



International
Labour
Organization



IOM
UN MIGRATION



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UNODC
United Nations Office on Drugs and Crime

ACTIVITY REPORT

A9715298: Skills Dimensions of Labour
Migration

28 March – 06 May 2022

On line



MIGRATION MANAGEMENT
PROJECT

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ACTIVITY SUMMARY



E-LEARNING COURSE ON THE SKILLS DIMENSIONS OF LABOUR MIGRATION

28 MARCH – 6 MAY 2022

🕒 6 WEEKS, 60 HOURS



International
Labour
Organization



ETF
European Training Foundation



ITC
International Training Centre

Activity code	A9715298
Dates	28 March – 06 May 2022
N° of participants	22
Language(s)	English, French
Activity Managers	Miriam BOUDRAA, Stefano MERANTE (co-manager)
Activity Coordinator	Alex Bizzotto, Sophie Ouine (co-assistant)

1. Background and methodology

Today, many countries experience simultaneous inflows and outflows of migration.

However, it is alarmingly common that migrant workers do not enjoy decent working conditions. In this course, organized in close cooperation with the ILO's MIGRANT and SKILLS branches and the European Training Foundation, participants learn about the skills dimensions of migration and how to design programmes to improve skills development and recognition initiatives for migrants

Methodology

The course consisted of 10 online modules offered through the ITCILO e-Campus online platform to be completed over a period of six weeks, from 28 March to 6 May, for an estimated 60 learning hours. The course was broken down into three phases:

- **Flexible learning (asynchronous):** self-guided online learning on e-campus, forum of discussion facilitated by experts and assessment throughout the different phases of the course.
- **'Real time' learning:** Live interactive sessions and engaging video presentations by highly experienced trainers, blended with individual and collaborative group exercises, peer-to-peer assessment and online technical forums on eCampus
- **End of course assignment (asynchronous):** Individual assignment applying the teachings acquired during the course

Evaluation

- **6 weekly quiz:** each quiz composed of 10 questions with multiple choices (30% of course assessment)
- **Group work:** after two specific working sessions each group presented during the final webinar the draft of the main elements of their Labour Migration policy (30% of the course assessment)
- **Final assignment:** individual written assignment (40% of course assignment)

+ Active participation: An Extra 10% was given to participants who were particularly participatory during group work and on the forum of discussion (only used if the participant needed it to get this certificate of achievement)

Participants who successfully complete all assessments including the final assignment and reached at least 60 points received a **Certificate of Achievement**.

Participants who completed most of the assessments and reached 30 up to 59 points received a **Certificate of Participation**

2. Objectives

Specific learning objectives:

Participants discuss relevant topics with international experts and their peers:

- The role and scope of bilateral labour migration agreements
- Benefits for using skills anticipation and matching tools
- Diversity of labour migrant support measures from employment and skills perspectives
- Best practices in skills development and recognition to boost employability for migrant workers.

More specifically, at the end of the online course participants will be able to:

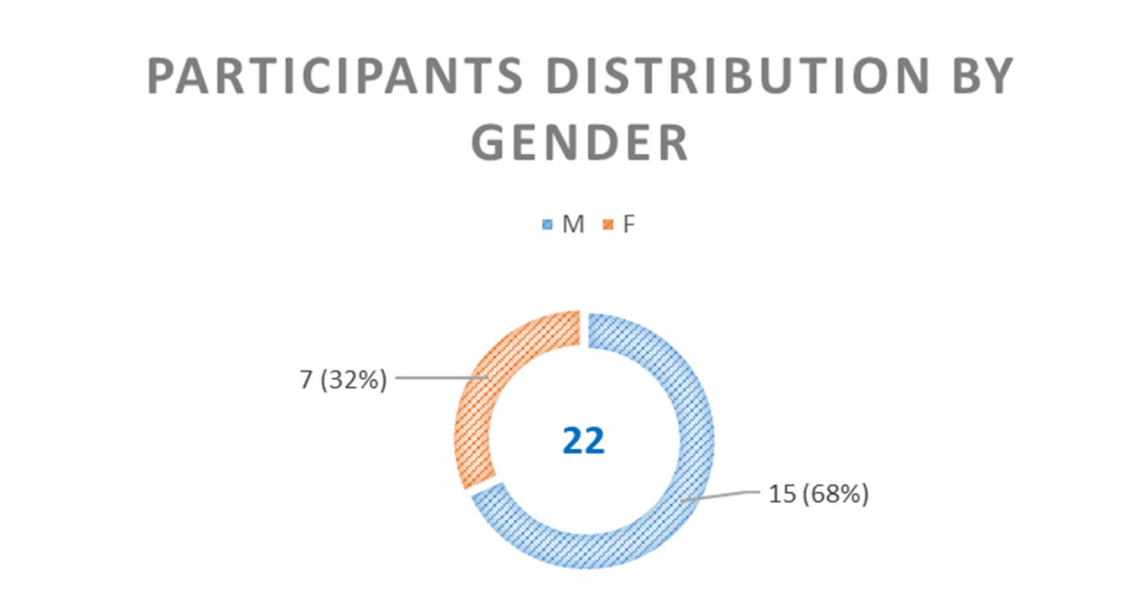
- Integrate tools for skills anticipation and matching for managing migration flows
- Design and apply skills recognition approaches to facilitate access to training and the labour market
- Conceive skills development-related actions for migrant worker target groups
- Assess the value of skills partnerships between origin and destination countries.

