

thirty eighth technical committee meeting

Cartagena de Indias, Colombia, June 19 - 21, 2007

International Labour Office



CINTERFOR

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The Inter-American Centre for Knowledge Development in Vocational Training (Cinterfor/ILO) 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, organisations and agencies involved in vocational training.

The Centre publications can be obtained through ILO local offices in many countries, or direct from Cinterfor/ILO, Casilla de correo 1761, e-mail: dirmvd@cinterfor.org.uy. Fax 902 1305, Montevideo, Uruguay

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INTRODUCTION

1. The Thirty Eighth Meeting of Cinterfor/ILO Technical Committee, convened by the ILO Director General, was held in Cartagena de Indias, June 19 – 21, 2007, accepting an invitation by *Servicio Nacional de Aprendizaje* (SENA). The meeting was attended by 112 participants from 23 countries of the Americas and Spain. Representatives from countries in the region included Ministries of Labour and Education; directors, high-level officials and members of the board of directors of vocational training institutions; representatives of employers' and workers' organizations; ILO staff; representatives of international organizations, technical cooperation agencies; and national and international observers. Delegations from six countries were tripartite.

2. Taking advantage of the presence of vocational training authorities, this meeting of the Technical Committee discussed and analysed important current and future issues. The meeting included an analysis of the activities carried out during the preceding biennium, the proposal of the Centre Strategic Plan (2007-2009), an analysis of the Centre administrative and financial topics. Relevant aspects related to vocational training activities were also discussed; they included its relation to productivity and the use of Information and Communication Technologies (ICT) in the development of skills and competencies. Sectoral and geographic representation of the Committee, allowed for the creation of five working groups that met according to the agenda and analyzed the proposal of Cinterfor/ILO Strategic Plan, resulting in the issued statements incorporated into this report.

3. Two panels were organized to analyze and discuss issues relating to vocational training: the first was called "*Skills for Productivity, Employment Growth and Development*", which served also as preparatory work for the ILO International Labour Conference in 2008. The second panel was called "*The Use of ICT in Vocational Training*" and included a presentation of experiences from training institutions, Cinterfor/ILO and the Turin Centre.

DEVELOPMENT OF THE 38TH TECHNICAL COMMITTEE MEETING OF CINTERFOR/ILO

4. The meeting was held by invitation of SENA, on June 19 - 21, 2007, in the Hotel Caribe in the city of Cartagena de Indias. The opening ceremony took place on Tuesday, June 19, at the “Casa del Marqués”. The President of the Republic of Colombia, Alvaro Uribe Vélez, welcomed the participants and inaugurated the meeting. Jean Maninat, ILO Regional Director for the Americas, Darío Montoya Mejía, General Director of SENA, Christine Evans-Klock, Director of the ILO/SKILLS Department, Antonio Graziosi, Cinterfor/ILO Director in-charge, Libardo Simancas Torres, Governor of the Department of Bolívar and Nicolás Curi Vergara, Major of Cartagena de Indias participated in the opening session.

5. Following the opening ceremony a panel was convened to address “*Skills for Vocational Training, Productivity, Employment and Development*”. Keynote presentations were made by Christine Evans-Klock, Director of the ILO SKILLS Department, and Darío Montoya Mejía, General Director of SENA. Members of the panel were Melanio Paredes, Director of INFOTEP, Gabriel Funes of CONCAMIN from Mexico, and Jose Celestino Lourenco, of CUT from Brazil.

6. The 38th Technical Committee Meeting began in the afternoon with the adoption of the agenda, followed by the appointment of the Board and the Drafting Committee, proposed by the Programme, Budget and Administrative Committee, and was approved by all attendees. The meeting continued with a presentation of results of deliberations of the Programme, Budget and Administrative Committee, which had convened on the previous evening. Discussions continued with the third item in the agenda and a presentation by Fernando Vargas on development of the activities programme for the biennium 2005-2006. As a fourth item in the agenda, Antonio Graziosi submitted the Strategic Plan and 2007-2009 Work Plan Proposal for plenary approval. The day concluded with work by the groups representing the English-speaking Caribbean, Central America and the Caribbean, Andean countries and countries in the Southern Cone, as well as the groups consisting of representatives of employers and workers, who met to analyze the proposed document.

7. Presentation of the deliberations were analyzed and discussed by each of the groups on Wednesday morning, June 20.

8. In the afternoon, two panels were assigned to analyse the Topic: “*The Use of Information and Communication Technologies in Vocational Training*”. The first panel was moderated by Sara Silveira from Cinterfor/ILO, and consisted of presentations reflecting the experiences of SENA of Colombia, by John Jairo Díaz; Heart/NTA of Jamaica by Donald Foster, SENAC of Brazil by Marina Vianna Alves de Almeida and of Cinterfor/ILO by Sara Silveira. The second panel was moderated by Martha Pacheco from the Turin Centre. This second panel heard the presentations of the following experiences: SENAI of Brazil by Alberto Borges de Araújo, INTECAP of Guatemala by César Castillo, SENATI of Peru by Jorge Castro and the one of the Turin Centre’s by Martha Pacheco.

9. The morning of Wednesday, June 20 was the commemoration of the fiftieth anniversary of SENA. Recognition of SENA anniversary was noted through various presentations by the region’s training institutions.

10. Then, the subject of financial matters and voluntary contributions by member countries, were submitted for analysis by the committee. The last part of the morning was dedicated to analyze diverse matters. Pedro Daniel Weinberg was recognized for his efforts in promoting vocational training in the region and for his services at Cinterfor/ILO, prior to his retirement. The morning concluded with the distribution of the preliminary report of the meeting’s events. Following this action, participants were asked to review and comment on the preliminary report. The meeting was then closed.

OPENING SESSION

11. The formal opening ceremony of the 38th Technical Committee Meeting of Cinterfor/ILO was presided by the President of the Republic of Colombia, Álvaro Uribe Vélez. The Board was chaired by Christine Evans-Klock, Director of ILO SKILLS Department, Jean Maninat, Regional Director of ILO for the Americas, Antonio Graziosi, Director-in-charge of Cinterfor/ILO, Darío Montoya Mejía, General Director of SENA, Libardo Simancas Torres, Governor of the State of Bolívar and Nicolás Curi Vergara, Major of Cartagena de Indias

12. The first speaker was the Director of ILO Regional Office for the Americas. He welcomed the meeting’s participants, extending his greeting to Rodolfo Martínez Tono, founder of SENA and to Pedro Daniel Weinberg, former Cinterfor/ILO’s Director. He expressed his recognition to Colombian authorities and to the *Servicio Nacional de Aprendizaje* (SENA) for its important organizing and financial efforts in the organization of the Technical Committee Meeting. He highlighted the celebration of SENA’s 50th anniversary, the crucial role it plays in the economic and social life of the country, noting in particular its work in remote areas of Colombia.

13. “ILO believes that even though the creation of decent work cannot happen without economic growth, growth alone, does not automatically translate into decent work”, he added. Therefore, he said, the need arises for policies and programmes to be aimed at creating employment and improving operation of the job market to benefit businesses and employees. He mentioned also that the region has a historic opportunity to take advantage of this favourable economic time and face the challenges of poverty, unemployment and under-employment.

14. He highlighted the approval of the “Decent Work Agenda” for the Hemisphere by the XVI Regional Meeting of ILO Americas in May 2006, which included the objective of improving the competitiveness of human resources, expanding coverage of vocational training among vulnerable groups, and established the goal of increasing the countries’ investment in vocational training by at least half a percentage point of the GDP over a period of ten years.

15. He announced that ILO will organize a discussion on vocational training for productivity, employment and development during the 97th Session of the International Labour Conference scheduled for June 2008. He further emphasized this as a proof of ILO’s concern regarding the issue of training to develop human resources, only four years after the approval of Recommendation 195.

16. He continued by mentioning how the timely reflection of the ILO Director General was considered, reflecting on the role and duties of Cinterfor/ILO and the need for continued investment and refocusing its mission to continue improving the relevance and effectiveness of its services. The purpose of the on-going consultation process is to formulate a renewed strategic plan for Cinterfor/ILO, he said, this action confirms the high priority that countries give to human resources development as a key factor for their economic and social growth, their commitment to strengthening horizontal cooperation and the exchange of information and good practices between countries and institutions, and the recognition of Cinterfor/ILO’s historic role and its continued validity as driver and facilitator of these processes.

17. He mentioned the strategic plan proposal that will be reviewed by the Technical Committee and said that it aims to reaffirm the commitment of ILO with Cinterfor/ILO and its optimism about the lines being drawn in favour of greater opening of the network, growing ownership by associate institutions, and closer participation by employers and workers representatives. He expressed interest in listening to the opinions of members about the plan that will be submitted during the meeting.

18. The Director concluded by expressing his wishes for the success of the working sessions and that the strategic plan be supported and ratified to define the direction of the Centre for the coming years.

19. Next, the National Board of Directors of SENA awarded the Order of Merit of Vocational Services for special services to Rodolfo Martínez Tono, Carlos Bedoya of the *Confederación General del Trabajo* and to Juan Alfredo Pinto on behalf of the *Consejo Gremial Nacional*.

20. The presentation by Darío Montoya, General Director of SENA followed, who thanked participants for their presence. He also thanked the President of Colombia for his support and faith in the critical role for SENA in this new era.

21. His presentation continued with a recollection of the most important achievements of the institution. He noted that during its first 50 years SENA had offered 41 million training positions that has preserved the principle of gratuity, and which is enabled by the parafiscal contributions of Colombian employers and workers. SENA is present in 1098 municipalities with over 200 different courses and the support of nearly two thousand instructors and in the framework of alliances with majors and governors. With the rural youth programme 140 thousand participants are serviced. These young persons go to SENA to acquire skills to create their own businesses or enterprises. SENA has serviced over 30.000 people who were previously part of illegal armed groups and are currently in a reinsertion process. The figures included 150 thousand female heads of households, thousands of disabled persons, those displaced by violence, ethnic minorities, as well as more than 14 thousand members of the police and the military in service, who participate in SENA programmes.

22. He added that on a daily basis 350 unemployed people access SENA's employment service in search of opportunities for work. During the first six months of the year, participants in virtual courses total more than 580 thousand Colombians located in over 90- countries and in 1081 Colombian municipalities. Nearly 450,000 affiliated workers are part of the joint projects with their companies. More than 160 thousand youngsters are graduates of vocational education and will have the opportunity this year to become technicians or technologists. More than 145 thousand young persons with an intermediate education will begin competency-based vocational training. He also mentioned that 110 universities recognize the learning achieved at SENA, thus enabling mobility and lifelong learning. He highlighted the creation of a Contact Centre serviced by natives of the island of San Andres for the teaching of the English language, using information and communication technologies that integrate video, data and voice.

23. Montoya's presentation included other data on institutional accomplishments such as techno-parks, 267 town headquarters and the 400 mobile classrooms that allow access to training Colombians living in the country's most remote areas. He also mentioned the Cartagena Network that will allow development of 11 high technology platforms in different Colombian cities. He spoke about the programme with the Metz school of engineers in France that will facilitate access to doctoral programmes for some 50 aspiring candidates.

24. In addition to SENA's anniversary, he also highlighted the recognition of Rodolfo Martínez Tono who built the foundations of this institution. To conclude, he added, "we celebrate 50 years with the certainty of walking down a path that leads to a country with equity and success in the global context, with the strength of a great institution that belongs to all Colombians, who during the most recent national survey show an 88.7% favourable opinion of SENA".

