

AGENDA

27 February 2024

Time/Location	Session	
09:00 – 10:00 Room: Piemonte (EN, FR, ES, AR)	Welcome remarks by dott. Arturo Faggio, Direttore Istruzione Formazione e Lavoro Regione Piemonte Opening Session Recommendation 208 and its integrating power	<ul style="list-style-type: none"> • Moderator: Pilvi Torsti, ETF • Amanda Brown, ITUC UK • Cristina Gucco, Global Apprenticeship Network • Srinivas Reddy, ILO Skills • Luís Claudino de Oliveira, Ministry of Labour, Solidarity and Social Security, Portugal
10:00 – 11:00 Room: Piemonte (EN, FR, ES, AR)	Success stories of quality apprenticeships in Asia and Africa	<ul style="list-style-type: none"> • Moderator: Amadou Sako, IOE • Richard Bigirwa, National organisation of trade unions Uganda • A V Venkatesh Kumar, Buhler India • Xian Guan, ILO Country Office for China and Mongolia • Soulyèye Kane, Director of Apprenticeship, Ministry of Vocational Training, Apprenticeship and Integration, Senegal • Maimouna Kanté, DGFPT Senegal
11:00 – 13:00	Opening of the Fair	<p>Fair spaces on Quality Apprenticeships open both in the ITCILO Campus in Turin and in the Virtual Fair platform</p>
11:15 – 12:30	Specific sessions promoted and organized by Exhibitors	
Room: Africa 82 (FR, EN)	Digital tools, quality of teaching/learning and the National Certification Framework	<ul style="list-style-type: none"> • COTE D'IVOIRE/METFPA-DAIP • Francophonie/ Togo • L'innovation pédagogique - Djibouti • Apprentissage de qualité dans les PME et rôle des intermédiaires à Cameroun
Room: Africa 94 (EN, AR)	Piloting apprenticeships in the Hotel Industry, very high absorption rates contributing significantly to workforce development and community growth	<ul style="list-style-type: none"> • "Work based learning, the sure pathway to productive employment" – Uganda • Base Titanium - Kwale, Kenya • NITA - National Industrial Training Authority - Kenya • Prospects - Kenya
Room: Oceania (IT, EN)	Apprenticeship in Italy and Piedmont: from law to experience	<ul style="list-style-type: none"> • Regione Piemonte



13:00 – 14:00
Room: Piemonte
(EN, FR, ES, AR)

Plenary Session
Quality Apprenticeships for the Future of work

This plenary session will reflect upon the role of Quality Apprenticeships in the Future of Work. Inspiring speakers will focus on the evolution of apprenticeships in an era that is characterized by pervasive digitalization and an increasing use of Generative Artificial Intelligence. The potential impact of Quality Apprenticeships in the just transition towards environmentally sustainable economies and societies for all will also be at the centre of the session reflections. Since it is extremely important that apprenticeships work well for both apprentices and employers, company cases will also be presented to exemplify the Return on Investment for employers to invest in apprenticeship, including how the “business case on apprenticeships” can drive expansion of programs in emerging sectors.

- Moderator: Urmila Sarkar, GenU
- Italo Dutra, UNICEF LAC RO
- Abhishek Gupta, UNICEF
- Trevor Gauld, ACTU Australia
- Vlasir Korovilos, Cedefop
- Cecilia Pugliese, ILO Skills
- Christine von Harrach DC dVET
- Andreas Muller, CAMEXA (AHK Mexiko)
- David Rodriguez Calvo, Adecco Italy
- Iqbal Hossain, UNICEF

14:30 – 15:45 **Specific sessions promoted and organized by Exhibitors**

Room: Africa 82
(EN, ES)

Experiencia docente en el sistema de formación dual

- INA, CIPEM “Instituto Nacional de Aprendizaje (Costa Rica)
- CIPEM Camara de Industrias Produccion y Empleo (Ecuador)

Room: Africa 94
(EN, AR)

Developing and measuring vocational excellence & Building Skills through Partnerships, digitalization and youth employment and what PROSPECT does

- OEP
- Prospects Egypt - Intermediaries
- Prospects Egypt - ITC
- Federation of Egyptian Industries

Room: Oceania
(EN, FR)

Renforcer les partenariats pour des apprentissages justes et inclusifs dans les pays de l’Océan Indien