Content of the course:

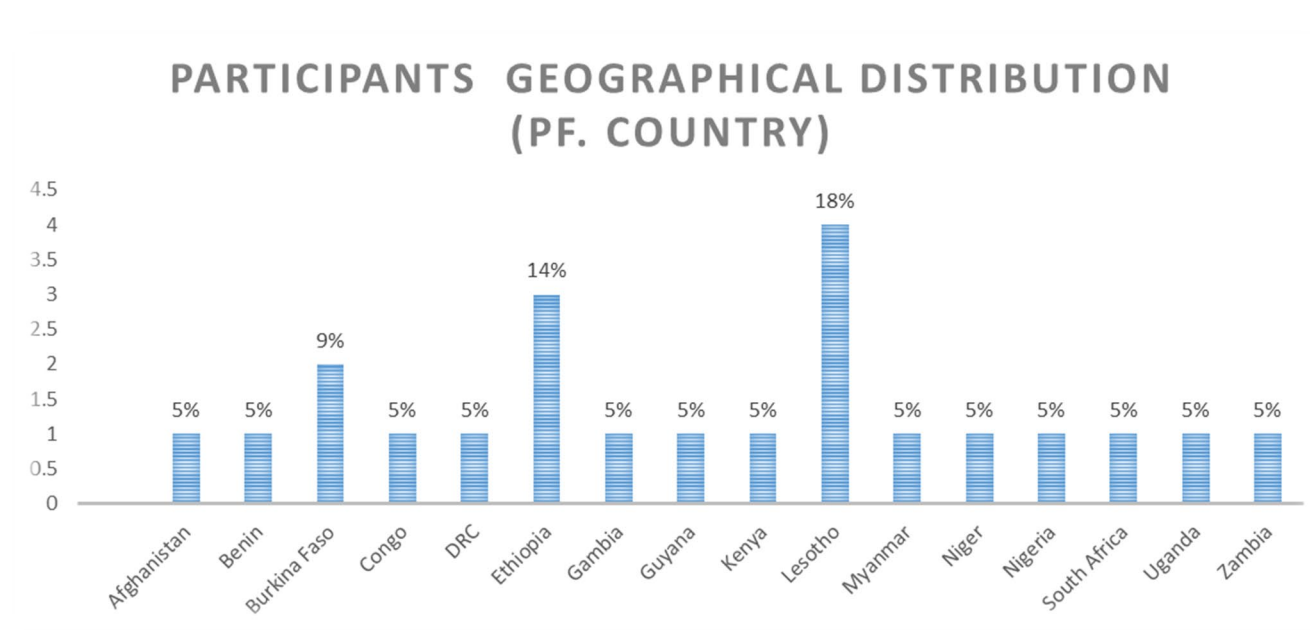
- Skills dimensions of labour migration: a conceptual framework
- Policy coherence between national labour migration and skills policies
- Skills Anticipation and Matching in Labour Migration
- Bilateral Labour Agreements and the recognition of qualifications and competencies for migrant workers
- Skills development interventions in Labour Migration
- Skills partnerships for development

