcomes:

- The development of labour skills in order to enhance the employability of workers, the competitiveness of enterprises and the inclusiveness of growth.
- The creation of productive and decent jobs by sustainable enterprises.
- The strengthening of tripartism and social dialogue.
- The reduction of poverty and social exclusion.

48. Knowledge management and South-South and triangular cooperation, as well as taking the fullest advantage of ICTs in very diverse areas will constitute the priority axes for ILO/Cinterfor. Progress in the following lines of action is anticipated:

a) The knowledge management platform: in a process of continuous improvement, useful, practical and relevant content will continue to be included for the development of labour competencies. Technological innovations will be put to use in order to facilitate access for new users in the Americas and other regions.

b) ICT-based training for MSME: work will continue with regard to digital competencies which will allow MSME to obtain access to training, thus benefiting their social inclusion, their sustainability, and the improvement of their productivity and working conditions.

c) The establishment of partnerships: public-private alliances will be explored so that excluded populations can gain access to vocational training; particularly through the use of ICT (mobile learning, digital TV and others).

d) Impact evaluation of vocational training policies and programmes: on the basis of joint action with VTI, evaluation tools will be promoted so that constituents can follow up on policies and programmes which will allow them to benefit from the results or improve them.

e) Social dialogue and productivity: bipartite and tripartite dialogue opportunities will continue to be encouraged, in order to enhance the effectiveness of vocational training and its response to the needs of the labour market, as well as to guarantee that workers benefit from increases in productivity.

f) Skills development and the environment: with the support of VTI that have already made progress in this area, South-South cooperation will be increased in order to contribute to environmental sustainability.

g) Labour competencies, youth employment and enterprise development: experience has shown that youth employment policies and programmes are more effective if young people are provided with connections to the labour market and the work environment. This helps to develop their entrepreneurial skills and taking advantage of their creativity. ILO/Cinterfor will continue to work with its network in order to respond to this priority in the region.

h) Vocational training and regional integration: support for VTI initiatives in the area of equivalent occupational profiles will continue, in order to facilitate the recognition of knowledge acquired in other countries, as well as worker mobility.

Budget

49. The ILO will contribute the sum of USD 2,136,379, which, compared to the previous biennium, represents an increase of USD 235,767, a sum which is estimated to cover the cost increase.

50. The contribution of the host country will be maintained at USD 50,000 per year. The sum of USD 350,000 which the Uruguayan government owes for the period 2000-2006, has been included in the budget, as payment of this sum has been offered.

51. The voluntary contributions of VTI members are maintained at USD 500,000. However, an increase of these contributions will be encouraged in order to compensate for the exchange rate. Efforts to attract new members will continue.

52. An increase of USD 10,000 for the sale of publications and printing services is anticipated, in view of the fact that by June 2011, the target of USD 50,000 had been exceeded.

Resource mobilization

53. In its 306th session of November 2009 (GB.306 PFA-5-2 par.13), the Governing Body referred that ILO/Cinterfor has the possibility to receive extra-budgetary income for short-term technical assistance activities. In November 2009, income for the 2010-2011 biennium was estimated at USD 100,000, a sum which by July 2011 had been exceeded, reaching USD 130,000. As long as requests for technical assistance -which is financed by the interested parties- continue, an increase of income under this heading is foreseen, with a target of USD 200,000 for 2012-2013.

54. These results provide evidence of the Centre's capacity to mobilize resources. Increased flexibility could lead to higher income, as well as responding to the increasing needs of the countries.

