


Vocational training in the socio-economic and labour context of Latin America and the Caribbean



In 2007, Latin America and the Caribbean completed a five-year period of significant economic growth, which had a big impact on poverty reduction. Nevertheless, socio-economic inequality continues to be extremely high. Indeed, poverty decreased by 3.3 per cent in 2006, while the extreme poverty rate dropped by 2.0 per cent as compared to 2005, which means, in absolute figures, 194 million poor people and 71 million extremely poor people in 2006. Women's participation in work, especially poor women who have the highest activity rates, has been essential to stop the increase of poverty and social exclusion.

Despite the decreasing tendency, youth and women are still the most affected by unemployment. It is reckoned that the average rate of urban youth unemployment in Latin America during the first months of 2007 reached 21.4 per cent. Nearly 9.1 million young people live in a context of increasing deprivation and poverty; they have less years of schooling and more disadvantages as regards labour competencies, particularly those coming from vulnerable sectors, which constitute both the heritage and the reproduction mechanism of social exclusion.

In the case of women, although some indicators show an improvement, we still observe higher women unemployment rates as compared to those of men. To this, we should add the fact that women earn 66 per cent of men's salary in average. The pay gap increases in rural areas as well as among women with more years of education.



The above indicators show that economic growth should be made to promote decent work, and to that end an increase in work productivity seems essential, since it is one of the main components of the manpower demand and the main factor determining work conditions. Furthermore, it is necessary to focus expenditure on most vulnerable and discriminated groups.

Employability and vocational training have always been issues of concern for ILO and they have received new attention after the approval of the Recommendation 195 on Human Resources Development, 2004, and the Decent Work Agenda for the Hemisphere in the Americas, which sets the objective of improving human resources competitiveness and extending the coverage of vocational training to vulnerable groups. In this context, vocational training becomes a key component to facilitate the access to a job, overcome poverty and increase equal opportunities and productivity.

Decent work in the Americas: An agenda for the Hemisphere, 2006-2015

The rapid transformation taking place in the world of work means that training and human resources development has become the key issue linking the economic and social dimensions. Inclusive growth strategies, like the ones proposed in this Report, are those that seek to use human resources development as a means of facilitating access to better employment and income, as well as increasing productivity and competitiveness.

In the decent work agenda for the Hemisphere, vocational training is one of the strategic participation policies outlined with the objective to make human resources more competitive and broaden coverage of vocational training among vulnerable groups.

To achieve these goals, work will need to focus on two main areas. The first concerns the need for clearly thought out institutional development. The other focal area concerns the development of an approach whereby vocational training and skills development are viewed as part of a system involving the social partners (employers, workers), governments and society at large.

Report of the Director-General at the
Sixteenth American Regional Meeting, Brasilia, May 2006

ILO/Cinterfor

The Inter-American Centre for Knowledge Development in Vocational Training (ILO/Cinterfor) is a technical service of the International Labour Office (ILO) located in Montevideo, Uruguay since its foundation in 1963.

It works as the core of a system integrated by vocational training-related institutions and organisations belonging to ILO Member States in the Americas and Spain.

The Centre's work is organised around the programme developed by ILO through its Regional Office for Latin America and the Caribbean, headquartered in Lima, and the Skills and Employability Department (EMP/SKILLS) in Geneva, in coordination with the activities of the International Training Centre of the ILO in Turin. Its action contributes to the strategic goals of ILO and the Decent Work Agenda for the Hemisphere (2006/2015).

ILO/Cinterfor and ILO's strategic objectives

The ILO/Cinterfor programme is directly related to the strategic objective of creating greater opportunities for women and men to secure decent employment and income.