- Commission de l’océan Indien, AFD, ILO

16:00 – 17:00
Room: Piemonte
(EN, FR, ES, AR)

Success stories of quality apprenticeships in the Americas

The session will consist of conversations with each of the participants of the panel, on topics previously agreed with each of them, focusing on the dimensions and aspects of their experience, role and type of organization they represent, most relevant to the objectives of the panel. The logic of the order of appearance is to move from companies implementing apprenticeship programmes, to an intermediary organization, and then to the viewpoint of the TVET provider. The session closes with the inputs from the social partners, reflecting on a system and policy level, highlighting the role of social dialogue in quality apprenticeships, as highlighted in Recommendation 208 of the ILO.

- Moderator: Gonzalo Grana, CINTERFOR
- Gustavo Gandara, CGT Argentina
- Nicholas Morgan, Adaptive Constructions Solutions (ACS)
- Kelly Lima Teixeira, SENAC
- Andres Robalino, Cuenca Chamber Ecuador
- Hanna Abou-El-Seoud, Nestlé

17:00 – 18:00
Room: Piemonte
(EN, FR, ES, AR)

Social Dialogue on Quality Apprenticeships

Social dialogue is at the heart of creating and maintaining quality apprenticeship systems. The session will examine how social dialogue works in practical terms, and how social dialogue contributes to managing the quality of apprenticeships, in their design, governance and implementation, connecting national industrial relation systems to education and training systems. The interests and expectations of the tripartite actors will be described, with panel members bringing concrete examples from Africa and Europe. In an interactive discussion, panel members will reflect on (pre-) conditions for effective social dialogue and specific challenges related to formalising informal apprenticeship systems. The audience of the session will be involved through polls and invited to bring their questions to the panel discussion.

- Moderator: Matthias Themel, ETF
- Carlo Friesing, CSL Luxembourg, and member of the ETUC VET Committee
- Nibras Aziz, Danish Industry
- Mahdi Omar Farah, Djibouti

18.15 – 20.30
Valentino Bar

Welcome Cocktail



Time/Location	Session	
09:00 – 11:00	Parallel Technical Sessions	
Room: Piemonte (EN, FR, AR)	Protection of Apprentices	<p>The session aims and dive deep in the strategies that can be put in place to respect, promote and realize the fundamental principles and rights at work of the apprentices. The session will frame the challenges of the protection of apprentices in a tripartite perspective. It will start by putting the International labour standards as the global layer of the guarantees for the protection at the workplace. The Recommendation R208 has to be positioned in this broader context to give the participants the possibility to enlarge their scope of references regarding the International Labour organisation. ILO ACTRAV and ITCILO ACTEMP will also give the global social partners' views on the protection of the apprenticeships. To illustrate the governmental approach on quality apprenticeships, the government of Egypt will share their approach on the how to better implement the R208. The session will dive into a more concrete perspective by exchanging on different challenges faced by the Employers and the Workers at the workplace. From the benefits of the protection of apprentices for the Employers to the necessity to develop tools for the protection for the most vulnerable groups of apprentices as the migrants, the session will actively engage with the participants on their experiences related to some innovative solutions.</p> <ul style="list-style-type: none"> • Moderator: Vera Dos Santos Costa, ITCILO ACTRAV • Marilia Mendes, UNIA Switzerland • Claire la Hovary, ILO ACTRAV • Paolo Salvai, ITCILO ACTEMP • Amadou Sako, IOE • Ahmad Salem, Education Affairs Administration at GDDS-ATS, Ministry of Education and Technical Education (MoETE) Egypt
Room: Oceania (EN, FR, ES)	Mobility and Apprenticeships	<p>Mobility abroad is nowadays considered an added value for the young people, especially for the ones looking for a professional specialisation developing skills that can be used at local and global level. Speaking about mobility for apprentices there are challenges and obstacles that limit the possibility to access mobility opportunities and impact on the quality of the experience. Obstacles are present at a local and international level and they touch both the training system and legal framework. Starting from a Cedefop research, we will learn about which obstacles there are in the European Union for the long term mobility in apprenticeship. Then we will see how they deal in Australia and in French with similar challenges, but in different contexts. We also will see how in South America different kinds of institutions (Trade Union of the Americas and the Vocational Training Union Network) deal with assessment and homologation of qualification, that is needed from the companies and apprentices' point of view, to make mobility a real added value for apprentices' curricula.</p> <ul style="list-style-type: none"> • Moderator: Sara Ciet, INTERVET Western Balkans • Cicero Silva, Trade Union Confederation of the Americas (TUCA) • Gary Workman, Group Training Association of Victoria Inc. Trading as Apprenticeship Employment Network & Global Apprenticeship Network - Australia • Ramona David, Cedefop • Mikael Hautchamp, IGAS
11:00 – 13:00	In the Fair	<p>A.I.-powered meetings in Turin and online to share experiences</p>
11:00 – 13:00	Technical Session	
Room: Piemonte (EN, FR, ES, AR)	Regulatory Framework and Enabling environment for Quality Apprenticeships	<p>This session's goal is to understand the difference between apprenticeship programmes and regulated apprenticeship systems, the standards for regulation set by R208 and the social dialogue processes that lead to them.</p> <ul style="list-style-type: none"> • Moderator: Patrick Daru, ILO Skills • Corinne Savart-Debergue, CGT France • Tamas Varnai, European Commission, DGEMPL • Gideon Murenga, GIZ TVET project Kenya • Douglas Opio, Federation of Uganda Employers