ANNEX 1

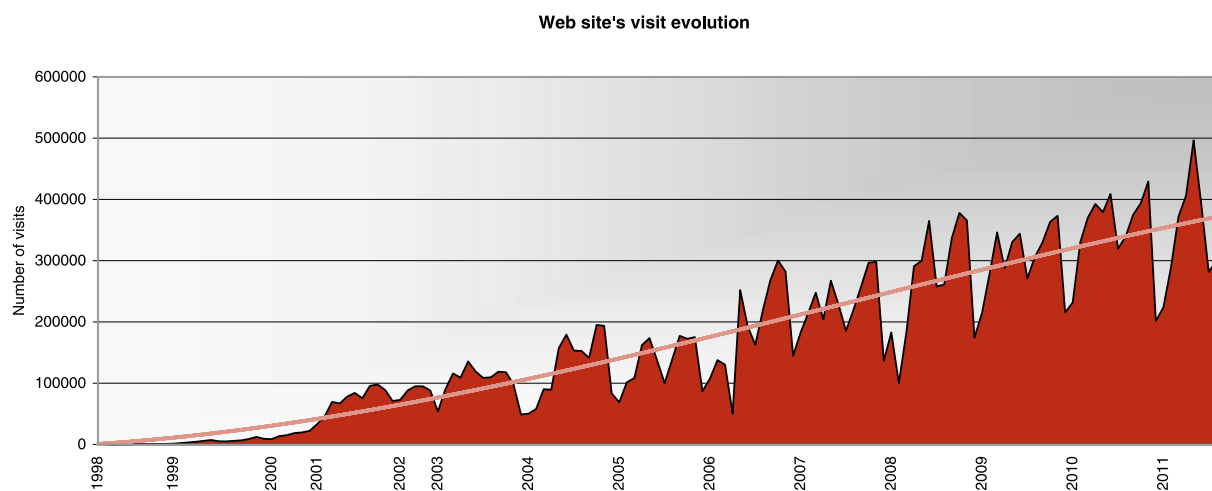
WEB SITE STATISTICS

	2010			To august 2011		
	Number of visitors	Number of page views	Number of hits	Number of visitors	Number of page views	Number of hits
Web site www.oitcinterfor.org	3.278.684	9.914.753	50.688.661	2.147.766	6.348.827	33.581.953
Learning communities evc.oitcinterfor.org	6.846	334.918	1.141.457	5.127	275.592	907.416
Databases cms.oitcinterfor.org	19.737	183.009	1.607.869	39.643	217.486	1.647.845
Total	3.305.267	10.432.680	53.437.987	2.192.536	6.841.905	36.131.214

"Hits" are requests received by a web site server when a user gains access to a web site

	To august 2011				
	Countries/ Territories	Coverage for all ILO 183 member countries	Visits from outside Latin America and the Caribbean	New visits	Registered users
Web site www.oitcinterfor.org	192	100%	10%	88%	-
Learning communities evc.oitcinterfor.org	46	25%	7%	33%	1.170
Databases cms.oitcinterfor.org	125	68%	12%	81%	7.020
Total	-	-	-	-	8.190

In 2010, the number of visitors increased by 13.81%, compared to 2009. Although to May 2011 most of the visitors were from Latin America, the Caribbean, Europe and North America (in that order), Oceania and Asia were the regions with the highest rates of new users. In the case of databases, the regions were Africa and Asia.



Map distribution of visitors between January 2011 and August 2011. The color intensity corresponds to a higher concentration of site visitors



Source: Google analytics

Social networks

This map shows the distribution of visits to videos on **Youtube** (<http://www.youtube.com/oitcinterfor>)



Other social networks are also being used:

Facebook

<http://www.facebook.com/oitcinterfor>

Google Profiles

<http://profiles.google.com/oitcinterfor>

Google Maps

<http://maps.google.com/maps/ms?hl=en&ptab=0&ie=UTF8&oe=UTF8&msa=0&msid=200427752229327164652.00049c805ee6487f65f6d&t=p&ll=12.897489,-78.046875&spn=155.672849,287.929688&z=2>

Picassa

<http://picasaweb.google.com/oitcinterfor>

ANNEX 2

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

As from July 2011

Technical Assistance: actions involving transfer of knowledge which can immediately be applied to training, such as: courses, workshops and other training events.

Technical Events: Seminars, Conferences, Symposia and Meetings where knowledge and good practices were exchanged to introduce innovations immediately applicable to training.

YOUTH EMPLOYMENT AND THE TRANSITION FROM THE EDUCATION SYSTEM TO THE LABOUR MARKET

	Activity	Venue and date	Organization and counterpart	Geographic coverage
Technical Assistance	Support to the Joint Programme on Youth, Employment and Migration: A "one stop shop" for Youth Employment, Diagnosis of training needs, design of action plans and illustrative experiences, evaluation, monitoring and sustainability. Face-to-face training and virtual learning community	San Jose, February – July 2011	PCJEM ILO San Jose	Costa Rica

PRODUCTIVITY, COMPETITIVENESS AND SME

	Activity	Venue and date	Organization and counterpart	Geographic coverage
Technical Assistance	Develop and delivery of courses-workshops Module I Skills management of the Transfer Programme of the SYMAPRO Methodology, oriented to participants of Technical Training Organizations.	Rancagua and Santiago de Chile, June to October 2010	Interfases	Chile
	4 th SYMAPRO Tourism Meeting	Nayarit, Mexico, August 2010	ILO Mexico/ SIMAPRO	Mexico
	2 nd Training Workshop on IDRC Project, "Training strategies with ICT for MSME".	Santo Domingo, September 2010	ILO/Cinterfor IDRC, SENAI, ITU, SENA, INFOTEP, SEBRAE, INTECAP	Regional

PRODUCTIVITY, COMPETITIVENESS AND SME (cont.)