25. The opening ceremony continued with remarks by Alvaro Uribe Vélez, President of the Republic of Colombia, who began with reference to the earlier trend to down size the State that was promoted by the Latin American region in recent years. Instead of this, what has happened, he stated, is a strengthening of the public sector by restructuring more than 400 state entities among which is the reform of SENA.

26. "There is a shift in Latin American policies which results in two problems", added the President: The first problem is the doubt about the benefits of private investment and the second, the temptation of "stateism". Colombia is open to private investment with social responsibility. This is evidenced in the relationship of investors with the State, citizens, and workers through working relations. Social responsibility of investment is critical for the objective of creating quality jobs and SENA is the best example of the State's solidarity in this regard.

27. He summarized the three pillars of the government's policies: the security policy that is reasserted in the country's will to have a combined action of authority and social investment. The next, is fostering investment with responsibility and the third is the revolution in education. All three pillars have exhibited growing results of the security environment, direct foreign investments never seen before and the coverage and quality of education.

28. He highlighted SENA's achievements in that more than 4.4 million students per year were accessing over 15 million hours of instruction. SENA is now the backbone of training in Colombia and the supply of technicians has increased as compared to professionals, reflecting the standards of developed countries. The institution has developed facilities to provide virtual training with television speed via teleconference.

29. He committed himself to continue defending the need for parafiscal contributions. He noted that if these were discontinued, compensation could not be guaranteed. He also pointed out that calculation and payment of contributions have now been unified in a standard form.

30. Globalization makes sense to eliminate poverty and contribute to equity. The country is not interested in being competitive with depressed salaries, what it seeks is to create quality jobs, aimed at the exporting sector, with strong qualifications and, consequently. Even with the current devaluation of the dollar, the government has created support to companies to help them avoid having to adjust jobs and endure the costs of a

devaluated dollar. Paradoxically, this is also, an excellent opportunity to reequip the country by importing equipment and machinery at lower prices.

31. He concluded by mentioning the enormous debt of SENA to Rodolfo Martínez Tono and thanking Carlos Bedoya from CGT and the employers represented by Juan Alfredo Pinto.

32. The meeting's opening ceremony then concluded and participants were invited to begin work of the first panel session.

PANEL SESSION 1: "VOCATIONAL TRAINING FOR PRODUCTIVITY, EMPLOYMENT AND DEVELOPMENT"

33. This section of the agenda consisted of two main presentations and one panel discussion. The first presentation was by Christine Evans-Klock, Director of the ILO SKILLS Department. The second presentation, which corresponded to Darío Montoya Mejía, General Director of SENA, was rescheduled for early afternoon. The panel consisted of Melanio Paredes, Director of INFOTEP, Gabriel Funes representative of the Employers Confederation of the Mexican Republic COPARMEX and José Celestino Lourenço representative of CUT of Brazil.

34. Antonio Graziosi opened the panel discussion by introducing the panelists and excusing the absence, for health reasons, of Susana Barasatián, representative of the Ministry of Labour of Argentina. He informed that her presentation would be included in the final version of the report.

35. Evans-Klock began her presentation by thanking authorities for the invitation to the event. She then went on to explain the responsibilities of the SKILLS Department of ILO's headquarters in Geneva and her interest in learning from the experiences of other countries regarding improvement of productivity, based on development of skills and knowledge. Her presentation also touched on the topic of relationships between productivity, employment, poverty; development of qualifications to increase employment and productivity, as well as the challenges for government public policies, the training institutions and social partners.

36. She then described the six areas of ILO's policies in its strategy for the preparation of national decent work programmes aimed at expanding employment, the relations between qualifications, technology, and employability, entrepreneurial development, institutional policies in the work market, governance and social protection.

37. The presenter explained how the issue of qualifications is necessary to increase productivity, employment growth and development. These issues will be analyzed during the 2008 International Labour Conference and will take into account progress made in the

application of Recommendation 195 and the 2004-2006 World Employment Report regarding the productivity-employment virtuous circle. From this report, she highlighted “for the majority of poor workers, more work would not subtract them from poverty unless their work is more productive”.

38. She showed a world map which displayed the inequitable growth of the product per person employed in different regions of the world, where low productivity in vast regions was clearly observed, and where it is required to improve the levels of productivity with the commitment of creating decent work.

39. She emphasized the need to increase employment and productivity and presented graphics showing the evolution in the number of low-income workers in Latin America between 1990-2002. Projections for this variable show that in the present conditions a reduction of 50% in this number cannot be achieved by 2015. These projections can only be changed through the adoption of measures which favour qualification and employment leading to poverty alleviation.

40. Subsequently she presented a graph comparing GDP growth per person employed and the growth of people employed. The graph also shows countries with high GDP growth per capita and low employment growth. It also shows a large number of countries that register growth of both variables, this group exhibits a greater than average generation of employment. The critical case is the one in which the Latin American countries are included, where employment grows at a higher rate than the growth of GDP per capita, thereby highlighting a problem of low productivity.

41. Variations in productivity and employment in the agricultural sector were analyzed, showing that poverty at a national level is reduced more in those cases in which both productivity and employment vary in a positive manner in that sector.

42. Therefore the development of qualifications is a necessary factor as the source of competitive advantage to increase productivity, she added. In addition, it links the educational system with the labour market, as well as with the supply and demand of work. It allows for greater participation of people in the benefits of economical growth and helps to minimize the cost of displacement caused by technological advances.

43. She reiterated that development of qualifications is a necessary factor but it is not enough to close the employment-growth virtuous circle. Additionally a series of essential factors are required, such as: macroeconomic policies, social dialogue, a healthy business environment, innovation and sustained investment.

44. She pointed out the necessity to establish effective qualification systems, which must include investment promoted by governments and social partners, while taking advantage of education and training opportunities.

45. Evans ended her presentation by outlining some challenges for public policies, which included updating the qualifications for persons with low levels of education. She focused on the need to link education, information on labour markets, vocational training with life-long learning. The need to influence public policies regarding technology, the environment and trade, in order to consider their impact on employment and training. Research on the link between productivity and training in the region was recommended, based on the experiences of the Latin American vocational training institutions.

46. Melanio Paredes, Director of INFOTEP, referred to Evans-Clocks' presentation by pointing out that Recommendation 195 is more than a theory. It contains a series of lessons learned. He explained the experience developed by INFOTEP with the application of SIMAPRO (Productivity measurement and improvement system) methodology, which matches a diagnosis of training needs with supply and demand. Every effort to improve productivity passes through the best training of human resources, he added.

47. He continued by indicating that the mindset of employers has changed and it is more common today to see training as an investment and not as a mere cost. In the region today there is greater awareness about the need for greater investment, he said.

48. He pointed out that INFOTEP holds an annual meeting on productivity and competitiveness in which the companies themselves present testimonies and the role played by INFOTEP is analyzed. He closed his presentation by explaining the situation in the Dominican Republic where vocational training is considered a strategic area of the national education planning. This is so important that it has been included in the ten year education plan.

49. Gabriel Funes, General Secretary of COPARMEX, thanked SENA and Cinterfor/ILO for their invitation and saluted SENA's 50th anniversary. He underlined SENA's basic values expressed in one of its publications, as the founding pillars that support and define its structure.

50. Vocational training should not be kept as a static model; one needs dynamic models aimed at employability and with the capacity for learning complemented by equitable access to training.

51. He analyzed the different perspectives of Vocational Training and how they relate to productivity by attracting and retaining investments, linking the concept of work to development. He said vocational training must be dynamic and aimed at employability and the development of the skill to learn to learn, all within a framework of equity. Development should not only take place in the context of economic consideration but also in the social aspect as well.

52. He highlighted the creation of corporate universities in Mexico and their role in the development of SMEs and workers. The COPARMEX University of Mexico was

created and there is a long list of other corporations and companies that have created universities. Finally, he urged an alignment of supply and demand, the coordination of school and enterprise, meeting the educational lag and to improve indicators of elementary education results. He closed by reaffirming COPARMEX and CONCAMIN's commitment in that sense.

53. It was then the turn for José Celestino Lourenço, representative of the Brazil's Central Unica de Trabajadores (CUT), who began his participation by pointing out that he would speak about the worker's representation collectively and not about specific matters on Brazil.

54. He mentioned that employment and the development pattern should not undermine the value of work, hence increasing social exclusion. This, with regard to the persistence of those who want to apply laws that provide flexibility could result in harming work relations. It is from this, he said, that ILO's idea of decent work arises, which encompasses working conditions and the quality of employment.

55. Vocational training should consider the complexity of the labor market, he said, but the low level of schooling of workers does not allow them access to quality vocational training. Training oriented education does not benefit today's workers; it also implies a devaluation of work. Educational policies are needed to cover worker's needs in their condition as citizens. Workers will support sustainable policies which are in the interest of all.

56. Training should not only emphasize the performance of tasks, it should facilitate the worker's understanding of scientific foundations and what is their position in the world. This is the definition of productive workers. Vocational training should be introduced in domestic policies for the promotion of decent work, he stated. He concluded his participation by requesting Cinterfor/ILO to deepen its work in favour of tripartism.

57. Subsequently, Antonio Graziosi concluded the morning's activities and thanked panel members and participants for their active contribution.

FIRST ITEM IN THE AGENDA: ADOPTION OF THE AGENDA

58. Antonio Graziosi, Director-in-charge, acknowledged the presence of representatives from the national vocational training institutions, the Ministries of Labour and Education, as well as representatives of employers' and workers' organizations appointed by the ILO Governing Body, and observers of other international institutions and organizations. He confirmed that a quorum was present to begin sessions of the Thirty Eighth Technical Committee Meeting. He read the agenda and announced the second item in the agenda.

**SECOND ITEM IN THE AGENDA:
ELECTION OF THE BOARD AND DRAFT COMMITTEE****REPORT OF THE PROGRAMME, BUDGET AND ADMINISTRATIVE
COMMITTEE**

59. The Director-in-charge of Cinterfor/ILO, reported on the meeting of the Programme, Budget and Administrative Committee held on the previous day (The summary of this meeting has been included in Annex 1 of this report).

60. Then Melanio Paredes submitted the Committee's suggestion with respect to the election of Head Table members and the Drafting Commission. Dario Montoya Mejia, General Director of SENA was suggested as Chairman of the meeting, Paulette Dunn-Smith, Director of the National Council of Vocational Technical Education and Training Council, NCTVET of Jamaica and Sydney da Silva Cunha, General Director of "Servicio Nacional de Aprendizaje Comercial –SENAC– of Brazil, as vice-chairs and were invited to join the head table.

61. Cesar Castillo, Manager of "Instituto Técnico de Capacitación y Productividad" -INTECAP from Guatemala and Estellita René, representative of the Caribbean Association of National Training Agencies (CANTA), were proposed for the drafting commission. Once this proposal of the commission was submitted for the consideration of the plenary, unanimous acceptance was expressed and this section of the meeting started with the presentation of Dario Montoya which was scheduled for the morning.

62. Dario Montoya started his presentation by pointing out, that in his opinion, there are two fundamental pillars behind training institutions' actions: a policy of permanent change, and a prospective vision of the companies and workers needs. He suggested that the relationship with people should change, especially trying to identify what is really needed, regardless of what you have or own. He underlined the need to develop life-long learning processes and the possibility for an ongoing educational update.

