



International
Labour
Organization

ILO Skills Innovation Network 3rd Core Group Meeting

December 3, 2020

Report



ILO
Skills
Innovation
Facility

▶ Objectives of the 3rd Core Group meeting

The 3rd Core Group Meeting took place on 3rd December 2020 for the Core Group members to identify the Network's operations (*"how the Network will become operative"*). The meeting focused on:

1. Identifying key services the network will offer
2. Identifying pilot activities
3. Identifying communication tools for the pilot phase

Agenda of the 3rd Core Group meeting

Time	Session
14:00 – 14:10	Welcome to participants
14:10 – 14:20	Check-in in breakouts
14:20 – 14:25	ILO Update
14:25 – 14:35	Introduction to Working Circles activity
14:35 – 15:10	Working Circles in breakouts
15:10 – 15:45	Presentation of recommendations/activities
15:45 – 15:55	Taking forward the discussed recommendations
15:55 – 16:00	Closing Remarks

Brief ILO Update of Skills Categories

After the discussion with the Core Group and internal feedback from ILO SKILLS Experts, ILO presented the most up-to-date skills categories as of 3rd December.

These 9 categories are open to further modification with feedback from wider population of participants

1. Work-based learning (apprenticeships, internship, on-the-job-training)
2. RPL and Certification
3. Career guidance and employment services
4. Research, data and analysis for skills development
5. Skills ecosystem (industry linkages, innovative financing, partnerships and sectoral approaches)
6. Training delivery and Assessment
7. Social inclusion and access to training
8. Entrepreneurship and self-employment
9. Core Skills and Life Skills

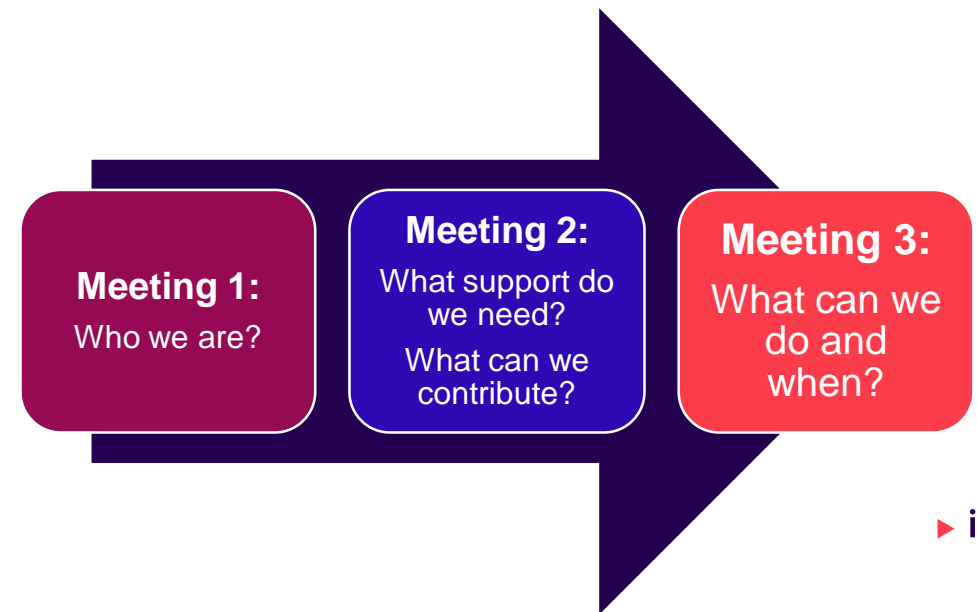
Working circles

Core Group members were invited to an activity called “Working Circles”. The objective of the activity was to define, collaboratively, the future services and activities of the Skills Innovation Network.

During the 2nd meeting participants discussed “what support does the Network need”. This activity aimed at identifying ways to operationalize this support (“how to realize this activities”).

Working Circles were conducted with 5 topics

1. ILO Expertise
2. New services
3. Peer-to-peer exchange
4. Internal coordination & communication
5. Visibility and representation



Working Circle 1 - ILO Expertise

Main challenges identified

- Lack of up-to-date data, lack of skills gap assessment
- Don't know what higher education/employers are looking for
- Lack of platform/hub/incubation centre for entrepreneurship and core skills development
- No access to facility of young people
- Low visibility - employers, trade unions, policy-makers
- Lack of tools to support organizational change
- Lack of finance/funding
- Lack of digital infrastructure/technical support for building up digital infrastructure



Working Circle 1 - ILO Expertise

Relevant topics/area of expertise ILO could support

- Access to data (data collection and data analysis)
- Career development opportunities
- Social dialogue
- Matching supply and demand in labour market
- Big data (using job vacancy data to close skills gaps)
- RPL – how the market responds to RPL and how receptive employers/labour market are to RPL

Other comments:

Some Core Team members are already in contact with ILO colleagues:

- Mexico – ILO Decent work programme but not with the data analysis/skills development topic.
- ILO Abuja – dialogue with director but effective dialogue has not been launched
- Spain – ILO Director

Working Circle 1 - ILO Expertise

Proposed activities:

- Create a pool of technical advisors available to be accessed by the network
- Develop ways to engage more closely with ILO
- Establish formal dialogue with ILO to tackle the challenges of innovators
- Provide list of ILO people (regional/country offices) that could be reached by innovators
- Support public awareness on innovators, projects and organizations

Working Circle 2 - New services

Mapping of funds

How could this look like?

