

## TERMS OF REFERENCE

### Global Employers' Young Professionals' Academy 2018

Many national employers' organisations face skills shortages within their own organisations and need to build the technical capacity of younger staff members to become more operational on complex country-based technical issues, but also for international discussions and negotiations. There is potential for improvement in terms of the technical skills development of staff in employers' organisations and in particular among their young professionals. Indeed, many of the skills needed to perform well in employers' organisations are not part of school or university curricula and must be learned through experience.

Furthermore, in the current challenging economic context, which also leads to increased pressures on employers' organisations for management and financial efficiency, most national employers' organisations face a similar challenge, i.e. they need to deal with workload increases with more limited resources and may have more difficulty drawing on external expertise from members. Many employers' organisations lack the resources to adequately train their staff. Moreover, many employers' organisations, particularly from the least developed countries, have insufficient capacities to develop, modernise and professionalise their organisations.

The Global Employers' Young Professionals' Academy (the Academy) aims to build the capacity of young professionals from employers' organisations on modern management, strategies to win new members and improve services; on project management and EU grants; as well as on current development and trends in labour market policies to enable them to modernise the organisation when they return to their organisation after training.

The Academy will offer these individuals a global network which will further provide inspiration and possibilities to improve the work of the organisation in which they work. Part of this work stream will be the establishment of an alumni network to facilitate the network after the course finishes. ITC-ILO which together with CEOE - one of the implementation partners - has already proven success with a similar academy for European employers' organisation representatives.

The one-week training course for young professionals focuses on thematic topics such as social dialogue, OSH, human rights, governance and management issues, and on using the latest means of communication, as well as on EU development work and opportunities to engage in EU projects.

The training course will encourage the participation of representatives of employers' organisations from LDCs and will ensure at least 30 per cent of participants are women.

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