63. He stated that his role is to challenge and review what exists today. To this end he set four main topics concerning the learning model: first reviewing the instructor's role; secondly, team work; thirdly, the new information and communication technologies and lastly the variables of the productive environment.

64. Finally he referred to SENA's contributions to employment and productivity based on a policy of entrepreneurship which seeks to form entrepreneurs out of each SENA trainee. To this date, the Fondo Emprender Web platform has facilitated the development of 14,478 business plans, involving 23 thousand users. 115 entrepreneurial units have been generated with 704 consultants and over 26 thousand dollars invested as seed capital.

65. He concluded that based on ILO's Recommendation 195 steps have been taken towards applying vocational training on employability which transcends training itself and opens up a space for training employers. He underlined the countries' high poverty level and given the conflict that the country is undergoing we must do social work and develop competitive human resources for the productive sectors. These are two issues that need to be addressed: competent, updated workers and supporting a suitable income level for all.

66. Next, a Question and Answer session was opened. An INSAFORP representative referred to Recommendation 195 where the Central American Vocational Training Institutions have seen the need to emphasize that Recommendation which highlights the need for investment in vocational training, stating that it should be at the same strategic level as academic training. A worker's representative pointed out the need for SENA'S vocational training to continue to be provided directly and not through third parties. SENA's Director replied, noting that this refers more to partnerships with mayors and local authorities.

67. The Minister of Labour from Suriname underlined the need for training investments to remain within a perspective of government support, since in this globalized world investments move through all the different regions. Retaining skilled human resources at the national level is of the utmost importance.

68. A representative from Mexico highlighted the accessibility approach. He emphasized how the competencies approach opens up a unique opportunity to certify worker's skills. There is a need to look for mechanisms that will promote greater participation in training programmes.

69. A representative from Bolivia, mentioned his country's concern for the migration of qualified workers trained in the country, and investments by employers, with apparently no return.

70. A representative from Uruguay expressed how the policies that have been implemented so far have led to issues of informality, affecting many families. Growth has not generated all the necessary jobs. Although vocational training is the best instrument to improve worker's working conditions, active employment policies must be generated, with social dialogue and collective bargaining.

THIRD ITEM IN THE AGENDA: REPORT OF ACTIVITIES CINTERFOR/ILO 2005-2007

CINTERFOR/ILO DIRECTOR'S REPORT

71. The Chairman of the meeting offered the floor to the Director-in-charge of Cinterfor/ILO, Antonio Graziosi, who expressed his satisfaction for the massive repre-

sentation of training institutions, Ministers of Labor, Ministers of Education, Employers and Workers Organization to this meeting convened by the Director General of ILO. He underscored the 50th anniversary of the creation of SENA and stated that ILO and Cinterfor/ILO are proud to be a part. He added that the period covered by the report corresponded in its largest part to the Direction of Pedro Daniel Weinberg.

72. The Director-in-charge of Cinterfor/ILO briefly reviewed the challenges that vocational training systems in the region are faced with in order to cater simultaneously to the needs of enterprises exposed to globalization, the re-training of workers affected by trade liberalization, the access to employment by vulnerable groups with low educational levels and the definition of vocational profiles demanded in the long term. National institutions respond to these challenges through different policies and approaches, which justifies and feeds into the cross-fertilization and horizontal cooperation promoted by Cinterfor/ILO.

73. He then invited Fernando Vargas, Cinterfor/ILO specialist to present the activities undertaken during the last two years. Vargas started by recalling that participants had already been given the Report of Activities and that it was published on the Internet one week before the meeting. He then outlined the main activities developed during the period 2005 to 2007.

FOURTH ITEM IN THE AGENDA: PROPOSED STRATEGIC PLAN FOR THE FUTURE ACTION OF CINTERFOR/ILO

74. Antonio Graziosi proceeded to present the main items of the Cinterfor/ILO Strategic Plan proposal. He indicated that the ILO Director-General decided to initiate a process of in-depth reflection on the Centre's perspectives and work processes, which produced the proposed Plan document. He also indicated that the consultation process had included the large majority of member institutions, the social partners as well as the ILO and the Cinterfor/ILO team.

75. In producing the plan, the themes to be treated by the Centre were analyzed, as well as the effectiveness and the added value of its services and its institutional mechanisms. The conclusions of the consultation process highlight the fact that vocational training is given high priority in national agendas, demand for information, training and technical assistance continues to grow and the role and credibility of Cinterfor/ILO is recognized. While the Centre's mission remains valid, its value needs to be demonstrated in the face of rapid and continuous changes experienced by training Institutions. In addition, the need to expand the scope of the network to new centres of excellence was underscored.

76. Mr. Graziosi emphasized the fact that member institutions have continued to pay their fees for over 40 years noting that it demonstrated a sign of institutional solidity. However, any international cooperation strategy is as sustainable as its final purpose. He

referred to the need to have a long term strategy that would make possible the establishment of a network with less dependency on ILO funding and more on the autonomous capacity of institutions. He continued to underscore the role of Cinterfor/ILO as a channel to disseminate ILO's values and policies. He mentioned the need to strengthen the Committee towards becoming a supervisory and monitoring body for the Centre. Whereas up to now there has always been consistency between the deliberations of ILO's Governing Body and the Programme, Budget and Administrative Committee, the risk of conflicting decisions between these two bodies should be avoided.

77. Mr. Graziosi outlined other aspects of the Strategic Plan proposal, such as:

- The proposal to change the name of the Centre to “Inter-American Centre for Knowledge Development in Vocational Training”, while keeping the Cinterfor/ILO acronym.
- The long term vision of the Centre as a “*regional centre of excellence coordinating a network of national vocational training and education for work institutions, supported and managed by the ILO, to disseminate knowledge, experiences and good practices in the field of training and development of human resources for the creation of productive and decent work.*”
- The expected results in medium term with respect to the Centre's contribution to institutional development and modernization, measurable progress in the goals set in the Decent Work Agenda for the Hemisphere, its influence on other regions of the world, its consolidation as a permanent learning community as well as its institutional consolidation within regional integration frameworks.

78. Mr. Graziosi indicated that the four pillars of the implementation strategy would be the growing ownership by its members, opening to non regional centres of excellence, creation of institutional and operational synergies and the introduction of result-based management.

79. The strategy for growing ownership includes the institutionalization of the Programme, Budget and Administrative Committee, the opening of dialogue with organizations such as OAS, SEGIB and sub-regional integration bodies, the strengthening of sub-regional networks, shared leadership between the Centre and leader institutions in the formulation, design and execution of Cinterfor/ILO's work plan, the creation of a database of specialists of national training institutions available for horizontal cooperation assignments, an expanded regional membership and the possible increase of fees from member Institutions. With respect to this last item, he added that this should not be the starting point of an ownership process, but rather the point of conclusion. National institutions may also contribute by cost-sharing specific activities with the Centre.

80. A proposal for the composition of the new Programme, Budget and Administrative Committee was made, with twelve representatives of member institutions broken down as follows: three from the sub-region of Mexico, Central America and Spanish and French speaking Caribbean, two from the English speaking Caribbean, two for the Andean

sub-region, four from the Southern Cone sub-region and one from non regional members. In addition, the Committee would include one representative from the government of Uruguay, six tripartite representatives of the ILO Governing Body, one representative from the EMP/SKILLS Department, one from the Regional Office of ILO for the Americas and representatives of the donor agencies that directly support Cinterfor/ILO's programmes. The Committee shall meet once a year to orient and monitor the Centre's activities.

81. Regarding the opening to non regional Centres of excellence, contacts are underway with CEDEFOP and ETF of the European Union, IEFP of Portugal, InWent of Germany, AFPA of France and the Association of Canadian Community Colleges (ACCC)

82. The scope for better institutional and operational synergies includes ILO Offices and specialists, the ILO Regional Office, EMP/SKILLS headquarters, other ILO technical departments, ACTRAV and ACT/EMP, the Turin Centre, as well as other stakeholders such as UN agencies, development banks and bilateral agencies, as part of ILO's overall strategy.

83. In relation to result-based management, the Centre should maintain a basic knowledge management service. In addition, a limited number of thematic priorities should be identified and implemented through joint formulation of projects, shared leadership with training institutions, integration of the Centre's action tools, such as publications, the web page, technical assistance and training, and lastly, the establishment of monitoring and evaluation instruments.

84. The tripartite vision of the ILO should be reflected in the Centre's effort to involve employers' and workers' organizations in programme implementation, decision-making processes and systematic consultation processes with ILO constituents.

85. With regards to the Centre's structure and work processes, the creation of a Knowledge Management Unit is proposed with a view to integrating the Centre's publication, documentation, website and e-learning functions. A Publications Committee would seek to ensure the relevance and quality of the Centre's publications. The enhancement of the Centre's working capacity in English would include fostering the production of documentation based on the concerns and priorities of the English-speaking Caribbean institutions. Similarly, the number of documents and publications in Portuguese should increase and a number of basic publications should be translated into French and Dutch, so that they can be used in Haiti and Suriname. Efforts will be pursued to develop the competencies of the Centre's staff.

86. The Centre's prospective financial resources could include contributions from ILO, from member institutions new regional and non-regional institutions, technical co-operation projects, as well as the promotion of programmatic synergies to rationalize resources.

87. Mr. Graziosi finally outlined the core priorities proposed for the Centre's 2008-2009 work plan:

- Youth employment and transition from school to work
- Life-long training
- Financing and investment in vocational training
- Managing quality, relevance and equity of training Institutions
- Information and communication technology applications
- Innovations in curriculum design
- Employability of vulnerable groups
- Social dialogue in vocational training
- Vocational training and gender equality
- Standardisation of certification of vocational profiles and regional qualifications frameworks

88. He also mentioned sectoral vocational training as a cross-cutting dimension, whereby the Centre would support initiatives promoted by sector-based training institutions.

89. At the end of Mr. Graziosi's presentation, sub-regional groups and sectoral group meetings began.

REPORTS OF SUB-REGIONAL AND SECTORAL GROUPS

90. Following the agenda, the session of Wednesday, June 20 started with the presentation of the three sub-regional groups and the two sectoral groups on the results of their deliberations of the previous day.

91. The chairperson of the session requested each representative of the following groups: a) Central America, Mexico, Dominican Republic and Haiti, b) English-speaking Caribbean countries, c) Andean Countries, d) Southern Cone countries e) Employers, f) Workers, to present, in this order, their analyses of the previous day. (*Details of Rapporteurs' reports from each group are included in Annex 1 of this report*)

92. Following the presentations the Cinterfor/ILO Director made brief comments on the reports:

- He considered it convenient to ad-referendum approve the plan within a month, to improve it taking into consideration the first meeting that could be held in 2008.
- He explained that the changes in the Programme, Budget and Administrative Committee are intended to bring the institutions closer to the Centre and to ILO's values and principles. The objective is not the voting mechanism or the establishment of the decision by majority. The request for greater representation is welcomed and the proposition of increasing the representation from 12 to 15 is ac-

cepted, indicating that there would not be a specific budget, and that it would be necessary to take advantage of the traditional mechanism of sharing the costs with the institutions.

- Efforts towards attracting new extra-regional members intend to share experiences and link with new horizons. It is not about spending the budget in other regions, it is more the joining together of countries and donors to support with new resources.
- He mentioned the case of the membership from Spain, which did not generate “static” or problems of any type.
- At any moment we can face the fact of having ten or more extra-regional institutions, they can even be classified as regional and non-regional. The focus of the cooperation will always remain in the region and it is not about spreading out the resources, on the contrary it is to bring them to the region.