- Platform with categories, filters, alerts for international calls
- Specific fund page accessible to innovators on funds, calls, challenges available per categories – curated/facilitated by ILO
- Similar to Join Crowd funding groups, funds for ngos
- Excel file

Who will contribute?

- ILO and tripartite Constituents
- Network members
- Information from internet



▶ Working Circle 2 - New services

Mapping of funds

What sources of funding?

- Funding opportunities from ILO, its Constituents and other multilateral organizations
- Include social impact bonds
- Integrate our programmes with government programmes to get funding

▶ Working Circle 2 - New services

Coaching to apply to calls

How could this look like?

- Organize workshops on what is a good response submission and what reviewers are looking for
- Briefing sessions before deadlines
- Certified course
- Develop a «mediakit» to quickly adapt the materials in the languages required
- Online tutorial
- Feedback sessions with ILO regional evaluators and materials (challenge call)
- Coaching session case by case and stage by stage
- Volunteers for translating documents

▶ Working Circle 2 - New services

Coaching to apply to calls

Which was the most challenging part to apply for international calls?

- Translations
- Developing budgets

Who will be doing the coaching?

- ILO experts
- Members record course and make it accessible to all members (by areas of interventions), endorsed by ILO with the support of Coaching expert

▶ Working Circle 2 - New services

Recognition to Skills Innovation Network Core Group

- Members' logos on ILO Skills Innovation website
- ILO Top Innovator badge which can be displayed on LinkedIn
- Promotion on social media channels
- Certificate or letter of introduction
- Produce 2min videos for each one
- Invitation to high-level events
- Acknowledge as programme implementer or ground partner for employability effort from ILO
- LinkedIn group to start promoting projects and invite investors to community

Working Circle 2 – New services

Proposed activities (1/2):

- Develop list of funds or challenge calls available and constantly update it (by ILO and network members)
- Develop platform or section within a platform on funds and challenge calls available per categories and facilitated/curated by ILO.
- Organize workshops on what is a good response submission and what reviewers are looking for
- Develop a «mediakit» to quickly adapt the materials in the languages required
- Conduct feedback sessions with ILO regional evaluators and materials (challenge call

Working Circle 2 – New services

Proposed activities (2/2):

- Create volunteers list for translating documents
- Invite coaching expert to record webinar on how to develop proposals and make it accessible to all members – certified programme
- Create LinkedIn group for the network
- Add members' logos on ILO Skills Innovation website
- Create ILO Top Innovator badge which can be displayed on LinkedIn
- Promotion on social media channels
- Deliver certificate or letter of introduction
- Identify and invite innovators to ILO high-level events

Working Circle 3 – Peer-to-peer exchange

Topic for peer-coaching

What are the topics for peer-coaching?