3. Learning analytics

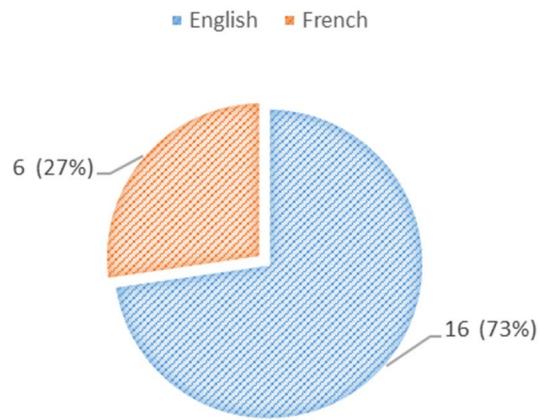
Profile of the participants



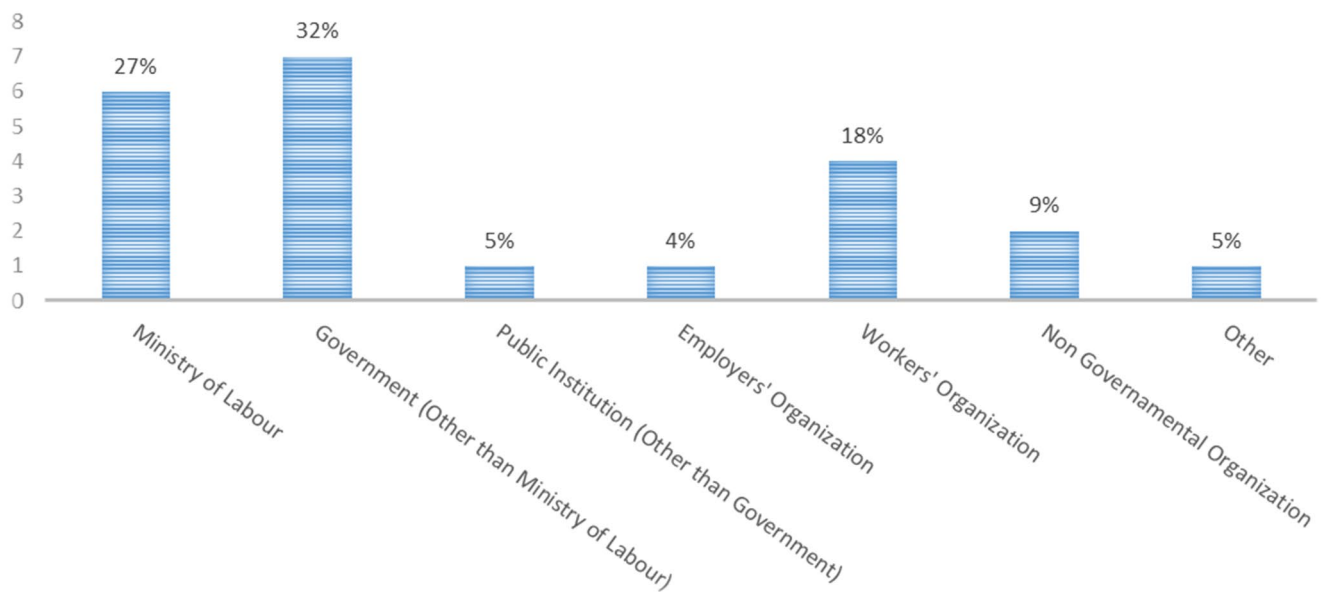
8 participants were coming from the SADC region (all financed by the SAMM project)