93. INFOTEP’S representative indicated the interest of the network of institutions from Central America, Dominican Republic and Haiti to support Cinterfor/ILO in this direction of change. He asked not to focus the discussion on representation but on change. He concluded that the representatives would be chosen at the next meeting of the network, to which Cuba, Mexico and Haiti have been incorporated.

94. A representative from INTECAP indicated that he did not agree that something should be reviewed if it is working well. He highlighted the solidarity that has characterized Cinterfor/ILO since it was created, the big ones shared with the little ones and vice versa, and that is the idea that should prevail.

95. The representative from CIDEDEC of Spain recognized the good points and the points to be developed in the strategic plan. Since he has been attending the Cinterfor/ILO meetings, he added, he had felt at home. The challenge offered by Cinterfor/ILO, he indicated, is to join together and offer information on what is happening in the world.

96. A workers’ representative from Uruguay mentioned his solidarity with the workers in Colombia. He proceeded to indicate his agreement with the proposed Programme, Budget and Administrative Committee. He believes that this must help in the development of structural aspects of the Centre. He pointed out that the big problem of the region is the creation of jobs. Perhaps the most useful tool is vocational training. Economic growth in our countries does not guarantee more and better jobs. Therefore, it is necessary to intensify bonds with the labour markets and intensify the research areas. The strategic plan is an excellent work plan by Cinterfor/ILO and it would be good to give it a defined timeline.

97. A representative of the Spanish “Fundación Tripartita” said that the work that has been done is great, recognized the leading role and importance of the work of Pedro Daniel Weinberg, the former director, and his team. The change has been significant and much progress has been made. It is believed that new people, new visions and contributions

and, consequently, a new work plan, can help. To open oneself to ideas, contributions is absolutely necessary to all organizations, and Cinterfor/ILO is no exception. He expressed pride in being a member of Cinterfor/ILO and looked forward to cooperating with others in the future. He felt that it is a very good and detailed programme, and for which all consultations were made.

98. A representative from SENAI of Brazil indicated that he would agree on undergoing a reflection process, and that approval should be reached ad-referendum of the Technical Committee. Regarding the second pillar, SENAI understands that there is a need to institutionalize the Programme, Budget and Committee and also to quantify the members. She asked to reflect on the difference between the terms “Technical Committee”, “Technical Commission” and “International Technical Cooperation”, and what they imply. She said the group favoured the search for knowledge and excellence. SENAI has cooperation with 70 countries and was in no way rejecting the inclusion of new participants. She underscored that there is a difference between an alliance and integrating the Committee, because it is there where projects will be prioritized in accordance to existing demands.

99. An employer representative from Argentina, indicated on the personal level and based in his experience in human resources, that investments made in training are lost when workers leave. He said: “What we cannot ever prevent is these people from leaving, because we would be entering into a contradiction, we would be practicing a kind of “semi-slavery”. Training must be provided because it is our duty and if a job cannot be provided that is a problem we have to deal with.

100. The Director in charge of Cinterfor/ILO recognized the importance of the subject of migrations that is interwoven with the vocational training subject in various aspects. One, without doubt, is the contribution in training to create decent jobs, and the other aspect is the planning and management of flows to minimize illegality and the definition of agreements to certify and recognize competences of migrant workers.

101. He proceeded to announce that several items of the work plan would be reviewed taking into consideration the comments made. High priority will be given to the development of a work schedule for each area of the above plan, he added. He appreciated the comments made and he announced that for the next meeting of the Programme and Budget Committee he would try to invite the Tripartite Foundation from Spain and develop in a more detailed manner, the mechanisms, criteria and conditions for incorporation of new non-regional institutions in order to remove any doubt. He concluded acknowledging the concern regarding the alteration of the Centre’s role. He also stressed the need to analyze in more detail the strategy for accepting other regions of the world in its next Programme and Budget Committee.

PRESENTATION OF AWARDS TO SENA IN ITS 50 YEARS

102. Subsequently the Meeting proceeded to organize the Head Table in order to present recognitions by the institutions. The Head Table was chaired by the First Vice president of the Technical Committee, Paulette Dunn-Smith. Also at the table were Jean Maninat, Director of ILO's office for the Americas, Antonio Graziosi, Director for Cinterfor/ILO, the Director of SENAC of Brazil, Sidney Cunha, Second Vice President of the Meeting and the Director of SENA, Darío Montoya.

103. The Director of ILO for the Americas initiated this section, acknowledging that the presentation by SENA Director on the previous day had been most eloquent. SENA has become a training institution that has a passport with multiple visas. Practically all organizations in the continent have received a contribution from SENA, which in fact has touched on the spirit and practice of the region's institutions. He added that SENA has done things well, with so many crises, we forget that we can do things right.

104. He continued by saying that the region is going through a prosperous stage but there are still problems to be solved, such as the access to jobs for youngsters and women, issues where we have to concentrate. There still a need for significant effort and to this end it is important to have an institution like SENA. He underscored the presence of the Tripartite Foundation and greeted the ILO Director General, Juan Somavía, who conveyed his congratulations to SENA. He requested that Cinterfor/ILO Director present the plaque of recognition to the Centre.

105. Subsequently, a large number of institutions and their representatives joined the recognition and presented numerous gifts and expressed their appreciation, honor, encouragement and happiness. In short, all the tributes made wished SENA well on the occasion of their anniversary and expressed the unanimous desire of long life for the institution.

106. After receiving the good wishes, the Director of SENA thanked the many and valuable demonstrations of friendship and gratitude as well as the good wishes expressed to SENA. He thanked Cinterfor/ILO for their presence and their trust in their organization of the meeting. He called for work with mechanisms without too much protocol and to generate a collective work strategy, for the block of American countries to succeed in introducing new technologies. Cinterfor/ILO was invited to produce more de facto developments, without waiting for protocol, because it is worth while. He also thanked his immediate collaborators, Juan Bayona and John Jairo Díaz for their support in the management of the institution. He thanked all those present, especially mentioning Fernando Vargas, former student of SENA, who was now working with Cinterfor/ILO who has supported and cooperated with the institution.

107. Antonio Graziosi announced that the fifth item in today's agenda regarding the analysis of financial matters will be discussed on Thursday, June 21, before the miscellaneous item. This concluded the morning's activities.

PANEL: “THE USE OF NEW INFORMATION AND COMMUNICATION TECHNOLOGIES IN VOCATIONAL TRAINING

108. This session consisted of two panels. The first panel, moderated by Sara Silveira from Cinterfor/ILO, consisted of the presentation of the experiences on the matter of SENA, Colombia by John Jairo Mejía, of Heart/NTA of Jamaica by Donald Foster, SENAC of Brazil by Marina Alves de Almeida and of Cinterfor/ILO by Sara Silveira. The second panel dealt with the experiences of SENAI, Brazil by Alberto Borges, INTECAP, Guatemala by César Castillo, SENATI, Peru by Jorge Castro and of the Turin Centre by Martha Pacheco, who was also the moderator for the second part.

109. The first presentation was made by Donald Foster, Executive Director of HEART Trust/NTA, who began by congratulating, on behalf HEART Trust/NTA and the Ministry of Education of Jamaica, Cinterfor/ILO for organizing the 38th Technical Committee Meeting and SENA for its 50th anniversary. Next, he thanked former Cinterfor/ILO Director, Pedro Daniel Weinberg, for his leadership at the helm of the Centre and his efforts to strengthen institutionality of vocational training in his country and the rest of the English-speaking Caribbean, during the last years, essentially through the Caribbean Association of National Training Agencies (CANTA). During the last part of his presentation he emphasized the fact that NCTVET, the organization responsible of vocational certification in Jamaica, recently received ISO certification of its occupation certification processes.

110. He went on to describe the main accomplishments and attributions of HEART Trust/NTA, and institutional structure through which it undertakes them, concentrating next on the philosophy that underlies all training actions of the institution, which is competency-based education and training.

111. The speaker underscored its organization’s firm commitment to the use of ICTs in training programs, both classroom programs as well as distance programs. According to Foster, the focus of the institution for greater and better use of ICT applied to training, lies on four pillars: investment in technology, development of teaching materials, personnel training and technical assistance to all of the organization’s departments.

112. He concluded his presentation by touching on the main challenges that HEART must face in this field and require special consideration and attention. These he identified as infrastructure, apprentices, facilitators and costs and the lack of resources.

113. In his presentation, John Jairo Díaz talked about the experience of SENA de Colombia; to this end, he described the geographical characteristics of institutional service, with presence in 100% of the municipalities and servicing more than 4 million participants in the present year. He described the strategies deployed by the Institution to create network and team work throughout the country using the Internet, which allows access to the instructor from any location regardless of the instructor’s location.

114. He underscored the most significant numbers that show close to one million students trained in virtual environments between 2003 and 2006, two thousand teleworkers, one hundred and ninety seven thousand electronic certificates, one hundred and twenty eight thousand participants in degree training, seven hundred and fifty telecenters and four hundred training modules, among others. The use of ICT allows the use of classrooms 24 hours in activities such as the use of the Internet, simulators, training by projects, remote control laboratories. He emphasized that ICT enables realization of a collaborative work education strategy and the creation of new training environments that have already been developed in 36 centres. There, connectivity, the integration of technologies and projects as the core of training in an area that implies physical transformation, become a reality.

115. He continued speaking of the availability of 134 mobile classrooms throughout Colombia, as well as of the development of “techno parks”, which are areas outfitted with the resources required to develop innovative business ideas.

116. He explained how the various applications of new technologies in areas such as entrepreneurship and employment service, as well as alliances with different private businesses of ICT, favour training and the services provided to public sector companies.

117. Marina Alves de Almeida from SENAC was next, and she presented the central idea of training at SENAC focused on “knowing how to do”, “knowing how to think” and “knowing how to learn”. She presented the large numbers of institutional results that show more than 7.4 million students in beginners training programs, 400 thousand in intermediate training, and 56 thousand in the higher level. Two thousand municipalities serviced and close to 2 million students per year. SENAC offers 800 programs in 15 fields that cover trade and services, especially hotels and health.

118. It actively participates in social inclusion programs and to this end, it has 67 school-trucks and a school-ship that visit the most remote corners of Brazil. The work of SENAC’s editorial, she added, allowed the production of more than 900 titles between publications, DVDs, and CDs.

119. Distance education at SENAC covers 318 localities and offers courses at all occupational levels. It has also facilitated development of education material and widening access to education. To this end, it actively uses radio and teleconference technology. This way it plays an important role in favour of equity and accessibility in a framework of social justice, quality and flexible training.

120. Sara Silveira presented Cinterfor/ILO’s experience in the use of ICT and began her presentation by talking about the evolution of the Centre’s web site. She defined it as an instrument to comply with central objective of identifying and disseminating updated information, knowledge and experiences to contribute to the development of vocational training. She emphasized the Centre’s political will of using ICTs as a means of communicating knowledge about vocational training.

121. She continued with a presentation of the Centre's experience in the joint development of methodologies among institutions, as is the case of the development of a reference model on policies for improvement of employability and social equity and gender. This conceptual map organizes approaches and components of a policy to respond to labour market challenges and to contribute to a more sustainable and inclusive social and economic development. This was one of the pillars used by the Centre to develop its current distance training proposal.