13:00 – 14:00
Room: Piemonte
(EN, FR, ES, AR)

Plenary Session
R208 and Quality Apprenticeships

This session will be held in the format of a panel discussion around the R208. Key topics of discussion will be:

- the contents and value added of R208
- the development and design process, with a specific focus on the role of social dialogue
- the perspectives of tripartite constituents on the recommendation
- next steps and roles/responsibilities for R208's implementation

The session will be structured as an 'asymmetric' panel discussion, where the audience will have the opportunity to hear from constituents who were centrally involved in the adoption of R208, as well as a more technical contribution from senior ILO officials on the contents and essence of R208.

- Moderator: Bernd Mueller, ITCILO
- Maria Tsirantonaki, ITUC
- Patrick Daru, ILO Skills
- Nicholas Morgan, ACS
- Martin Wandera, Uganda

14:00 – 16:00 **In the Fair**

A.I.-powered meetings in Turin and online to share experiences

14:00 – 16:00
Room: Piemonte
(EN, FR, ES, AR)

Technical Session
Financing Quality Apprenticeships

This session aims at presenting various existing approaches on financing quality apprenticeship, identifying the sources of funding, and discussing the role of the various stakeholders (social partners, government, local authorities...) in the design, implementation, monitoring and evaluation of such policies. It will also be the opportunity to discuss how funding strategies can be designed to include specific groups (women, indigenous people...) or promote specific topics (green, climate, use of new technologies...). A focus will be made on training funds, their governance and their funding schemes and how they can mobilize to finance dual apprenticeship, notably in the informal sector. The session will be the opportunity to share the examples of a diversity of contexts (Canada, Europe and neighbouring countries, Anglophone and Francophone Africa).

- Moderator: Stefano Merante, ITCILO
- Chris Roberts, CLC Canada
- Stefan Thomas, ETF
- Lindiwe Sephomolo, Association of Lesotho Employers & Business
- Moussa Yacoubou, FMFP Madagascar
- Mergim Jahiu, SFUVET

16:00 – 18:00 **Parallel Technical Sessions**

Room: Oceania
(EN, FR, AR)

The role of Teachers and Trainers in Quality Apprenticeships and the design and implementation of Dual Apprenticeships

This technical session intends to offer a deep dive beyond the awareness raising of the crucial role of TVET teaching staff and in-company trainers in assuring the quality of apprenticeships by presenting possible measures and context specific solution approaches that better shape the role and competencies of TVET personnel. Together with speakers from TVET research and TVET implementation, the audience will dive into transferable international perspectives on the role and potential of teaching and training staff in dual apprenticeships.

- Moderator: Ulrike Schmidt, GIZ & TVET Academy of GIZ/UNEVOC Centre Magdeburg
- Rhianwen Roberts, University and College Union (UCU) UK
- Michael Jöhr, SFUVET
- Kennedy Rwehumbiza, ATE
- Sigfrido Pilone, Fondazione ITS Mobilità sostenibile – Aerospazio/Meccatronica
- Kossi N'Guissan, INFPP Togo
- Kabassima Bararmna-Gnalimba, Deputy Director of Vocational Training and Apprenticeship Togo
- Olga Harms, GIZ

Room: Piemonte
(EN, FR, ES)

Transition from informal apprenticeships to Quality Apprenticeships

Informal apprenticeship remains the principal means of developing professional skills in many countries. Strengthening those longstanding systems is a major challenge that requires policy and programmatic interventions to upgrade informal apprenticeships in a transition process towards quality apprenticeships in the medium to long term.