LANGUAGE OF PARTICIPANTS

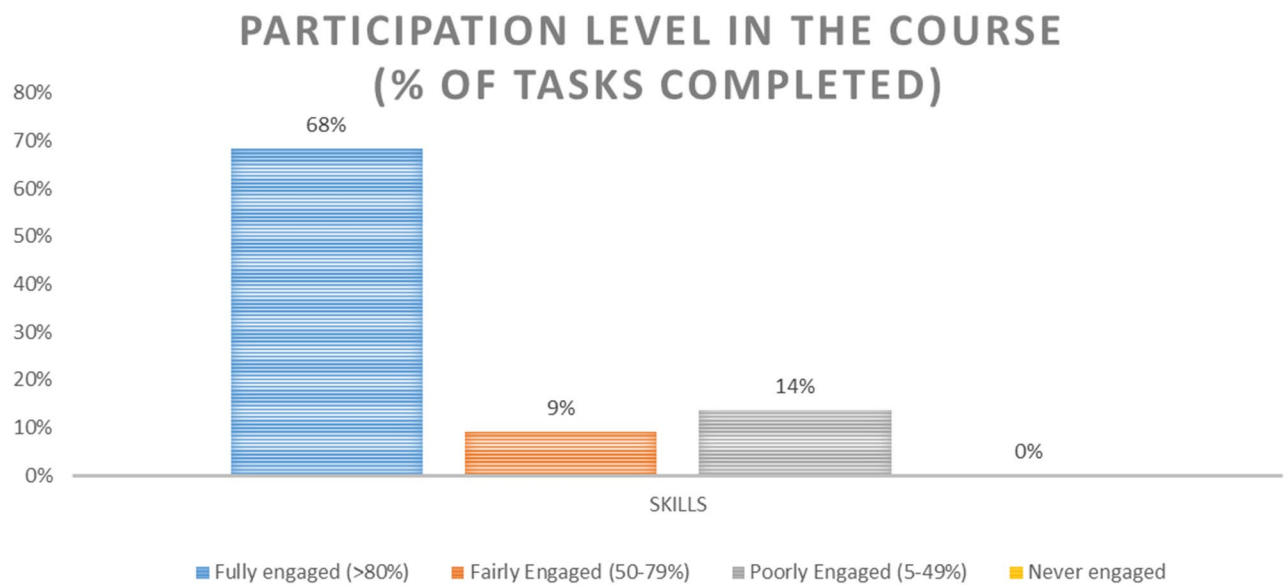


PARTICIPANTS BY ORGANIZATION TYPE

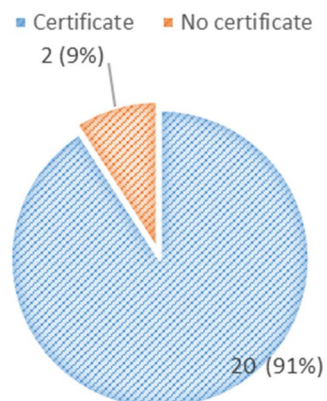


Success rate

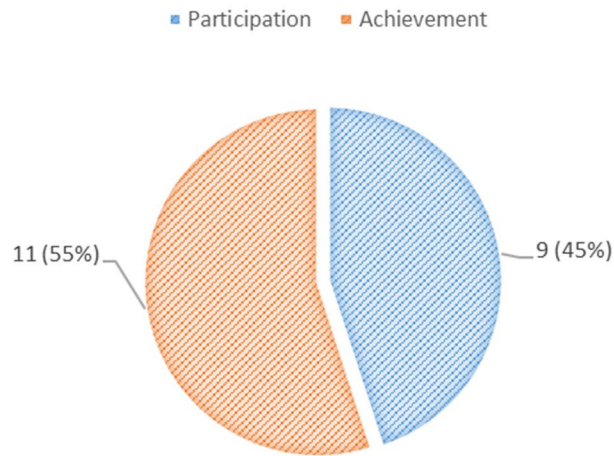
Completion rate of the tasks in the eCampus page resulted pretty high: 68% of participants were fully engaged (had completed all or most of the activities), 9% submitted at least half of the tasks and 14% have completed some.



BREAKDOWN OF PARTICIPANTS SUCCESS RATE

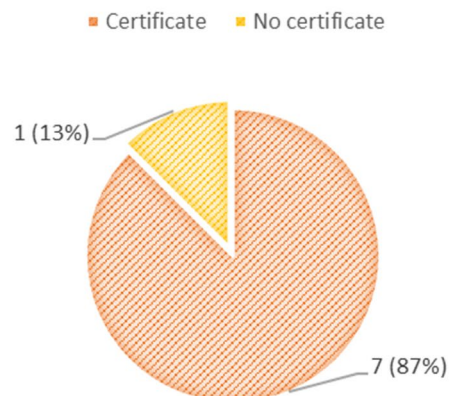


TYPE OF CERTIFICATE

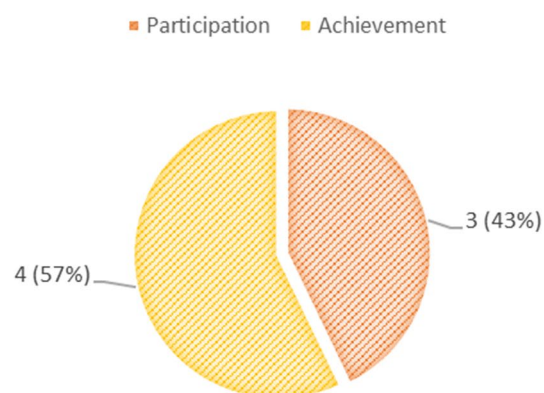


In particular the SAMM sponsored participants had the following results:

SAMM PARTICIPANTS SUCCESS RATE

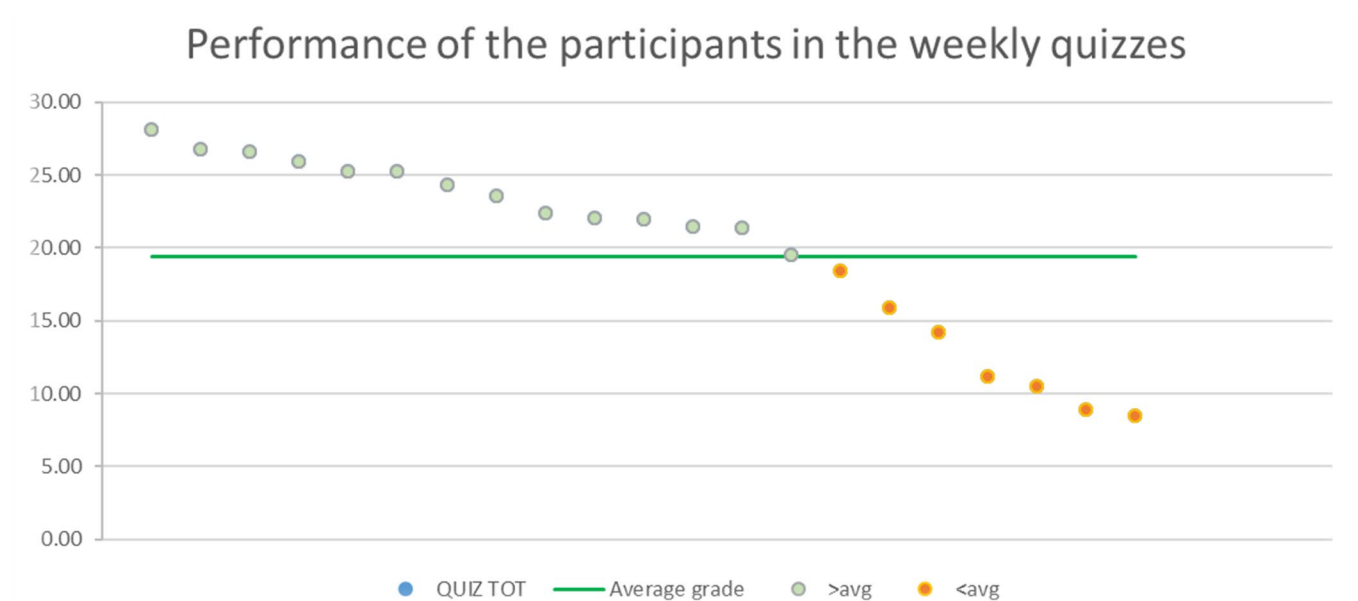


TYPE OF CERTIFICATE (SAMM PARTICIPANTS)



Weekly quizzes result

- Average score 19.42/30
- 14 participants over performed the average score
- Quiz week 5 was not available to give more time for the group work: 10 points have been granted to all participants



Group work

The participants were divided in 4 groups representing 8 different “persona” (characters of migrants with specific skills and specific challenges to be addressed): each team nominated an “Ambassador” to coordinate the group work and liaise with the course assistants/tutors.

The main task was to identify and address the main challenges related to skills that the persona encounters in its migration journey.

19 out of 22 participants actively participated in the group work and each group managed to present their final elaborate during the last webinar of the course