122. The speaker described the Quality and Equity in Training Program supported by COSUDE, successfully developed by Cinterfor/ILO on two occasions to the Training Institutions of the region. It is a training-action initiative geared towards multidisciplinary teams to develop and/or strengthen personal and institutional competencies in policy design and management. The program offers a training itinerary, a materials bank and experiences observatories, tutoring and it promotes a learning community among participating institutions through a didactic methodology integrating ICT facilities with the Centre's commitment to promote exchange between institutions. The program has been offered twice with approximately 360 hours.

123. As a next step, the Centre intends to collectively assess weaknesses and strengths of the experience and to make both the methodologies and support materials and its own platform available to the training community, so that with the teams that have been already trained, may, if interested, adapt it to their needs and realities, consolidate it and make it permanent for the learning community, in which 12 training institutions currently participate.

124. After the coffee break, the panel reconvened with presentation from SENAI by Alberto Borges Araujo. After presenting the main actions and coverage of the institution, he highlighted its 697 operational units, 301 mobile units and 320 kits for vocational training. SENAI maintains 122 international associations.

125. The presenter indicated that as of 2004 the SENAI Network for distance learning was implemented and presented in the portal. He highlighted the work of the institution in the development of internal competencies for distance learning. Then he explained the design of the basis for didactic resources with more than six thousand different resources, 15 thousand registered teachers and more than one million students. He explained the strong points and the general functioning of the data base. He emphasized the possibility for the registered teacher to have his/her own material according to the needs of the course, with the previous and permanent evaluation of the technical and pedagogic quality of the materials included.

126. Distance learning at SENAI has been very careful in the social inclusion of people with different capacities, incorporating languages for visual impaired persons with 477 teachers and hearing impaired persons with 270 teachers already trained. There is also software to digitally include blind students.

127. He then described the SENAI program for Training Trainers that has three divisions: basic, management and education, emphasizing that there are already more than 13 thousand participants in training at the SENAI as well as associated institutions. He added information on the SENAI program for pedagogic training for distance learning trainers that has the certification of the Universidad del Sur in Santa Catarina and the recognition of the Ministry of Education. 1,700 teachers have benefited from this initiative. There are also distance learning courses with technological content for renovation, with the participation of more than 2 thousand teachers.

128. Subsequently he listed the distance learning courses offered by SENAI, highlighting the variety of didactic resources developed, which combine printed media, Internet, simulators and magnetic media. SENAI is open to alliances with local or foreign companies to offer distance learning courses that they wish to offer in Brazil. Lastly he indicated the complete willingness to associate with other institutions and especially with Cinterfor/ILO to progress jointly in these developments.

129. Later Cesar Castillo of INTECAP made his presentation and indicated that the objectives for incorporating the ICT in the institutions were transformation of the methodology for management processes, increase of coverage through e-learning, decrease digital gap by improving accessibility, contribute to economic and social development through the creation of employment and the growth of income as well as strengthening the relationship and cooperation of ICT through VTI. With respect to e-learning, he presented the steps for the new methodology implemented consisting of development of content, review and technical pedagogic upgrading, design and diagramming. Modularization and installation of the platform, execution and accreditation of the formation. The results achieved in six months were a substantial increase of the offer and a significant reduction in drop-out rates.

130. He also referred to the network of vocational training in the Central America and Caribbean regions and emphasized INTECAP's leadership in ICT, which was achieved through classroom and distance consultancies, the construction of a network portal, the system of contents and the learning platform. Additionally he announced the implementation of the pilot plan of "Aula Mentor" oriented to digital teaching, in July 2007.

131. As the last point he referred to the construction of a high technology center for ICT training, one-third of the cost financed by the Korean government; total cost of this project will be US\$8,000,000. The Centre will be an important contribution to reduce the digital gap in Guatemala.

132. Jorge Castro León of SENATI was next and he started his presentation comparing the "old" and "new" ICT, and then referred to SENATI's institutional policy in matters of Information of New Technologies and Communications. He described in detail the lines of development in the application of the ICTs in his institution, with the main

ones being the National Video Conference System, the SENATI VIRTU@L Program and the training of trainers in the application of ICT for vocational training.

133. Castro León emphasized the basic principles that guide SENATI'S actions in this field, among which are the adjustments to the needs of the productive sector, a methodology basically based on the solution of problems, case studies and the preparation of work, an evaluation based on result indexes and on the fact that the use of technology must be oriented towards the resolution of pedagogic needs and the needs of the participants to support and facilitate the learning process, but they are not the objectives by themselves.

134. He continued with the presentation of Marta Pacheco who mentioned the distance learning activities of the Turin Center. First she mentioned the Delnet distance training, information and technical assistance program. This program is at present training 70 officers from SENA in local and genre development. Also the Turin centre develops through the ICT programs to prepare the persons that are going to participate in classroom training through access to web pages. She assessed this strategy also for the generation of social networks, emphasizing as an example the network of graduates from Castilla La Mancha, Turin which comprises more than 400 worldwide high level law professionals.

135. The platforms are actual distance learning classrooms of the Turin Centre, for example with INSAFORP developed a program for training the trainers, through labour competences that involved adult teachers. This confirms that besides the technical knowledge acquired, the involvement in distance learning had an impact on personal relationships as students were able to overcome fear and resistance in the use of new technologies.

136. Among the advantages of using ICT, the presenter indicated the fact that people who integrate theory and practice improve their self-esteem; they feel stimulated to continue acquiring knowledge, etc. The presenter indicated the importance of the teacher in the distance training and agreed with the previous presenter in stating that in order to offer quality training; a tutor cannot cover more than 30 participants. She mentioned the variety of available tools to preserve the interest of the participant, among which we find the ones used to manage training and offered to share their development with the other institutions.

137. Upon closing, Fernando Vargas from Cinterfor/ILO indicated how training, using ICT, is the path to turn quality, relevance and equity into a reality, as interdependent dimensions of training. He emphasized the high capacity of innovation that the training institutions are demonstrating in this subject which was recently launched in 2004 by ILO with Recommendation 195. This is evidenced by the large number of experiences mentioned in the working document that Cinterfor/ILO prepared for this meeting. Among the challenges he mentioned the tension existing between the physical or virtual growth of the training offer, the demands that flexible training establishes for the traditional educational

management mechanisms for handling the new realities imposed by teaching at a different rhythm, in different places and different times.

138. Another challenge identified lies in the greater quantity of preparation and work required by didactic materials used in the distance learning, which are essential for maintaining the required quality.

FIFTH ITEM IN THE AGENDA: FINANCIAL ISSUES. EXAMINATION OF THE 2007-2009 BUDGET AND VOLUNTARY CONTRIBUTIONS BY MEMBER COUNTRIES.

139. This item was carried out after the religious celebration commemorating the 50th anniversary of the creation of SENA.

140. Presentation of the budget estimates for the period 2007-2009 was made by Antonio Graziosi, Cinterfor/ILO Director-in-charge. He presented in detail each one of the accounts and their values and continued explaining that slight increases are foreseen in items such as the contributions from training institutions, especially for those that will pay up all their debts. He explained that due to authorization from the Treasurer for the office to incorporate funds of Cinterfor/ILO's reserve account and in the extra-budgetary funds, it is foreseen that the budget will be increased for next biennium. He detailed the conformation of the different items to facilitate comprehension by participants and indicated that it has been calculated that the regular budget will be increased by 13.1% and it has been calculated that the extra-budgetary funds will be increased by 18.1%. He finished his intervention and invited participants to present their comments.

SIXTH POINT OF THE AGENDA: MISCELLANEOUS

141. SENA suggested presenting recognition to the work of Pedro Daniel Weinberg and his dedication and services in vocational training as Director of Cinterfor/ILO.

142. Pedro Daniel Weinberg, who was Director of Cinterfor/ILO for almost twelve years, appreciated what he understands were undeserved personal praises as well as for his management skills presented in this room. He attributed his achievements in the Centre to four very special elements: generous contributions that the institutions of vocational training of the region made available for the execution of the work in the Centre; the high personal and professional competencies of all the team that works in Montevideo; the decisive back-up granted by the employer organizations and the workers'; and no less important was the trust that he had at all times from the ILO managers in the Headquarters and the Regional Office in Lima. He attributed all the errors, mistakes and omissions to himself during his tenure at the Centre.

143. After making a brief summary of the progress of the institutionalization of vocational training in the region and the resulting achievements, he summarized his message around the five lessons learned by the entities in the more than sixty years of history. In the first instance, he indicated that the design is not possible, and above all the establishment of public policies in the matter, without having solid institutions that demonstrate permanence and continuity. Secondly, he considered that one of the greater strengths of the institutions lie in intangible capital. He mentioned the quality of organizational culture of the entities with regards to experimentation and innovation, as well as the investigation and development activities centered in renovation and update of technical-pedagogic and management environment.

144. Thirdly, he expressed how much he valued the place assigned to the practice for the production of knowledge of the entities. Every innovation in the technical-pedagogic scenarios and in the management aspects, lie in theoretical knowledge and conceptual development but are always faced with practices operated in all the training spaces. Fourthly, he indicated the significance of Social Dialogue and the active participation of workers and employers in formulating policies and strategies, as well as the execution of programs carried out by institutions.

145. Finally, he indicated that horizontal technical cooperation, without any kind of hegemonies, has become a strategic element fostered by the promotion of processes of creation, strengthening and consolidation of specialized institutions in the training and development of human resources in the Americas.

146. The large majority of representatives of VITs, as well as the group of employers and workers participating in the meeting expressed their recognition of the work of Weinberg in favour of regional cooperation, development and strengthening of the institutionalization of training in the region.

147. Next, Antonio Graziosi announced the distribution to participants of the report of the 38th Technical Committee Meeting and communicated that there would be a 25 minute session for its review. The comments on the report and the closing ceremony were carried out after noon on Thursday 21st and will be included in the final report.

148. The meeting report was approved with minor changes which have already been included in this final version.

149. Postulations to host the next Technical Meeting was treated next. Antonio Graziosi mentioned he had been approached informally on the subject by some institutions representatives and suggested that that was the time to formally present candidacies. Donald Foster from HEART/NTA in Jamaica, Regina Torres from SENAI and in representation of SENAI, SENAC, SENAR and SENAT from Brazil and Miguel Fernández from INCES of Venezuela postulated their countries and institutions.

150. Graziosi took note of all offerings and committed himself to study them. As a gesture of gratefulness, he assured to all offerents that in case they were not selected, activities of high representativity would be carried out by Cinterfor/ILO in their countries.

151. Regarding INCES's postulation to host the next Technical Committee Meeting, the worker's representative from Venezuela, Pablo Castro mentioned that tripartism should be strengthened in that institution in order to have a wider support.

152. Closure of the CINTERFOR/ILO's XXXVIII technical meeting began with Sydney da Silva Cunha, Director of SENAC of Brazil, who mentioned how SENA's plan for renovation became action in a few years. He said he is certain that the mystic of VTIs has allowed them to survive and strengthen themselves, and assured this relies in the human resources VTIs have. He also said to be convinced that vocational training is a very useful tool for social inclusion since without citizenship there cannot be any complete development. He thanked SENA's team, apprentices and CINTERFOR/ILO.

153. Jean Maninat, Regional Director for ILO in the Americas then thanked SENA for their hospitality and recognized the technical competencies displayed during the event. He also thanked on behalf of ILO's Director General for the support VTIs provide to Cinterfor, mentioning that VTIs are the base and spirit for its capacities. He went on reassuring his conviction on that vocational training is an important tool for companies and workers development in order to face competitiveness challenges. He promised ILO's Regional Office will be supporting vocational training, and that the subject will be included as a priority area in the Hemispheric Agenda for Decent Work.