	Activity	Venue and date	Organization and counterpart	Geographic coverage
Technical Assistance	SYMAPRO Caribbean launching meeting	Barbados, November 2010	ILO/Cinterfor ILO Port of Spain	English-speaking Caribbean
	Workshop SYMAPRO Uruguay. Face-to-face training and virtual learning community	Montevideo, March 2011	ILO/Cinterfor, UNDP, UNIDO, LATU, CIU, PACPYMES (MIEM), MTSS	Uruguay
	Training for organizations and consultants on SYMAPRO. Face-to-face training and virtual learning community	Turin, July - August 2011	ITC Turin ILO/Cinterfor (virtual phase)	Regional
Technical Events	Discussion Seminar on competencies for culture, digital economy and MSME in Central America	San Jose, September 2010	IDRC – Fundación Omar Dengo	Regional
	1 st International MSME Fair. Presentation of the Chilean experience in entrepreneurship and innovation	Bogota, October 2010	SENA	Colombia
	4 th Technological Fair of the Centro Paula Souza – FETEPS	San Pablo, November 2010	Centro Paula Souza	Regional
	Specialists panel meeting of the Project "Research and development of ICT-based training methodologies for MSME"	Montevideo, February 2011	ILO/Cinterfor IDRC, SENAI, SEBRAE, ITU, SENA, INFOTEP, INTECAP	Regional
	Technical meeting: Innovations and trends in the use of ICT in Vocational Training. ICT for MSME Project.	San Pablo, April 2011	ILO/Cinterfor IDRC, SENAI, SEBRAE, ITU, SENA, INFOTEP, INTECAP	Regional
	16 th Tripartite Plenary Meeting of the VTI Network of Central America, Panama and Dominican Republic. Presentation of the "Guide for the elaboration of ICT-based training strategies for MSME".	Roatan, May 2011	VTI Network of Central America, INFOP, FOIL/ILO Project	Regional

INSTITUTIONAL STRENGTHENING

	Activity	Venue and date	Organization and counterpart	Geographic coverage
Technical Assistance	Workshop: "Labour as a key factor to promote social and economic inclusion". Role of ILO/Cinterfor as an exchange promoter to evaluate Programmes such as: "Objetivo Empleo" and "Uruguay Trabaja".	Montevideo, August 2010	MTSS/DINAE	Uruguay
	Mediation, vocational guidance and national land development workshops for officials of "Objetivo Empleo" Programme	Montevideo, October-November 2010	MTSS/DINAE	Uruguay
	Systematization of DINAE's "Objetivo Empleo" Programme	Montevideo, February-August 2011	MTSS/DINAE	Uruguay
	Workshop on defining sources for verification and follow-up of indicators for decision-making at vocational training institutions of Central America and Dominican Republic	Dominican Republic, April 2011	FOIL/ILO Project, VTI Network of Central America	Regional
	International Seminar: "Labour under deprivation of liberty conditions. Perspectives, projects, experiences" in the framework of the Joint Project L "Support to the reform of institutions for people deprived of liberty"	Montevideo, May 2011	Delivering as One - UN, Ministerio del Interior, Junta Nacional de Drogas (JND)	Uruguay
	Regional Conference on Good labour penitentiary practices. Experiences shared by SENAC Brazil and UOCRA Argentina (Joint Project L)	Montevideo, June 2011	Delivering as One - UN, Ministerio del Interior, Junta Nacional de Drogas (JND)	Uruguay
	Training of trainers: a contribution to the strengthening of penitentiary operators within the labour environment (Joint Project L)	Montevideo, June-July 2011	Delivering as One - UN, Ministerio del Interior, Junta Nacional de Drogas (JND)	Uruguay

INSTITUTIONAL STRENGTHENING (cont.)