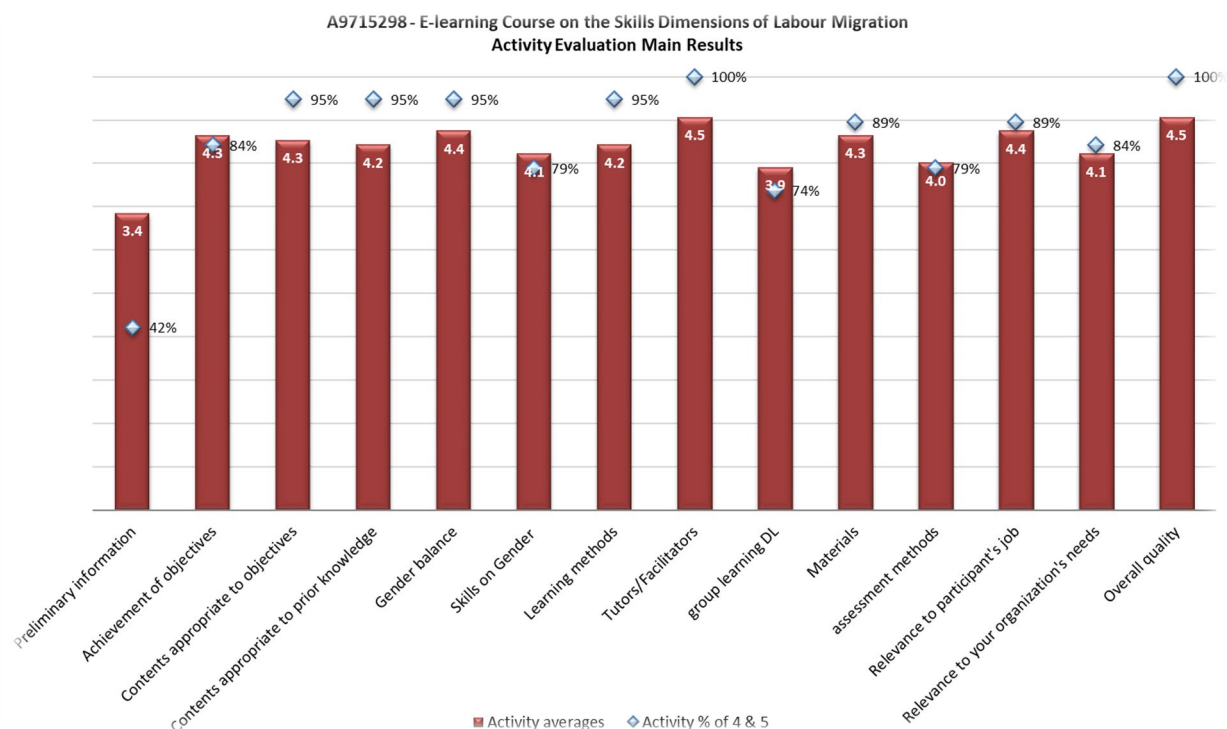
Final essay

11 out of 22 participants submitted their final individual assignment. The participants had to apply what learned during the course to their own context, by producing an essay of more or less 1500-2500 words. The assessment was based on the following components:

- 10 points : clarity of the subject and outline
- 10 points : alignment with content of the course
- 10 points : coherence of the recommendations
- 10 points : mainstreaming a gender perspective.

Final evaluation

A final evaluation questionnaire was sent to participants after the end of each course. In addition to multiple choice questions where participants could indicate their appraisal on a scale from 1 to 5 with 1 being the lowest, a number of open ended questions were also included to encourage participants to share reflections on what was most useful to them and suggestions for improvement of future editions. The graph below offers a visual representation of the participants' responses to the multiple choice questions.



Q: Which three aspects of the activity do you think were the least useful?

Introduction
Aucun.
NONE
Group work ,Essay,France language
Interventions de developpement
cannot really say
Temps imparti pour le travail des groupes, multipliciter des questions tests.
Non
Presentations, group activities, feedback
Maybe some of the reading materials are vast and the topic related to the subject matter is very minute
Non
N/A

Q: Which three aspects of the activity do you think were the most useful?

self learning, webinar presentation, groupwork
Immigration labour
Aucun. tout est utile.
interactive sessions, platform, group work
RPL
BILATERAL AGREEMENTS
GROUP WORK EXERCISE
Live Webinars
Case studies, recorded activity
Cohrence entre politiques, anticipation et adquation de comptence, accords bilatraux
RPL
Bilateral agreement
Travail des groupes
Skills dimensions of labour migration/ Policy coherence between national labour migration and skills policies/Skills anticipation and matching
Assignments, questions and answers, assessments
Peer discussions, experience sharing and Q&A sessions.
group Exercise , Case studies and bilateral
WEBINARS WITH EXPERTS
GROUPWORK
COURSE CONTENT

Q: How would you suggest the tutors, learning adviser or assistant improve the overall quality of their contribution?

It's Good
Permettre aux participants d'changer avec eux sur d'autres plateformes.
Face to face classes works better
I advice them to start from low level when they teach a module as most people are their first time to attend such seminars hence they do not know anything about such topic
I think English lessons be separated to France and i think individual assignments work best rather than group work
The case studies should be sourced around the globe
Une meilleure organisation des travaux de groupe
its quite relevant
Rsumer chaque sance pour permettre aux participants de mieux comprendre la matiere.
We could have some real data and analyse to arrive at the anticipation using R and IBM SPSS
Well they were all great.
More engagement with peers and actual exprience sharing should be given more time.
very good
N/A

Q: What three pieces of advice would you give us for improving future activities of this kind?