154. Maninat also specially thanked Antonio Graziosi for the achievements made in only four months, doing a job he described equivalent to a professional goldsmith, a job he can feel proud of.

155. Antonio Graziosi, thanked VTIs, workers' and employers' representatives for the support, feedback and openness before and during the meeting. He also thanked Christine Evans, Martha Pacheco, CINTERFOR/ILO's team, interpreters, translators and Dario Montoya and Juan Bayona as representing SENA.

156. Final words were in charge of Juan Bayona of SENA. In the name of Darío Montoya, apprentices, instructors and collaborators he thanked for trusting SENA to host this meeting.

ANNEX 1**SUMMARY OF THE PROGRAMME, BUDGET AND
ADMINISTRATIVE COMMITTEE MEETING OF CINTERFOR/ILO**

The Programme, Budget and Administrative Committee met on Monday June 18, 2007, before the opening of the 38th Technical Committee Meeting. The meeting had the participation of representatives from the Caribbean Association of National Training Agencies (CANTA), from INET, Argentina, TVET Council of Barbados, SENAI, Brazil, SENCE, Chile, SENA, Colombia, Fundación Tripartita de Capacitación, Spain, INTECAP, Guatemala, SENATI, Peru and INFOTEP, Dominican Republic.

The meeting started with the welcome address by the Director of SENA's "Sistema Nacional de Formación Profesional", Mr. Juan Bayona, who wished the participants success in their meeting on behalf of the General Director of SENA. Then, the Director-in-Charge of Cinterfor/ILO, Mr. Antonio Graziosi, greeted the members of the Committee and proposed the content of the work agenda for this session. He described the features of the Committee up to this date and pointed out aspects such as the absence of systematic criteria for the composition of the Committee. He indicated the need of formalizing and institutionalizing these criteria to enhance the relevance of the Committee.

The Centre's governance mechanisms, he added, must reflect the nature of Cinterfor/ILO as a joint venture between the ILO and the national institutions. Mr. Graziosi proposed that in the future the Committee should be elected by Cinterfor/ILO's member institutions. Today's meeting would be the last one in which members would be convened by the Centre's Director, as an election mechanism is institutionalized.

He proceeded to present the main points of the Cinterfor/ILO Strategic Plan proposal. He indicated that the ILO Director-General decided to initiate a process of in-depth reflection on the Centre's perspectives and work processes, which produced the proposed Plan document. He indicated that the consultation process included the large majority of member institutions as well as the social partners, the ILO and the Cinterfor/ILO team.

With a view to producing the plan, the themes to be treated by the Centre were analyzed, as well as the effectiveness and the added value of its services and its institutional mechanisms. The conclusions of the consultation process highlight the fact that vocational training is given high priority in national agendas, demand for information, training and technical assistance continues to grow and the role and credibility of Cinterfor/ILO is recognized. While the Centre's mission remains therefore valid, its continued value added needs to be demonstrated in the face of rapid and continuous changes experienced by training Institutions. In addition, the scope was mentioned for opening the network to

new institutions such as Higher Technology Colleges, additional Ministries of Labour and Education and the Employers' and Workers' organizations involved in training, as well as centres of excellence outside Latin America and the Caribbean.

Mr. Graziosi emphasized that the fact that member institutions have continued to pay their fees for over 40 years is a sign of institutional solidity. However, any international cooperation strategy has sustainability as its final purpose. He referred to the need of having a long term strategy that would make it possible for the network to depend less on ILO funding and more on the autonomous capacity of institutions. He continued highlighting the role of Cinterfor/ILO as a channel to disseminate ILO's values and policies. He mentioned the need for strengthening the Committee towards becoming a supervisory and monitoring body for the Centre. Whereas up to now there has always been consistency between the deliberations of ILO's Governing Body and the Programme, Budget and Administrative Committee, the risk of conflicting decisions between these two bodies should be avoided.

Mr. Graziosi outlined other aspects of the Strategic Plan proposal, such as:

- The proposal to change the name of the Centre to "Inter-American Centre for Knowledge Development in Vocational Training", while keeping the Cinterfor/ILO acronym.
- The long term vision of the Centre as a "*regional centre of excellence coordinating a network of national vocational training and education for work institutions, supported and managed by the ILO, to disseminate knowledge, experiences and good practices in the field of training and development of human resources for the creation of productive and decent work.*"
- The expected results in medium term with respect to the Centre's contribution to institutional development and modernization, measurable progress in the goals set in the Decent Work Agenda for the Hemisphere, its influence on other regions of the world, its consolidation as a permanent learning community as well as its institutional consolidation within regional integration frameworks.

Mr. Graziosi indicated that the four pillars of the implementation strategy would be the growing ownership by its members, opening to non regional centres of excellence, creation of institutional and operational synergies and the introduction of result-based management.

The strategy for growing ownership includes the institutionalization of the Programme, Budget and Administrative Committee, the opening of a dialogue with organizations such as OAS, SEGIB and sub-regional integration bodies, the strengthening of sub-regional networks, shared leadership between the Centre and leader institutions in the formulation, design and execution of Cinterfor/ILO's work plan, the creation of a roster of specialists of national training institutions available for horizontal cooperation assignments, an expanded regional membership and the possible increase of fees from member Institutions.

With respect to this last item, he added that this should not be the starting point of an ownership process, but rather the point of conclusion. National institutions may also contribute by cost-sharing specific activities with the Centre.

A proposal for the composition of the new Programme, Budget and Administrative Committee was made, with twelve representatives of member institutions broken down as follows: three from the sub-region of Mexico, Central America and Spanish and French speaking Caribbean, two from the English speaking Caribbean, two for the Andean sub-region, four from the South Cone sub-region and one from non regional members. In addition, the Committee would include one representative from the government of Uruguay, six tripartite representatives of the ILO Governing Body, one representative from the EMP/SKILLS Department, one from the Regional Office of ILO for the Americas and representatives of the donor agencies that directly support Cinterfor/ILO's programmes. The Committee shall meet once a year to orient and monitor the Centre's activities.

With regards to the opening to non regional Centres of excellence, contacts are underway with CEDEFOP and ETF of the European Union, IEFP of Portugal, InWent of Germany, AFPA of France and the Association of Canadian Community Colleges (ACCC)

The scope for better institutional and operational synergies includes ILO Offices and specialists, the ILO Regional Office, EMP/SKILLS at headquarters, other ILO technical departments, ACTRAV and ACT/EMP, the Turin Centre, as well as other stakeholders such as UN agencies, development banks and bilateral agencies, as part of ILO's overall strategy.

In relation to result-based management, the Centre should maintain a basic knowledge management service. In addition, a limited number of thematic priorities should be identified and implemented through joint formulation of projects, shared leadership with training institutions, integration of the Centre's action tools, such as publications, the web page, technical assistance and training, and lastly, the establishment of monitoring and evaluation instruments.

The tripartite vision of the ILO should be reflected in the Centre's effort to involve employers' and workers' organizations in programme implementation, decision-making processes and systematic consultation processes with ILO constituents.

As regards the Centre's structure and work processes, the creation of a Knowledge Management Unit is proposed, with a view to integrating the Centre's publication, documentation, website and e-learning functions. A Publications Committee would seek to ensure the relevance and quality of the Centre's publications. The enhancement of the Centre's working capacity in English would include fostering the endogenous production of documentation based on the concerns and priorities of the English-speaking Caribbean institutions. Similarly, the number of documents and publications in Portuguese should increase and a number of basic publications should be translated into French and Dutch,

so that they can be used in Haiti and Suriname. Efforts will be pursued to develop the competencies of the Centre's staff.

The Centre's prospective financial resources could include contributions from ILO, contributions from member institutions and new regional and non-regional institutions, technical cooperation projects, as well as the promotion of programmatic synergies to rationalize resources.

Mr. Graziosi finally outlined the core priorities proposed for the Centre's 2008-2009 work plan:

- Youth employment and transition from school to work
- Life-long training
- Financing and investment in vocational training
- Managing quality, relevance and equity of training Institutions
- Information and communication technology applications
- Innovations in curriculum design
- Employability of vulnerable groups
- Social dialogue in vocational training
- Vocational training and gender equality
- Standardisation of certification of vocational profiles and regional qualifications frameworks

He also mentioned sectorial vocational training as a cross-cutting dimension, whereby the Centre would support initiatives promoted by sector-based training institutions.

Upon conclusion of this part of the presentation, Mr. Graziosi gave the floor to the members of the Committee. All representatives thanked SENA, as host institution, for organizing the meeting and the social events.

The representative of INET from Argentina urged that participation of Ministries of Education be encouraged. He mentioned a new law on vocational and technical education that has created a better regulated and organized system. He also proposed working the concept of continued improvement of training management, where quality is but one of the aspects. He suggested working in harmonization of vocational profiles before moving to standardize the certification of vocational profiles.

The representative of INFOTEP from the Dominican Republic said that the Central American network of training institutions had jointly analyzed the document containing the strategic plan proposal in the meeting that same morning. He stated his agreement with the proposed update of Cinterfor/ILO's mission statement as well as his enthusiasm for the proposed repositioning. He added that INFOTEP has carried out a modernization

process and flattening of its structure, reason for which he found Cinterfor's proposal interesting. Regarding the composition of the Programme Committee, he proposed an increase in the number of representatives from the Central America, Dominican Republic and Haiti sub-region to four members, given the geographical as well as the linguistic diversity of this sub-region.

A representative of SENA from Colombia proposed that the work of Cinterfor/ILO should be more explicit regarding the relationship between education and vocational training agencies with regard not only to basic education, but also higher technical, non-college education. He mentioned the need to work more in-depth on the issue of financial mechanisms that can facilitate access to the poorer people who are in need of training. Regarding competencies, he concluded by saying that, despite the progress made, there is still a need for better development at a continental level of important areas such as tourism and welding, etc., in which there is wide diversity in training programmes.

The representative of SENAI from Brazil made three main observations: firstly, she pointed out the lack of sufficient time for allowing institutions the possibility of internal reflection in order to make more effective contributions to the proposal. Secondly, she felt that clearer and more transparent criteria were needed for defining the name of the Centre, which she considered should be called a Centre for the development of vocational training and not just for knowledge development on vocational training. She went on to say that there is a need to focus thematic work around the priority issues, as too many areas are mentioned. She warned of the need to exercise care and define criteria when expanding the number of member institutions. The increase of contributions, she added, should be based on clear criteria for the use of fresh resources and not only with the idea of expanding for the sake of it. About the training programmes for youth, for example, she said that one usually generate supply-driven programmes more than catering for skills that are really in demand. As to the document, she said, there should be more time awarded to peruse certain issues contained in the proposal and perhaps, that would give the opportunity to strengthen the Cinterfor brand and meet expectations placed on the Centre.

The representative of Spain's Tripartite Foundation said he felt the plan was well structured but very ambitious and with a long term perspective. Issues such as accreditation are long term issues, he said. Seeking greater leadership from the training institutions is a key factor, as is greater participation by ILO and the Turin Centre. The proposal is good, but very ambitious. Consequently, priorities should be established for the short, medium, and long term.