It is also related to the following ILO immediate outcomes intended to:

- Increase member State and constituent capacity to develop or implement training policies
- Increase constituent capacity to develop policies and policy recommendations focused on job-rich growth, productive employment, and poverty reduction
- Increase member State capacity to develop policies or programmes focused on youth employment
- Increase the capacity of constituents and other organizations to develop policies or regulations that generate more and better jobs in sustainable enterprises and cooperatives
- Increase constituent capacity to develop or implement policies and programmes on improving working conditions and safety and health at work
- Increase the capacities of employers' and workers' organizations to participate effectively in the development of social and labour policy

The programme responds to ILO regional priorities for the Americas related to "reducing poverty and social exclusion" and "strengthening democratic governance" as well as the Decent Work Agenda for the hemisphere.

MISSION

The development of a permanent learning and horizontal cooperation community among the national organizations in charge of vocational training disseminating knowledge, experiences and good practices in the field of vocational training and human resources development for the creation of decent and productive work in Latin America and the Caribbean.

VISION

ILO/Cinterfor's long term vision is to be a regional centre of excellence articulating a network of national vocational training and work education institutions, which share and systematically apply knowledge, experiences and good practices in the field of training and human resources development field, so as to promote decent and productive work in Latin America and the Caribbean.

FUNCTIONS

- To promote and strengthen horizontal cooperation for the institutional development and modernization of vocational training in the Latin American and Caribbean countries and between the region of the Americas and other regions in the world.
- To contribute to the design and management of public policies and investment in vocational training programmes in line with the Decent Work Agenda and in the framework of the national plans and strategies defined between the ILO and governments and employers' and workers' organizations.
- To develop a learning community and the management of accumulated knowledge in vocational training in the region through the critical retrieval, systematization and dissemination of information, experiences and technological innovations and accumulated knowledge in the region and in the world.
- To promote research and study activities to help towards institutionalizing and establishing training plans and programmes that meet the requirements of efficiency, competitiveness, productivity, quality, social equity and respect for international labour standards.

Main priorities

- To develop the institutional dimension of education, training and work systems to respond to the needs of the productive sector, decent employment, and economic and social policy priorities.
- Vocational training as a tool to combat poverty by reducing unemployment and under-employment.
- Social dialogue in the planning and management of vocational training.

Operational areas

- Youth employment and the transition from school to work.
- Lifelong learning for employability and citizenship.
- Financing and investment in vocational training.
- Quality management, relevance and equity in training.
- The use of new information and communication technologies in vocational training.
- Curricular development and thematic and pedagogic innovations.
- Training for the employability of vulnerable groups in the informal, domestic and rural economy.
- Social dialogue in vocational training.
- Vocational training and gender equality.
- Integration processes, homologation of job profiles and regional qualifications frameworks.

KNOWLEDGE MANAGEMENT

- Knowledge network and learning community
- Consultancy, information and technical assistance
- Dissemination of publications
- ILO/Cinterfor's Website

■ Knowledge network and learning community

Vocational training institutions which are members of ILO/Cinterfor integrate a prestigious network that promotes the dissemination of knowledge, experiences and good practices for the development of human re-sources, the improvement of productivity and competitiveness and the promotion of decent work.

By participating in this network, access is granted to updated knowledge on vocational training in different contexts, in the Americas and in the rest of the world.

To be a member of ILO/Cinterfor is to become part of an important learning community which:

- promotes consultancy, information and technical assistance services;
- bolsters horizontal cooperation;
- possesses a large collection of hundreds of books, documents and teaching materials on training;
- benefits from the Website with the richest content on the subject and from an interactive space that makes the learning community a reality.

Tools for vocational training knowledge management

■ Teaching and training resources bank

Structured in two groups:

1. developed or published materials by ILO and ILO/Cinterfor
2. those that have been elaborated by our network members.

■ Specialists data base

A specialist data base in different areas is available for the vocational training community.

■ Experiences data base

Experiences and good practices selected regarding horizontal cooperation between ILO/Cinterfor members.

■ Searching engine for courses

A tool that allows you to search free text in ILO/Cinterfor member web sites.