Every thing is perfect
1. Short webner, 2. Maximum of 45 minutes vedio instead of long vedio. 3. Open discussion
Rien signaler.
FOR NOW, KEEP UP THE MOMENTUM, ALL IS WELL.
Separate English classes with French classes
Eastablishing regional or affiliation with some institution of learning for face-to-face
Pour chaque module, prvoir une version PDF tlchargeable des supports d'auto-apprentissage pour que les participants n'aient pas chaque fois se connecter pour avoir accs ce support, paramtrer les vidos d'enseignement pour qu'ils soient tlchargeables, mieux organiser les travaux de groupe

For group work each participant should be give a specific role
Resumer chaque cours
1) analyse actual national scenarios
2) use actual data or simulation data
3) use actual data from regional economic blocs
Keep offering the program, develop flexible policies, great conventions
More interactive reading material with self assessment would be interesting to put on the e-reading material as you were doing on other courses
The program should be expanded to a diploma program
Allow for more flexibility in time, increase duration of the course for those busy with professional work.

Q: How would you suggest improving the training material?

Short classes
Rien signaler.
materials are still in order
The final essay demands inappropriately too much for someone who is a working class
EVERYTHING IS PERFECT HERE
Send the materials right after the live wibnars
Training materials are ok
l'avenir, mieux relire les supports d'auto-apprentissage pour qu'il n'y figure plus certains paragraphes en d'autres langues (anglais par exemple), rendre disponible l'option "sous-tire en franais" pour toutes les vidos en d'autres langues, et faire en sorte que les sous-titres en franais fonctionnent correctement.
The content was excellent
Trouver une interface facile manipuler comme jamboard.
The training material should have some analytical component for real data
They were great.
Make it very interactive with animation and visual aid.
offline access to the materials
N/A

Q: How would you suggest improving the on-line platform (accessibility, navigation, collaborative work spaces)?

Data Free
Rien signaler.
it is okay as it is
SOMETIMES IT IS DIFFICULT TO USE E-CAMPUS, IT SHOULD BE MADE MORE EASIER
Everything is ok for on this point
Developing countries still have poor network system there for such be catered for
RAS
NA
Utilisation du lien des discussions dans la plateforme.
This is great as it is
Great platform. No comments.
Sometimes check the links as there were some links that were not properly functional
improve on the navigation on low internet and access to collaborative work spaces
N/A

Q: Name three actions you intend to take after participating in the activity

1. Give highlight of what I have learnt to the top management of my organization
2. prepare action plan to deliver training to the staffs of my organizations
Migration, Labour and organizing immigration
des formations, des confrences dbats et des tables rondes.
developing a database for returning migrant workers
IMPROVE ON MIGRATION DATA COLLECTION TOOLS
ADVICE ACCORDINGLY ON MIGRATION POLICIES
FOCUS MORE ON MIGRATION POLICIES, DATA AND ANALYSIS
Arrange time zones accordingly
Organise a consultative meeting, Train ING and network
Utiliser les acquis dans ma vie professionnelle
Intergrate skills module in the LFS
Examine our RPL system
Review the bilateral agreements countries that Lesotho has with other countries
Approfondir la formation en prsentiel, trouver une bourse et produire les publications sur la question.
i) will write a recommendation report based on skills surveys
ii) will write a policy report
iii) will write a policy brief to inform government of the shortcomings of the existing policy
Share information acquired, conduct PD sessions, research
Share the knowledge with the secretariat, then ask them to share the same with regional representatives and finally give a joint training so that it will be cascaded to the members at large.
I will apply it in my work as a trade unionist
Utilize the information for the work I do in my organization.
Share the knowledge gained with my colleagues and other stakeholders.

Q: How will you apply what you have learned during the activity?

mapping out organizations working on issues of immigration, contact them and discus on how I can take part in addressing issues related to migration in Ethiopia.
My educating my fellow cde
Partager les connaissances acquises avec les militants de ma centrale et les autres autres travailleurs.
implementation of the national labour migration policy
BY UNDERTAKING GOOD, QUALITY AND ACCURATE DATA COLLECTION ON MIGRATION ASPECT
It is very relevent to my day to day activities,im going to apply knowledge gain in up coming LFS
Will ensure that our policies are well aligned to international set and updated, lobby and advocacy for right policy
Meilleure participation l'laboration des politiques migratoires
on all aspects of data collection and analysis and to ensure skills dimmession of migrants in policies
Dans l'actualisation de la politique nationale de l'emploi et de la formation professionnelle de notre pays la RDC.
I have the guidelines on some of the activities. Although i dont have the guidelines for the recommendation report
Share information acquired, conduct PD sessions, research
By demonstrating as a pilot with few targets then showing the result to the social partners and scaling it up.
in my daily work

Q: Name three difficulties you might encounter in applying what you have learned during the activity.