	Activity	Venue and date	Organization and counterpart	Geographic coverage
Technical Assistance	Seminar-workshop "Training event for trade union leaders to take part in vocational training". Face-to-face training and virtual learning community	Buenos Aires, September 2011	CSA, Fundación UOCRA, ILO/Cinterfor	Regional
	Training workshop to improve the quality of training and technical training of the construction industry	Lima, September 2011	SENCICO	Peru
Technical Events	Committee to select impact evaluation practices. 1st Technical Meeting "Vocational training and on-the-job training: Impact and operational measures to promote quality". Face-to-face training and virtual learning community	Buenos Aires, July 2010	ILO/Cinterfor, MTEySS	Regional (VTI members)
	Event organized by the VTI Network of Central America. Presentation about new vocational training models	Turin, November 2010	ITC Turin and ILO San Jose	Central America VTI
	2nd Technical Meeting "Vocational training and on-the-job training: Impact and operational measures to foster quality". Training for Work: Keys for the future". Face-to-face training and virtual learning community	Madrid, November 2010	ILO/Cinterfor, FTFE	Regional (VTI members)
	5th National Event of the Industry. Participation of the Discussion Table on Vocational Education and Industrial Competitiveness	San Pablo, December 2010	CNI/SENAI	Brazil
	Workshop: Continuing training and lifelong labour training: advances, challenges and opportunities	Montevideo, December 2010	MTSS/DINAE, IDB	Uruguay
	International Symposium on Vocational Training: Towards a Vocational Training Model in Nicaragua	Managua, March 2011	INATEC	Nicaragua
	3rd Technical Meeting for the elaboration of a "Guide on vocational training impact evaluation". Face-to-face course and virtual learning community	Quito, August 2011	ILO/Cinterfor, SECAP	Regional (VTI members)

QUALITY AND EQUITY MANAGEMENT IN TRAINING

	Activity	Venue and date	Organization and counterpart	Geographic coverage
Technical Assistance	Gender Community for collectively devising recommendations, instruments and evaluation indicators to mainstream the gender perspective and include a quality- and equity-integrated approach in vocational training programmes and activities, and also provide illustrative experiences of possible applications. Virtual learning community	May 2010 – May 2011	ILO/Cinterfor, SDC	
	Training in the assessment of a quality management model including a gender equity approach. Virtual learning community	Montevideo, October 2010	UNDP, OPP, UNIFEM, INMUJERES	Uruguay

ICT USE IN VOCATIONAL TRAINING

	Activity	Venue and date	Organization and counterpart	Geographic coverage
Technical Assistance	IDRC Project. ICT-based training strategies for MSME. (See activities in Productivity, Competitiveness and SME)		ILO/Cinterfor IDRC	

LABOUR COMPETENCIES

	Activity	Venue and date	Organization and counterpart	Geographic coverage
Technical Assistance	Training of trainers to develop competencies to carry out training actions at culinary associations. Course on conceptual and methodological issues. Face-to-face training and virtual learning community	Buenos Aires, October 2010	ILO/Cinterfor, ILO/SECTOR, ILO Buenos Aires, FEHGRA	Argentina
	2 nd Meeting of the Latin American Network on competency-based human resources management and lifelong learning: "Experiences, impacts and perspectives". Face-to-face training and virtual learning community	Santiago, October 2010 (face-to-face)	ILO Santiago, ChileValora, OTEC Chile	Regional
	Training of trainers to develop competencies to carry out training actions at culinary associations. Practical Workshop	Buenos Aires, November 2010	ILO/Cinterfor, ILO/SECTOR, ILO Buenos Aires, FEHGRA	Argentina
	Trade Unions training of trainers Programme on social dialogue and cohesion. Module: Educational Tools (Regional Cooperation Project to promote social dialogue and cohesion in Latin America)	Buenos Aires, May 2011	ILO Buenos Aires, CGT	Argentina
	Support for implementing and developing sectoral labour competency institutions	Santiago, May 2011	Ministry of Labour, ChileValora	Chile
	Seminar-Workshop on Certification of competencies	Montevideo, June 2011	CUOPYC (PIT/CNT)	Uruguay
	Design and validation of a tool that may contribute to developing competencies for MSME productivity and competitiveness (Avanz@ Project: Competencies for Central American MSME's productivity in the framework of a knowledge and innovation economy). Face-to-face training and virtual learning community	June 2011 – July 2012	IDRC, Fundación Omar Dengo, ILO/Cinterfor	Costa Rica, El Salvador, Nicaragua
	Training in vocational guidance with a labour competency-based approach (*)	Montevideo, September – October 2011	DINAE/MTSS	Uruguay
	Basic Training Programme on competency-based management for members of the HR Department. Face-to-face training and virtual learning community (*)	Montevideo, September – October 2011	UTE	Uruguay

(*) Activities that have already been programmed and are about to start

LABOUR COMPETENCIES (cont.)