■ Consultancy, information and technical assistance

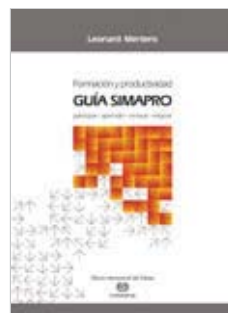
Besides its own experts, a network of collaborators and specialists in different areas is available for ILO/Cinterfor member institutions to promote horizontal cooperation.

This information is at disposal of the vocational training community by means of a *specialist data base*.

■ Dissemination of publications

The dissemination of publications enables to spread knowledge on the analysis and research regarding innovation and development in the main areas of vocational training. Publications are food for thought in decision-making concerning issues such as training policies and strategies, the testing of new training approaches and programmes and staff training and development in relation to vocational training organisations.

Furthermore, there is a special focus on the production of teaching guides and handbooks through electronic means.



SERIES

- Cinterfor Bulletin* (157 issues)
- Tools for change* (33 titles)
- Training features* (34 titles)
- Technical office papers* (18 titles)
- On arts and crafts* (5 titles)
- Contributions to social dialogue and training* (14 titles)
- Trade Unions and Training* (6 titles)
- Teaching and training material* (22 titles)
- Training and gender* (6 titles)

ILO/Cinterfor's Website

ILO/Cinterfor's Website on vocational training has become one of the main Websites on the subject worldwide. It is also one of the Centre's strategic services to manage knowledge.

ILO/Cinterfor gathers considerable knowledge on topics such as: social actors' participation in training; coordination between public and private actors in the structuring of training systems; training financing; training of directors of training institutions; impact assessment methods for gender, youth, small and medium enterprises programmes, among others. The Website gives access to the whole repertoire of documents of the Centre.

Cinterfor Virtual Space (<http://evc.oitcinterfor.org>)

It is an interactive space that is open to dialogue, exchange and the implementation of distance training actions as well as the development of a learning community among vocational training institutions of the region and the world.

www.oitcinterfor.org

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Organización Internacional del Trabajo **CINTERFOR** Centro Interamericano para el Desarrollo del Conocimiento en la Formación Profesional

English

Mapa del sitio [Búsqueda avanzada](#)

Principal **Calidad** Competencia **Desarrollo rural** Diálogo social Economía informal Empleadores Género Jóvenes Sindicatos SID

¿Qué hay de nuevo?

Recursos de información

Mapa de la formación

Enlaces

Mapa del sitio

Página principal

Coloque su dirección de correo electrónico y reciba las novedades del sitio

Destacamos

Boletín informativo con ocasión del 90 Aniversario de la Organización Internacional del Trabajo

Salud y vida en el trabajo: Un derecho humano fundamental. Día Mundial de la Seguridad y Salud en el Trabajo. 28 de abril, 2009.

Calidad y equidad en el desarrollo rural: Nuevo recurso didáctico!!
Mapa conceptual: Modelo para el mejoramiento de la calidad y la equidad de las políticas de formación y apoyo al empleo para el ámbito rural. [ver >>](#)

Mensaje de Juan Somavía, Director General de la OIT con ocasión del Día Internacional de la Mujer

Programa Regional Género y Trabajo Decente

OIT presentó Panorama Laboral: desempleo de América Latina y el Caribe bajó por quinto año consecutivo a 7,5%, pero debido a la crisis entre 1,5 y 2,4 millones de personas podrían sumarse a las filas del desempleo regional en 2009

TRABAJO DECENTE
90 *Un mundo mejor comienza aquí*
Oficina Regional para América Latina y el Caribe: Conmemoración de los 90 años de la OIT

SECCIONES

Formación y productividad

Pequeña y mediana empresa

Competencia laboral: Observatorio

Calidad, equidad y género

Observatorio de experiencias de jóvenes

Tripartismo y formación

Trabajo Decente: Un mundo mejor comienza aquí.

MAPA DE LA FORMACIÓN PROFESIONAL

Novedades en la FP regional

SENA abre convocatoria para proyectos de competitividad acuícola. Boletín de Prensa. Bogotá, 28 de abril de 2009.

Internet

International Labour Office



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