The representative of SENATI from Peru asked that the boundaries of the education sector be well defined, and to see how the proposal can contribute to greater integration. He invited to consider the new education policy communicated by UNESCO and to revitalize ties with ILO, as well as to profit from examples such as the joint recommendation by UNESCO-ILO on technical and vocational education. He shared the need to prioritize the different thematic areas and the awarding of more time to reflect about the

plan within training institutions. He stressed that ILO's work in many areas would have more impact if catalyzed and disseminated throughout the Vocational Training Institutions.

A representative from SENA stated his agreement with the renovating approach of the strategic plan. He felt the plan reasserts issues that have been worked on during the last years. For SENA, he said, knowledge management is not management of workshops or curricular design, the challenge to face is that of de-structuring, a lesson learnt from SENA's experience. He supported the idea of shared leadership for all thematic projects. He pointed out that training institutions had grown inwardly ignoring the considerable growth of similar institutions that now await much support and that can be further helped by sharing teaching materials and teacher training, for example. All training graduates should be assured quality, which constitutes a challenge in this new scenario.

Mr. Graziosi thanked all for their interest, comments and criticism, assuring everyone that they would be given serious consideration in the implementation process. Next, he responded to the comments made, highlighting issues such as:

- Importance of involving the Ministries of Education in the search for better integration between the education and vocational training systems.
- Closer collaboration with UNESCO in the context of the current process of UN reform.
- The good example set by the network of training institutions in Central America, Dominican Republic and Haiti, which are committed to sharing experiences and companionship regardless of the different models and national practices.
- The short amount of time for consultation to the Cinterfor/ILO Programme Committee and Technical Committee of such a complex document as the Strategic Plan. However, this is not a process in conclusion, but one that is beginning. He explained that it will not be subject to vote and that criticism and ideas can still be collected. This is a first stage in search of better definition. The new philosophy will be more clearly seen when the plan translates into more specific work programmes.
- The forthcoming biennium will serve to begin work on the priority issues, not to complete it. This implies a long process that might take up the period equivalent to three meetings of the Technical Committee.
- Regarding the extra-regional approach, membership expansion shall be a process aimed at national or regional centres of excellence in countries outside the region.
- The opening policy will focus on institutions that have national relevance and recognized quality. The process shall be rigorous so as not to alter Cinterfor/ILO's profile.

- He clarified the reason for including a reference to knowledge development on vocational training in the new name, trying to focus on the important issue of knowledge as the Centre's specific role as opposed to other endeavours such as investments in construction, expansion or equipment, activities that the Centre is not in a position to perform.
- He recognized that it is an ambitious plan, but undoubtedly one that can be developed in the medium term with the invaluable support of training institutions. Priorization may be a key aspect within each of the core issues. It will be necessary to maintain a systematic and joint vision of the different components to allow for progress and changes in the Centre's vision.
- He proposed that the next meeting of the Committee could take place in early 2008 as a way of advising Cinterfor on how to coordinate the areas that constitute the work plan.

Mr. Graziosi continued with a presentation of the 2006-2007 budget, explaining how the description of the different items was organized to facilitate understanding by members. He showed the estimated resources available for the remaining of 2007 and pointed out the most important activities that will be carried out during the remainder of the year, such as:

- Launch of the work plan
 - identifying leading institutions
 - designing proposals
 - mobilizing and planning resources
- Regional preparatory meeting on the 2008 International Labour Conference debate on vocational training for productivity, employment and development
- Regional meeting on social dialogue in training
- Project execution
 - COSUDE
 - PROIMUJER
- New publications
- Creating the knowledge management unit
- Staff development actions

Subsequently, Mr. Graziosi introduced the estimated budget for the 2008-2009 biennium, explaining a slight increase in contributions by institutions is expected, especially by institutions who are in default of payment of their contributions; also, the authorization by the ILO Treasurer to use funds from the Cinterfor/ILO reserve account will be sought and extra-budgetary funds will be mobilized. He explained the different items to facilitate understanding by the participants and pointed out that a regular budget in-

crease by 13.1% and an extra-budgetary increase by 18.1% have been estimated. He thus concluded and invited participants' comments.

Since there were no comments on this section, the election of the members of chair of the Technical Committee, beginning on Tuesday, June 19, was discussed. The Committee suggested the following names for the chair and the drafting committee for the 38th Cinterfor/ILO Technical Committee Meeting:

Chairperson: Darío Montoya, Director-General of SENA

Vice-chairpersons: Paulette Dunn-Smith, Senior Director of NCTVET, Jamaica.

Sydney Cunha, Director of SENAC, Brazil

Drafting Committee: Estellita Rene, Representative of CANTA.

Cesar Castillo, Director of INTECAP, Guatemala.

ANNEX 2

REPORTS OF SUB-REGIONAL AND SECTORAL GROUPS

REPORT OF THE ENGLISH-SPEAKING CARIBBEAN COUNTRIES

The group met to primarily discuss the Strategic Plan which had been presented by CINTERFOR in the preceding plenary session. The group was in agreement with the Plan as presented. Also discussed were the areas in which CINTERFOR could provide additional support and deepen collaboration with the English-speaking Caribbean.

The representatives of the countries with support of CINTERFOR, elaborated on the importance of improving TVET in the region, particularly in light of the fact that the Caribbean Single Market had been in effect for some time and there would be a great dependency on the free movement of skilled trained workers to effect positive economic changes for the region.

The participants discussed the principles of the ILO Decent Work Agenda in general, and recognised the positive results that had been highlighted by CINTERFOR in the previous session.

The following issues were discussed in detail:

1. Access to vocational training and education

It was discussed that countries could improve the quality of vocational training by accessing courses offered by ILO, through their facility in Turin, and supported by CINTERFOR. However, it was noted that training opportunities are often not accessible for some countries within the Caribbean, owing to distance, the lack of finances and in some instances language challenges.

It was recommended that CINTERFOR garner the support of Universities in the region to assist in translating many of the papers and materials which could then be distributed across the English-speaking Caribbean.

Another recommendation was to request a meeting of the Spanish and English-speaking countries in the Caribbean basin to network, to share information and experiences of vocational training and best practices.

2. Assisting Countries in the Improving Quality in the Certification Process.

The success of the Caribbean Association of National Training Agencies' (CANTA's) implementation of the Caribbean Vocational Qualification (CVQ) throughout the region was highlighted. A well-defined system including a regional qualification and certification framework with quality assurance mechanisms was firmly in place.

It was recommended that CANTA could offer its services and provide the lead by sharing its documented process for training, assessment and certification with Latin America and Caribbean. CINTERFOR could assist in bringing the English and Spanish-speaking groups together to share the certification process

It was noted that some countries in the English-speaking Caribbean did not have National Training Agencies to support TVET, however it was reiterated that in the absence of National Training Agencies, quality assurance mechanisms must be supported in one form or another by national TVET focal points.

3. Special Needs

The group also discussed training and certification of persons with special needs under the recommendation of training for the employability of vulnerable groups in the informal, domestic and rural economy. CINTERFOR could assist by sharing global best practices.

4. Use of ICT

The meeting discussed the challenges of the variation in physical infrastructure throughout the region which mitigated against the efficient and effective use of ICT. In particular, it poses a problem for distance learning in some countries. CINTERFOR could assist in sharing best practices, particularly with regard to the use of ICT in distance education.

5. Financing

The critical issue of financing of training to ensure sustainability was discussed. Jamaica and Barbados shared their systems of financing which involves a training levy. Countries in formulating a path for the sustainability of vocational training were encouraged to engage employers who should form an integral part of the social dialogue in this regard

The Group was integrated by:

Joyce Amarello-Williams, Minister of Labour, Technical Development & Environment. Suriname

Donald Foster, HEART Trust/NTA. Jamaica

Estellita Rene, Ministry of Education. St. Lucia and CANTA

Paulette Dunn-Smith, NCTVET. Jamaica and CANTA

Ulric Sealy, TVET Council. Barbados

Errol Pinas, SAO. Suriname

Raphael Cave, Vocational Training Board. Barbados

Olive Maragh, Ministry of Education. Jamaica

George Gamerdinger, CINTERFOR/ILO

Gonzalo Graña, CINTERFOR/ILO

CENTRALAMERICA, CUBA, MEXICO, PANAMA, HAITI AND DOMINICAN REPUBLIC GROUP

Regarding the topic of the 2008 ILC “Vocational Training for Productivity, Employment and Development” we recommend:

- The content of ILO’s Recommendation No.195 be assumed with greater emphasis by VTIs, promoting debate upwards in and with all relevant national government entities. The following aspects should be discussed:
 - Financing
 - Articulation of VT with formal education
 - Articulation with Ministries of Labour.

The group also agreed on the following:

- The group approves the report regarding activities performed by CINTERFOR/ILO during the 2005-2007 period.
- The group accepts the strategic plan proposal submitted by CINTERFOR/ILO, with an observation; proposed structural changes and actions should be reviewed by the Programme, Budget and Administrative Committee (with its new composition and representation) during its next meeting.
- As to the new composition and scope set forth by the proposal for the CINTERFOR/ILO Programme, Budget and Administrative Committee, we reiterate the request of the sub-regional group of increasing our participation from 3 to 4 members.

Members

Carlos Sequeira Lepiz, Director, INA. Costa Rica
 Ricardo Arroyo Yannarella, INA. Costa Rica
 Mario Miranda, Ministry of Labour and Social Security. Cuba
 Arlette Valdez, State’s Labour Secretariat. Cuba
 Melanio Paredes, Director General, INFOTEP. Dominican Republic
 Cesar Guillermo Castillo, General Manager, INTECAP. Guatemala
 Carlos Herrera Castillo, Economy Ministry. Guatemala
 Luis Felipe Monzon Zoc, Workers’ Representative. Guatemala
 René Jacquet, INFP. Haiti
 Marie Florence Desir Pierre, General Coordinator, INFP. Haiti
 Mario Daniel Zambrano Murillo, Executive Director, INFOP. Honduras
 Genaro Guerra Zuñiga, Academic Subdirector DGCFT. Mexico
 Cesar Emiliano Cruz Rojas, Internacional Cooperation, CONALEP. Mexico
 Daniel Aceves Villagran, Legal Advisor, CONALEP. Mexico
 Juan Cerna Santana, General Director for Vocational Training. Nicaragua
 Jorge Gasnell, Ministry of Labour and Labour Development. Panama
 Mario Andino, Executive President of INSAFORP, El Salvador
 Joel Moran, Executive Director, INSAFORP. El Salvador
 Miguel Sol, Government Representative. El Salvador
 Mario Hugo Rosal, ILO/OSR. San José
 Rodrigo Filgueira, CINTERFOR/ILO

ANDEAN COUNTRIES GROUP

We applaud the formulation of the strategic plan as it is a testimony of the renovating concept of CINTERFOR/ILO's mission and work in the region.

Relevant aspects:

- Organization for knowledge management in VT.
- Sharing of knowledge and experiences among institutions
- Consolidation of a qualification framework in the region.
- Opening to new members/partners of excellence.

Proposals:

With reference to the participation of Andean community countries in Cinterfor/ILO's Programme, Budget and Administrative Committee.

- Increase the number of participants from the sub-region to four representatives.
- Approve the strategic plan ad referendum.
- Within a month's time, each institution shall submit its contributions to the plan and shall identify their priority areas of interest and commitment to co-lead with Cinterfor/ILO.

Cinterfor/OIT: a Knowledge Organization

- Cinterfor/ILO as an organization that monitors development of institutions of vocational training to identify the best practices and socialize them in the region.
- Use success achieved by some countries for the benefit of others. Create a reference instrument, a set of indicators related to maturity and the consolidation level of the different vocational training institutes.
- Take into account that the VTIs role is oriented towards all types of units or productive organizations (associations, cooperatives, commercial, etc.)