	Activity	Venue and date	Organization and counterpart	Geographic coverage
Technical Events	National Qualification Frameworks. Videoconference about the Guide on the implementation of qualification frameworks	August 2010	Ministry of Education, National Planning Department, SENA	Colombia
	4 th International University Congress: Future Management: Innovation and management. Conference on competency-based HR management	Lima, September 2010	Universidad San Martín de Porres	Regional
	Establishment of the National Commission of Competencies – CONACOM	Panama, October 2010	INADEH	Panama
	Seminar National Qualification Frameworks: future perspectives. Delivery of master conference and participation in panel “The role of social actors in drafting public policies to define a NQF”	Santo Domingo, November 2010	Ministries of Education and Higher Education, Science and Technology, INFOTEP	Dominican Republic
	3 rd Congress of the training industry. CAPACITA 2010	Santiago de Chile, December 2010	Chile Foundation	Chile
	International Seminar about policies on validation, accreditation and acknowledgement of learning achievements obtained outside the educational system	Buenos Aires, May 2011	Fundación UOCRA, OEI, UNIPE, UNLA, UNSAM	Regional
	3 rd Meeting of the Latin American Network of Human Resources Management	Vallarta, August 2011	ILO Mexico, GRHxC Network	Regional

SOCIAL DIALOGUE AND STRENGTHENING OF EMPLOYERS' AND WORKERS' ORGANIZATIONS

	Activity	Venue and date	Organization and counterpart	Geographic coverage
Technical Assistance	Support to Topic N° 3 of National Dialogue on Employment: Adjustment between labour supply and demand qualification structures"	Montevideo, July 2011	DINAE/MTSS, Ministry of Social Development, University of the Republic, ILO	Uruguay
Technical Events	Tripartite Workshop: Global crisis and employment. Documentation from 99th Session of the ILC, 2010 was discussed	Montevideo, October 2010	MTSS/DINAE	Uruguay
	Course: Strategies for extending social protection of workers from the informal sector. Presentation on the importance of social dialogue to extend social protection	Montevideo, October 2010	ITC Turin	Regional

HORIZONTAL COOPERATION ACTIVITIES PROMOTED BY ILO/CINTERFOR PRODUCTIVITY, COMPETITIVENESS AND SME

Activity	Offering/Receiving Institutions
Collective construction of knowledge - IDRC Project, Training strategies with ICT for MSME	SENAI, SEBRAE, ITU, SENA, INFOTEP, INTECAP

INSTITUTIONAL STRENGTHENING

Activity	Offering/Receiving Institutions
Cost analysis of vocational training management. Technical training for INTECAP professionals. Guatemala, August 2010	SENA / INTECAP
International Conference on Free Trade Zones, Punta Cana, October, 2010	FTFE / INFOTEP
Exchange of good practices of training people deprived of liberty, (Project L)	SENAC- Fundación UOCRA / Ministerio del Interior, Uruguay
Collective construction of knowledge – Process of devising the impact evaluation guide	ILO/Cinterfor's member institutions network

LABOUR COMPETENCIES

Activity	Offering/Receiving Institutions
Seminar: National Qualification Frameworks: future perspectives. Participation in panel "The role of social actors in drafting public policies to define a NQF". Santo Domingo, November, 2010	CONOCER/INFOTEP
Accreditation of vocational profiles in the construction industry	INET, IERIC, Fundación UOCRA, SENAI, DINA/MTSS, SENCICO