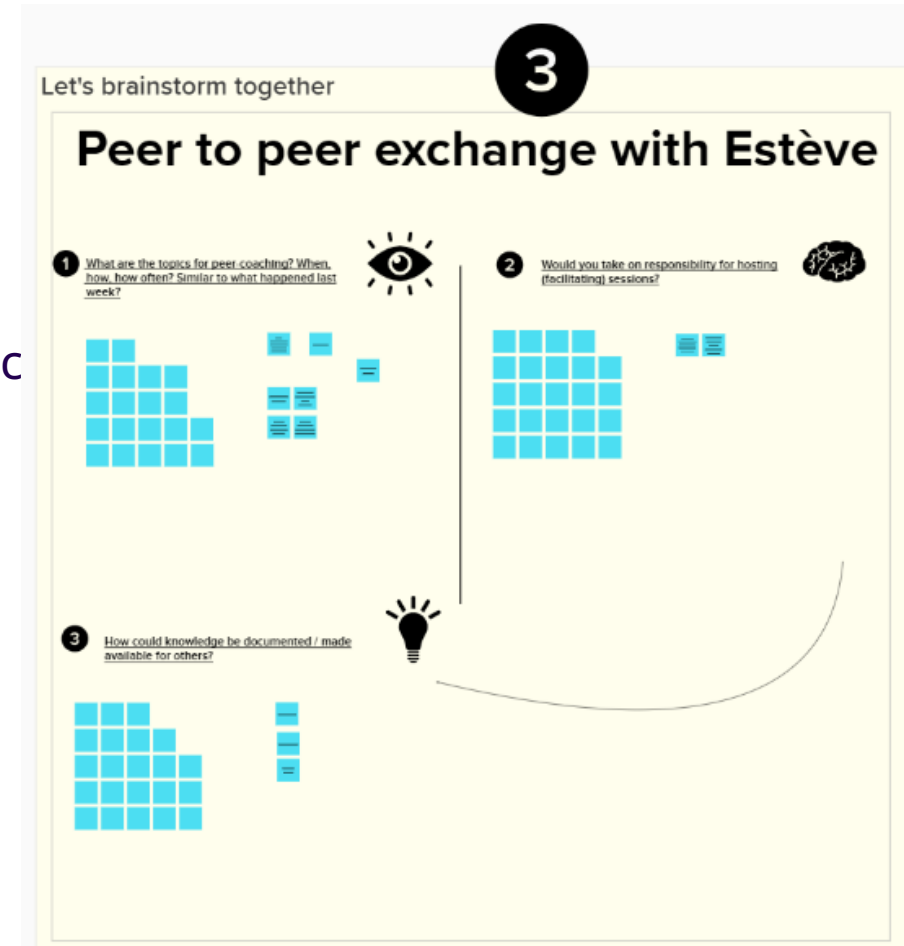
- Soft skills
- Share experiences of the application of projects in each c
- How to present the project better and efficiently

When, how, how often?

- Every two weeks

Similar to what happened last week?

- Creation of platform
- Creation of document for good practices



Let's brainstorm together **3**

Peer to peer exchange with Estève

1 What are the topics for peer coaching? When, how, how often? Similar to what happened last week?

2 Would you take on responsibility for hosting (facilitating) sessions?

3 How could knowledge be documented / made available for others?

▶ Working Circle 3 – Peer-to-peer exchange

Would you take on responsibility for hosting (facilitating) sessions?

- Luciana up for mental health, psychology, soft skills
- Someone mentioned that he/she can help moderating a session and preparing a summary and work with emerging topics and connect ideas that arise

How could knowledge be documented / made available for others?

- SOPs
- List of tips
- Write a guide

▶ Working Circle 3 – Peer-to-peer exchange

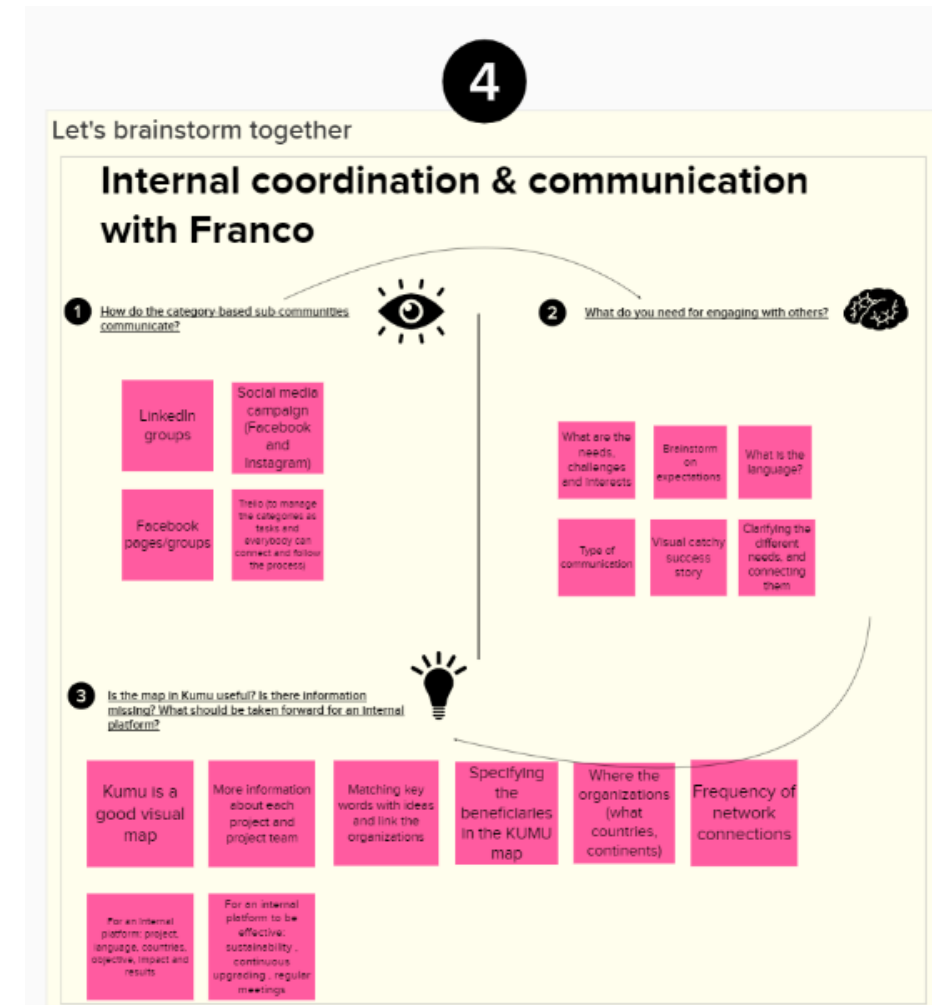
Proposed activities:

- Write a guide and tips for peer-to-peer exchange
- Develop SOPs (standard operating procedures) for exchanges
- Conduct meeting to identify emerging topics and connect ideas that arise of peer-to-peer exchange
- Create/identify platform for exchanges
- Organize/moderate meetings/discussions on identified topics
- Document good practices

Working Circle 4 – Internal coordination & communication

Communication between category-based sub-communities

- LinkedIn groups
- Social media: facebook pages/groups, instagram
- Trello: to manage categories as tasks and everybody can connect and follow the process



▶ Working Circle 4 – Internal coordination & communication

What else can the Kumu map include? What should be taken forward for an internal platform?

- Kumu is a good visual
- Include more information about each project and project team
- Match key words with ideas and link the organizations
- Add the beneficiaries
- See frequency of network connections
- Include information about project, language, country, objectives, impact and results
- Sustainability strategy and continuous upgrading, regular meetings

Working Circle 4 – Internal coordination & communication

Proposed activities:

- Needs assessment of network: needs, challenges, languages, preferences, etc.
- Assessment of social media channels: which ones to use, public vs private
- Co-develop strategy for internal platform
- Produce Kumu tutorial video

Working Circle 5 – Visibility and representation

Representation as network members

- By country or region
- By topic and themes
- By technical expertise

Some reflections:

- Difficult to talk to too many people/organizations at the same time
- Get principal message for smaller meetings
- Representation individually or as organization?

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Let's brainstorm together

Visibility and representation with Clemens


1 How would you like to be represented as a network member?

- Having representation in regions
- Being able to contribute as a member and share expertise
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2 How would you support the participation and engagement of new members? What kind of activities? When? How often?

- Accounting
- Workshops
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- Workshops
- Workshops

3 How would a LinkedIn group support the network?



▶ Working Circle 5 – Visibility and representation

Supporting the participation and engagement of other members

- Assess and understand, the needs (in terms of activities) of individuals or organizations
- Identify how Core Group can facilitate the identified activities
- Implement learning events that engage people (e.g. training for facilitation) or events that have data in the content (access to data)

▶ Working Circle 5 – Visibility and representation

Proposed activities:

- Establish role of regional network representative
- Encourage core members to identify their country or region of representation
- Create a LinkedIn page for the network if not utilized ILO's
- Update ILO website on innovation connections
- Create assessment or survey for new network members on their needs (workshops or events topics)
- Based on the evaluation, create learning events/workshop topics and resources planning



A glance at our 3rd Core Group Meeting Participants

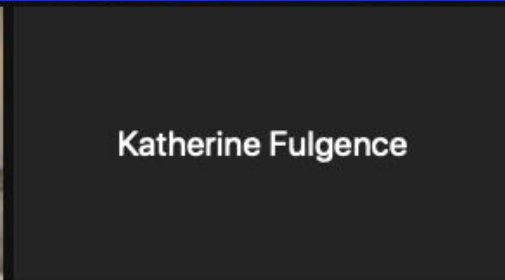


Maria Agustin, Pratisara Bumi...

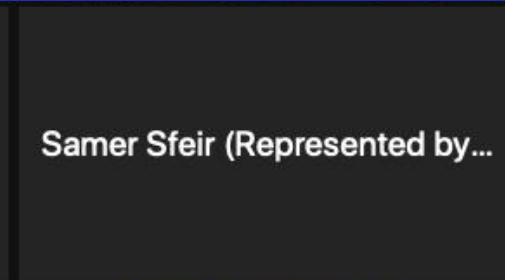
Advancing social justice, promoting decent work



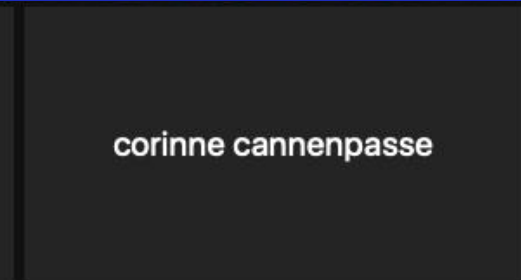
Amaury Pedraza



Katherine Fulgence



Samer Sfeir (Represented by...



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A glance at our 3rd Core Group Meeting Participants

▶ **For further information and any enquiry**

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