Considerations:

- Concern about the migratory flows of human talent to other countries without compensating the investment made by Vocational Training Institutions.
- Low employment generation in the countries
- Different participation schemes of stakeholders in vocational training financing
- Restriction of resources to train with greater technical coverage of youth in need.
- It is recommended that ILO supports, in the framework of Recommendation 195, the generation of public policies for financing vocational training, employment generation and entrepreneurship.

Members:

Jorge Licetti, SENATI. Peru
Francisco Martinotti Sormani, SENATI. Peru
Jorge Castro, SENATI. Peru
Héctor Ramírez, SECAP. Ecuador
Juan Carlos Vilaseca, INFOCAL. Bolivia
John Jairo Díaz, SENA. Colombia
Juan Bayona Ferreira, SENA. Colombia
Miguel Fernández, INCES. Venezuela
Josue Carrillo, INCES. Venezuela
Carmen Mayorga, INCES. Venezuela
Africa Ramos, INCES. Venezuela
Claudia Maya Ortiz, ILO Lima
Fernando Vargas, Cinterfor/ILO

SOUTHERN CONE GROUP

There was a round of presentations on the institutionality of training in each country and common aspects and concerns were found, which in general terms are reflected in the analysis and the core topics of the document.

The group also valued the previous consultation process and the inclusion of concerns and recommendations of member institutions in the Strategic Plan. It also wishes to congratulate the Director and technical team of Cinterfor/ILO for the in-depth analysis performed and for the results that are found summarized in the Strategic Plan proposal, an initiative that is positively valued by the group's members. Emphasis was made on the fact that the institutions had very little time to perform a comprehensive analysis of the plan.

The representative of Uruguay mentioned, as did her colleague from Bolivia in the plenary, the problem of migrations of qualified people that affects all of the region and she recommends that this issue be included as one of the topics.

In a detailed analysis of the Strategic Plan, it was pointed out that:

- 1) The plan is very ambitious and it is necessary to establish priorities of the action items to be developed.
- 2) Group members believe that greater accuracy in the definition of Cinterfor/ILOs mission statement is necessary, as the mission set forth in the document is a set of functions and does not clearly reflect the commitments to be assumed by the institution.

These observations, as well as the rest, should be included as priorities issues in the Technical Committee agenda.

- 3) Regarding the systematic Vision, it should include the concepts related to development and search for excellence of vocational training.
- 4) As to the pillars, we suggest that in paragraph 33 "regional centre of excellence coordinating a network of..." be changed for "regional centre of excellence articulating a network...";
- 5) With respect to the second pillar (paragraph 38) we are pleased to see an opening of Cinterfor/ILO to specialized institutions and non-regional centres of excellence, but we find it necessary to be more explicit about the nature and scope of membership of these institutions. There was agreement in that they should not affect decision making on Cinterfor/ILO policies.
- 6) Among the dimensions to be addressed by Cinterfor/ILO, members find that it is necessary to be explicit about prospection regarding innovation and technology, both in the educational aspect as well as in productive processes aspect. Cinterfor/ILO should conduct studies that anticipate trends and contribute to a range of issues that, in a near future, the institutions of vocational training will face.
- 7) The need is raised to include the Ministries of Education as stakeholders of education for the world of work and vocational training. Similarly, it is suggested that there be greater coordination with the Ministries of the Economy and Production or similar agencies, to guide the training and education of people.

- 8) That Cinterfor/ILO incorporates into its strategic plan the need for comparative research about Technical-Vocational Training and foster the availability of content development and educational strategies developed by member institutions
- 9) There is a need to create programmes aimed at the training strategies for technical teachers and instructors for vocational training and to foster a flowing exchange of these programmes between member institutions with the purpose of sharing good practices.
- 10) It is pointed out that CINTERFOR/ILO should coordinate the standardization of qualifications and certifications for VT instead of proposing accreditation thereof.
- 11) That CINTERFOR/ILO encourage participation of member institutions in the existing sectoral networks and those to be created, to enrich the exchange of experiences, research and innovation in the training of people.
- 12) The group's member institutions are willing to share with Cinterfor/ILO leadership of coordination on priority issues to determine as a demand by institutions and in projects that structure such demands.

The group endorsed the proposal for institutionalizing the Programme, Budget and Administrative Committee and of increasing the frequency of such committee's meetings.

However, we understand that it is necessary to specify the prerogatives and competence of committee members, as well as the criteria for the composition thereof. The delegation from Brazil requests that, given the sectorization of its member institutions, its representation be increased by one additional member so that there be 5 representatives of the Southern Cone region in addition to Uruguay.

Overall, the group agrees with the Strategic Plan and proposes that in the agenda of the first meeting of the Technical Committee there be a more in-depth analysis of the proposal for review, adjustment and approval.

Members:

Juan Manuel Kirschenbaum, National Director CeNET-INET. Argentina

Sydney da Silva Cunha, General Director SENAC. Brazil

Regina M. Torres, Director of Operations SENAI /DN. Brazil

Alberto Borges de Araujo, Executive Manager of Vocational Education SENAI/DN. Brazil

Ricardo Rezende, Executive Manager of International Cooperation SENAI/DN, Brazil

Marina V. Alves de Almeida, SENAC Bahía. Brazil

Daniel Carrara, Executive Secretary SENAR. Brazil

Ronei Volpi, Superintendent SENAR Paraná. Brazil

Antonio F. de Lima, Superintendent SENAR Goias. Brazil

Cassio Quintao, SEST/SENAT. Brazil

Enrique Valenzuela Quijada, SENCE. Chile

Sara Paysée, Employment National Director MTSS. Uruguay

Leonardo Pintos, Director of the Human Resources Management Program CETP/UTU. Uruguay

Sara Silveira, CINTERFOR/ILO

EMPLOYERS' REPRESENTATIVES GROUP

I. Introduction

The purpose of this report is to submit the comments by the employers' sector to the strategic plan proposal for CINTERFOR/ILO actions. It is emphasized that all members of the employers' group consider that the work undertaken by CINTERFOR/ILO since its creation has been relevant to the development of public policies and experiences contributed to each country member of the Centre.

Regarding a diagnosis, we share the need of strengthening the Centre's work in order to consolidate its long term development. We feel that the general framework of the proposal is adequate, which should be transformed into a work plan with specific and measurable indicators.

II. Analysis of the Proposal

1. Updated Role of the Centre

We agree with the four stated roles and underline the following:

- a. The task of promoting and strengthening cooperation should never deviate from its focus of supporting the countries in the region. We favour opening to seek alliances with other world regions as a search of new opportunities for cooperation.
- b. The design and management of public/social policies should be framed within the agreements adopted by ILO, the governments, employers and workers organizations.

2. Updating the Centre's Name: we find it appropriate.

3. The Centre's Vision: in this scope, we feel it is more a mission statement than a vision.

4. Expected Results in the Medium Term: we find it adequate and are aware that these results should be applied and measures in a work plan to be subsequently developed, since what was presented is an overall action proposal for the Centre.

5. Proposal for a Programme, Budget and Administrative Committee: we agree with the idea of a committee with the purpose of attaining systematic and sustainable management. We propose an objective committee members rotation system and that this rotation take place within the sub-regions and groups that make it up.

Finally, regulations should exist, that address issues such as the necessary quorum considered representative of the decisions without affecting operational performance.

III. Final General Comments

Considering that the Centre is in a stage of revision and projection of its endeavours, we feel it is relevant to incorporate certain issues of great concern to this employers'

sector and we hope that they will be considered in the work plan that should be implemented as from 2007.

1. Undertake work that allows one to address the **illegality and informality** that exists in the countries covered by the institution. We believe that if we address a systematic work in the development of public/social policies, we will advance in the adoption of new ILO standard agreements for the benefit of the region's development.

2. Work on a definition of **productivity** that favours employment and improves employment conditions and conditions of social partners in general.

3. Develop **proposals of cooperation for entrepreneurs** that enable strengthening the creation and sustainable development of small businesses, which we believe will allow better access to women and the youth to the world of work. The development of supervisory and managerial skills for this type of businesses is very relevant here.

4. The need to **assess and formalize the aid plans** implemented by each government; on occasion we see that there is no measurement of actual effectiveness of these types of programs where considerable resources are spent that could be allocated to other social aid projects (benchmarking between VTIs)

5. When thinking about increasing expenditure for training (which in principle is not objectionable), there should first be an assessment of actual expenditure (% of administrative expenses and % of substantive expenses), as well as the intensity of utilization of existing capacity.

6. It is important to distinguish the cultural and social differences among member countries. For example: the English-speaking Caribbean.

7. Establish the need for a change in educational policies since to date the world of vocational training and skills development continues to fill in the weaknesses of this area in its continued work of developing the human capital.

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WORKERS' REPRESENTATIVES GROUP

The group of workers' representatives from Latin America and the Caribbean expresses its concern expressed since the last TCM, for the low participation of the trade union movement in the development of actions, unification of visions and in the possibility of increasing our level of participation and decision making within Cinterfor/ILO.

For that purpose, the representatives of the trade union movement must enhance their commitment to participate and to formulate policies and actions within the framework of Cinterfor/ILO in order to validate all aspects arising from Recommendation 195.

Along those lines, we are grateful for the invitation of current authorities to participate, not only in working together in the formulation of policies and actions about vocational training but also in their definition and management.

Considering the high levels of unemployment and the precarious nature of the work in the so called lost decade, it has been demonstrated that the economic growth observed has not generated quality employment and has not increased employment levels. Observing the current growth rates of our countries we see very little recovery in occupational levels lost and find that said recovery of employment lost is mainly of poor quality, precarious and informal employment.

The consequences of this process are still marginality and exclusion and continuing poverty of workers.

On the basis of the current proposal by Cinterfor/ILO, as set in the 2008 Agenda, the challenge is to articulate the necessary actions for the design of vocational training policies for productivity, employment growth and development.

The trade union movement states that vocational training is a vital instrument for the development of active policies for decent employment.

The group of union representatives meeting here thanks Cinterfor/ILO for the invitation and proposes the following patterns of participation for the Agenda of Activities 2007/2008:

1. The definition of a specific budget for the development of activities with workers' organizations.
2. Discussion and active participation of the workers' movement in the definition and implementation of a work plan.
3. Management of the plan by the workers' organizations.
4. Such plan, shall aim at, among other activities:
 - a. Developing trade union training programs to upgrade skills for the organizations and for its members for discussion, negotiation and management of

vocational training policies in the framework of collective bargaining, social dialogue and tripartism.

- b. Training programs and technical assistance for capacity building in the development of workers' vocational training programs and competence certification programs.
- c. Development of a virtual network for the exchange of information and experiences of union movements.
- d. Development of sectoral, sub-regional vocational training programs with active participation of union movement as an experience.
- e. Development of training manuals in the different dimensions of decent work from a union perspective.

We believe that the possibility offered today by Cinterfor/ILO, together with our active participation and involvement in the management process in program development, shall allow the union movement to get the necessary knowledge that will improve our participation, discussion and effective negotiation in the permanent search of improvement in the quality of life of workers, in the framework of productive development of our countries and with the effective creation of decent employment.

Finally the representatives of the union movement want to formally acknowledge the management of the former Director Pedro Daniel Weinberg and his team for the commitment and sensibility towards workers' organizations.

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