PARTICIPATION IN INTERNATIONAL EVENTS

Activity	Venue and date	Organizers
First Working Groups Meeting within the Framework of the 16 th Inter-American Conference of Ministers of Labour (IACML). Presentation of the study about training strategies as a contribution to the G-20	Santo Domingo, July 2010	OAS
4 th International Congress on higher education quality. Presentation about "Certification of competencies and lifelong training. A challenge for Latin America"	Lima, August 2010	Wiener University
Ibero-American Education Congress	Buenos Aires, September 2010	OEI
9 th World Congress of the AIMFR "Alternation education for rural development" Participation in the panel of experts on Latin American Rural Youth and Employment – YOUTH	Lima, September 2010	AIMFR
Annual Congress on Human Resources Management – Employment Fair. Presentation on Decent Work from the perspective of ILO	Montevideo, September 2010	ADPUGH
Presentation of the National Council of Corporate Social Responsibility	Montevideo, October 2010	MTSS
Global South-South Development Expo 2010. ILO/Cinterfor stand	Geneva, November 2010	United Nations
1st Ibero-American Trade Union Meeting	Mar del Plata, December 2010	CSA/CSI
Seminar "Thinking about the relationship between education and labour"	Montevideo, December 2010	CETP/UTU
Enterprise Global Team Meeting	Turin and Geneva, March 2011	ILO/Enterprise

PARTICIPATION IN INTERNATIONAL EVENTS (cont.)

Activity	Venue and date	Organizers
International Congress "Competencies and skills in vocational-technical training in Peru and the world". Panel: The challenge of ensuring quality in vocational-technical training through a competency- and skill-based approach: Global trends	Lima, March 2011	SNV Peru
International Labour Standards for judges	Montevideo, April 2011	ITC Turin
G-20 Experts meeting about the global training strategy	Turin, May 2011	ILO, ITC Turin
International Labour Conference. ILO/Cinterfor stand	Geneva, June 2011	ILO
National Dialogue on Employment, Topic N° 2: "Policies to deal with current deficiencies of the labour market". Participation in the launching Seminar and in the presentation of agreements, advances and conclusions	Montevideo, June-July 2011	DINAE/MTSS, Ministerio de Desarrollo Social, University of the Republic, ILO
Forum: "Human capital management strategy: Driving force of competitiveness, innovation and development"	Bogotá, July 2011	Ministry of National Education, SENA
16 th International Congress on Human Management. Presentation on competency-based management and sustainable enterprises	Montevideo, August 2011	ADPUGH
Seminar "Vocational training and labour conditions of free trade agreements: Challenges for a social-labour dialogue". Presentation about: National vocational and further training systems	Santiago de Chile, August 2011	ECLAC

ANNEX 3

EXPANDING ILO/CINTERFOR NETWORK

New members

Argentina

- Fundación Compromiso
- Tourism, Hotelier and Gastronomic Workers Trade Union of the Republic of Argentina - UTHGRA

Chile

- INTERFASES
- ChileValora

Mexico

- Competitive Productivity Institute - IPPC

Contacts to link new institutions to the Centre's network:

Argentina

- State Workers Association - ATE
- Metallurgical Workers Trade Union of the Republic of Argentina - UOMRA
- Argentinian Forest Association - AFOA
- Professional Patisserie School

Brazil

- Secretary of Labour, Qualification and Entrepreneurship of Pernambuco

Cape Verde

- Employment and Vocational Training Institute - IEFP

Chile

- Chilean Construction Chamber

Peru

- Ministry of Labour and Employment Promotion
- Tourism Training Centre - CENFOTUR
- Peruvian Institute of Evaluation, Accreditation and Quality Certification of the Basic Education - IPEBA
- Evaluation, Accreditation and Quality Certification of Non-Higher Education - CONEACES
- Peru Foundation

Spain

- Spanish Confederation of Training Enterprises - CECAP

Uruguay

- Training Centre of the Industries Chamber
- Technological Laboratory of Uruguay - LATU