- Moderator: Stefano Merante, ITCILO
- Eulogia Familia, CNUS Dominican Republic
- M. Cyr Davodoun, CMA Benin
- Talal Hizaji, ALI-Lebanon
- Christine Hofmann, ILO Skills



Time/Location	Session	
09:00 – 11:00 Room: Piemonte (EN, FR, ES, AR)	Technical Session Equity, Diversity & Inclusion in Quality Apprenticeships	<ul style="list-style-type: none"> • Moderator: Eleonora Pantò, ICDE • Christine Hofmann, ILO Skills • Shruti Patidar, IUF Asia Pacific • Fation Dragoshi, S4J Albania • Stéphane Bonutto, Accenture • Vidyu Allapally, Accenture • Dibyendu Mukhopadhyay, Aarambh program • Sravika Dayawar, Aarambh program • Katherine Hall, conCOVE, New Zealand • Jane Kamau, NITA • Dikel Delvariste, INFP Haiti • Aissatou Barry, National Director of Vocational Training Guinea • Vicki Lewis, Six Nations Polytechnic, Canada, ICDE member
11:00 – 13:00	Parallel Technical Sessions	
Room: Oceania (EN, FR, AR)	Quality Apprenticeships in SMEs and the role of intermediaries	<ul style="list-style-type: none"> • Moderator: Mervi Jansson, OEP • Dean Luciani, Westvic Staffing Solutions • Mirjana Kovačević, Chamber of Commerce and Industry of Serbia • Sylvia Casaro Dietert, AFL-CIO Working for America Institute (WAI) US • Sophie Mbenoum, Gouvernement Cameroun • Arsene Epoune Yetna, Gouvernement Cameroun • Gary Workman, Group Training Association of Victoria Inc.Trading as Apprenticeship Employment Network & Global Apprenticeship Network – Australia
Room: Piemonte (EN, FR, ES)	Data and Labour Market Information System for Quality Apprenticeships	<ul style="list-style-type: none"> • Moderator: Samuel Asfaha, ILO ACTEMP • Julian Uehlecke, DGB Germany • Valentina Stoevska, ILOSTAT • Florencia Suau, UIA and GAN Argentina • Cristina Mereuta, ETF • Adékoulé Wolou Djamba, ETFP Togo

13:00 – 14:00
Room: Piemonte
(EN, FR, ES, AR)

Plenary Session
Looking Forward: Working Together for Quality Apprenticeships

This plenary session serves as a call to inspire organizations committed to championing quality apprenticeships. It introduces the Network of Champions, dedicated to advancing quality apprenticeship as per R208 globally. Simultaneously, it reflects on instruments and modalities facilitating continuous dialogue and the exchange of best practices among stakeholders, and to drive progress beyond the event.

- Moderator: Andreas Klemmer, ITCILO
- Srinivas Reddy, ILO SKILLS
- Blaise Matthey, IOE Vice-President for Europe and Central Asia
- Mia Seppo, ILO Assistant Director General for Jobs & Social Protection
- Luc Triangle, ITUC General Secretary

14:00 – 16:00
Room: Piemonte
(EN, FR, ES, AR)

In the fair
Solutions and Tools for Quality Apprenticeships: forging new collaborations on Quality Apprenticeships

Panellists and audience members will dialogue and share examples of actual initiatives, tools and programs that are currently up and running that can immediately be leveraged and used to encourage multi-stakeholder collaboration and further promote and embed Quality Apprenticeships.

- Moderator: Kathryn Rowan, Global Apprenticeship Network
- Jonas Eriksson, LO Sweden
- Cecilia Pugliese, ILO SKILLS
- Patrick Daru, ILO SKILLS
- Dr. Peta Skujins, GAN Australia
- Christine von Harrach, DC-dVET
- Ilona Medrikat, BIBB
- Eleonora Gonnelli, ITCILO