ANNEX 4

ESTIMATE OF VTI's CONTRIBUTIONS TO ILO/CINTERFOR ACTIVITIES

Activity	N° of persons	DSA (*)	N° days	Institution	Total DSA	Tickets (**)	Others (***)	\$
American World Skills and 6 th Knowledge Olympics, Rio de Janeiro, March 2010	2	280	5	SENAI	2.800		15.000	17.800
Regional seminar on systematization and evaluation of Project GdeC, San Pablo, April 2010	23	285	4	Centro Paula Souza	26.220			26.220
				IFP		23.000		23.000
Training workshop Project ICT for MSME, Recife, July 2010	20	169	4	SENAI	13.520	20.000		33.520
1st Technical meeting on impact evaluation, Buenos Aires, July 2010	40	316	4	MTEySS Argentina	50.560			50.560
				IFP		40.000		40.000
2 nd Training workshop Project ICT for MSME, Santo Domingo, September 2010	20	226	4	INFOTEP	5.424			5.424
				SENAI	5.424	6.000		11.424
				SENA	2.712			2.712
				INTECAP	3.616			3.616
				ITU	904			904
4 th Technological Fair - Centro Paula Souza, San Pablo, November 2010			5	Centro Paula Souza			10.600	10.600
2 nd Technical meeting on impact evaluation, Madrid, November 2010	40	310	4	Fundación Tripartita para la Formación en el Empleo - FTFE	49.600			49.600
				IFP		60.000		60.000
3 rd Technical meeting validation of the Guide on impact evaluation, Quito, August 2011	40	198	4	SECAP	31.680			31.680
				IFP		40.000		40.000
40 th Technical Committee Meeting ILO/Cinterfor, Panama, October 2011	100	228	4	INADEH	91.200		100.000	191.200
				IFP		100.000		100.000
TOTAL								698.260

(*) DSA cost according to United Nations scale

(**) Ticket cost America: USD 1.000, Spain: USD 1.500

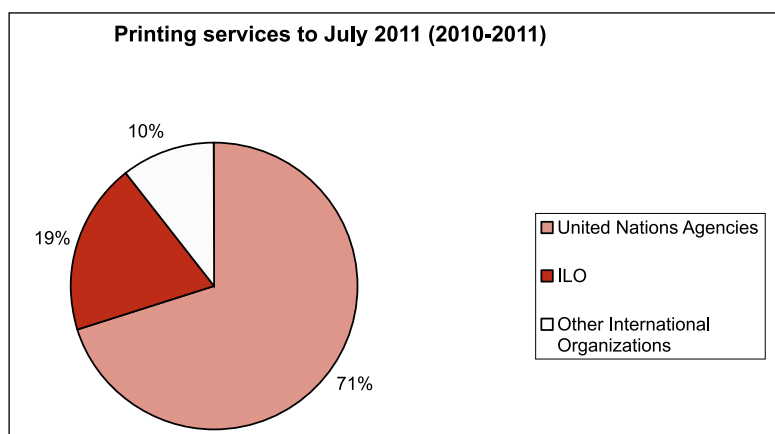
(***) Other contributions: ILO/Cinterfor's stand

ANNEX 5

EXTRA BUDGETARY INCOME

PRINTING SERVICES AND SALE OF PUBLICATIONS

INSTITUTION	USD
United Nations Agencies	
UNDP	17.015,84
PAHO/CLAP	16.348,80
UNESCO	4.551,00
UNIDO	1.320,00
UNIFEM	710,00
TOTAL	39.945,64
ILO	
Santiago	6.854,28
Turin	3.550,00
Headquarters	700,00
TOTAL	11.104,28
Other International Organizations	
AECID	700,00
IDRC	5.266,00
TOTAL	5.966,00
Total Printing services to July 2011	57.015,92
Sale of publications	5.687,87
TOTAL	62.703,79



EXTRA BUDGETARY INCOME (cont.)

TECHNICAL ASSISTANCE SERVICES

Institution		Amount in US\$
ONSC - Oficina Nacional del Servicio Civil, Uruguay (Competence Training Public Sector)		19.745
LATU-PACPYMES - Simapro Uruguay		3.500
Fundación Omar Dengo, FOD Costa Rica (Av@nza Project)		21.800
OEI - Ibero-American States Organization for Education, Science and Culture		500
Hotel and catering trade Argentina (Training of trainers)		
FEHGRA's Contribution	9.237	
HQ/SECTOR's Contribution	5.000	
ILO Buenos Aires' Contribution	3.000	
Total Hotel and catering trade Argentina		17.237
ILO Costa Rica, Programme PCJEM		55.816
ILO Mexico, Technical Assistance SYMAPRO		10.000
ILO Buenos Aires, Social Dialogue Programme (Training of trainers CGT Argentina)		900
TOTAL		129.498

This table includes funds received for technical assistance from the ILO
as well as from other entities

ACRONYMS AND ABBREVIATIONS

ACT/EMP	Bureau for Employers' Activities, ILO
ACT/RAV	Bureau for Workers' Activities, ILO
ADPUGH	Human Management Uruguayan Professional Association, Uruguay
AECID	Spanish Agency for International Development Cooperation
AFOA	Argentinian Forest Association
AIMFR	International Association of Rural Training Family Movements
ATE	State Workers Association, Argentina
CECAP	Spanish Confederation of Training Enterprises
CENFOTUR	Tourism Training Centre, Peru
CETP	Vocational Technical Education Board, Uruguay
CGT	General Labour Confederation, Argentina
CINTERFOR	Inter-American Centre for Knowledge Development in Vocational Training, ILO
CIU	Industries Chamber of Uruguay
CNI	National Industry Confederation, Brazil
CONEACES	Evaluation, Accreditation and Quality Certification of Non-Higher Education, Peru
CONOCER	National Council for the Standardization and Certification of Labour Competencies, México
CUOPYC	Union Centre of Paper Manufacturers and Cellulose
DINAE	National Employment Bureau, Uruguay
ECLAC	Economic Commission for Latin America and the Caribbean
FEHGRA	Hotel and Gastronomy Enterprise Federation of the Republic of Argentina
FOIL	Regional Project of Training, Guidance and Employability, Central America and Dominican Republic
FTE	Tripartite Foundation for On-the-job Training, Spain
Fundación	
UOCRA	Foundation for the Education of Construction Workers, Argentina
GRHxC	Human Resources Management
ICT	Information and Communication Technologies
IDB	Inter-American Development Bank
IDRC	International Development Research Centre, Canada
IEFP	Employment and Vocational Training Institute, Cape Verde
IERIC	Statistics and Registry Institute of the Construction Industry, Argentina
ILO	International Labour Office
INADEH	National Vocational Training Institute for Human Development, Panama
INATEC	National Technological Institute, Nicaragua
INET	National Institute for Technological Education, Argentina
INFOP	National Institute of Vocational Training, Honduras
INFOTEP	National Institute of Technical Vocational Training, Dominican Republic
INMUJERES	National Women's Institute, Uruguay
INTECAP	Technical Institute for Training and Productivity, Guatemala
IPEBA	Peruvian Institute of Evaluation, Accreditation and Quality Certification of the Basic Education
ITU	Technological University Institute, Argentina
ITUC	International Trade Union Confederation
JND	National Drugs Board, Uruguay

LATU	Technological Laboratory of Uruguay
MIEM	Ministry of Industry, Energy and Mining Industry, Uruguay
MSME	Micro, Small and Medium-Size Enterprise
MTEySS	Ministry of Labour, Employment and Social Security, Argentina
MTSS	Ministry of Labour and Social Security, Uruguay
OAS	Organization of American States
OEI	Ibero-American States Organization for Education, Science and Culture
ONSC	Civil Service National Office, Uruguay
OPP	Planning and Budget Office, Uruguay
OTEC	Technical Organizations for Training, Chile
PACPYMES	Programme for support to competitiveness and exports promotions, Uruguay
PCJEM	Joint Programme on Youth, Employment and Migration, Costa Rica
PIT/CNT	Inter-Union Workers' Plenary/National Workers' Confederation, Uruguay
SDC	Swiss Agency for Development and Cooperation
SEBRAE	Brazilian Service of Support for Micro and Small Enterprises, Brazil
SECAP	Ecuadorian Occupational Training Service, Ecuador
SECTOR	Sectoral Activities Department, ILO
SENA	National Learning Service, Colombia
SENAC	National Commercial Learning Service, Brazil
SENAI	National Industrial Learning Service, Brazil
SENCICO	National Standardization, Training and Research Service for the Construction Industry, Peru
SKILLS	Skills and Employability Department, ILO
SNV	Dutch Development Cooperation Service
SYMAPRO	Comprehensive System for the Measurement and Improvement of Productivity
TUCA	Trade Union Confederation of the Americas
UN	United Nations
UNDP	United Nations Development Programme
UNESCO	United Nations Educational, Scientific and Cultural Organization
UNIDO	United National Industrial Development Organization
UNIFEM	United Nations Development Fund for Women
UNIFE	Pedagogical University, Argentina
UNLA	National University of Lanús, Argentina
UNSAM	National University of San Martín, Argentina
UOCRA	Construction Workers Trade Union of the Republic of Argentina
UTE	National Administration for Electrical Power Generation and Transmission, Uruguay
UTU	Uruguayan Labour University, Uruguay
VTI	Vocational Training Institutions

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