Budget constraint, time, getting right organization to work with.
Implementation
la mobilisation du budget afin de faire une large sensibilisation, une cartographie exacte des travailleurs migrants du fait qu'ils travaillent plus dans le secteur informel.
financial implications, leadership commitment, conflicting roles
LACK OF POLITICAL BUY-IN WHEN ENCOURAGING BILATERAL AGREEMENTS AND RPL.
LACK OF ACCURATE DATA OF IMMIGRANTS, THEY DO NOT WANT TO DISCLOSE THEIR TRUE INFORMATION ABOUT THEMSELVES.
French language and group work
Institutional politics, lack of opportunity to be given to share with the ministry, and national trade union center.
Absence du leadership national sur les questions migratoires
cannot think of
le finacement des projets, l'accompagnement et l'appropriation de cela par le ministre du travail.
i have some survey data. I hope to i dont have a problem working on the recommendation report, the policy report and the policy brief
Challenges with public and private sectors, and other stakeholders
May be getting the fund to fully practice it.
unstable internet, electricity challenge on and high data cost
N/A

Q: Would you recommend this activity to your colleagues?

Yes
Yes
oui
yes
ABSOLUTELY
Definately i will
Yes, just like in Uganda labour institute and Ideal course
Tout fait
definitely
Non
absolutely
Yes
Definitely
yes
Definitly

Q: Do you have any observations or suggestions?

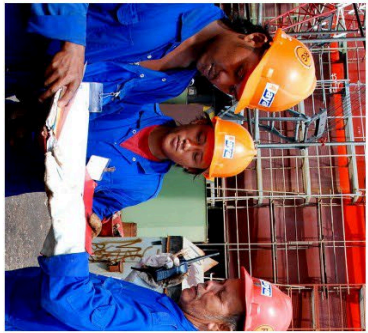


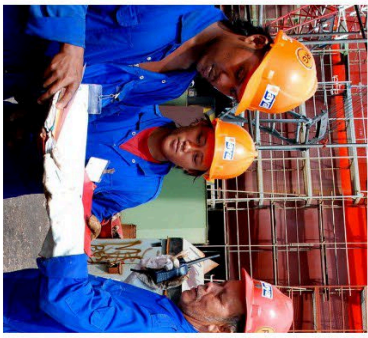












No
Rien signaler
I WAS A STARTER IN THIS PROGRAM SO I WAS SATISFIED EXCEPT THE FACT THAT PRESENTERS SHOULD STARTS AT LOW LEVEL WHEN TEACHING FOR STARTERS LIKE MYSELF TO GRASP SOME OF LABOUR STATISTICS CONCEPTS
Saparate languages please and avoid group works
The participants of this courses should have a what's up platform where follow up on their activities can be done,
Participants in this course should be recommended to the National center s of Trade unions such that the can offer expert advise on matters on improving migration policies

Pas de nouvelles suggestions
The duration of the course the extended for in-depth
Utilisation de la plateforme par les formateurs travers des liens de cours.
There is room to make the program better and better applicable to the work that we do in every day work
Great program
No
More case study should
N/A

Q: What other topics should, in your view, be included in this training course?

I think it's enough
REMITTANCES
Sampling methods for Labour Migration
Culture and religion practices.
RAS
politique de l'emploi et dimension de competences
Analysis of data and report writing
Not sure as of now.
Not really
Access to justice for migrant workers
More on Labour migration analysis

4. Agenda

<p><i>Inaugural Webinar</i> 30.03.22</p> <p>Welcome and Conceptual basis of Skills dimensions of Labour Migration</p> 		<p><i>Webinar 2</i> 04.04.22</p> <p>ILO Guide and tools for policy coherence</p> 	<p><i>Webinar 3</i> 06.04.22</p> <p>ETF tools</p> 		<p><i>Session 4</i> 13.04.22</p> <p>Concrete cases of Skills Anticipation and Matching</p> 		
<p><i>Webinar 5</i> 20.04.22</p> <p>Mutual, multilateral and unilateral recognition of formal qualifications</p> 	<p><i>Webinar 6</i> 22.04.22</p> <p>Recognition of Prior Learning – concrete case studies</p> 	<p>E-LEARNING COURSE ON THE SKILLS DIMENSIONS OF LABOUR MIGRATION</p> <p>Cliquez ici pour la version française</p>  				<p><i>Webinar 7</i> 27.04.22</p> <p>Skills development interventions – concrete case studies</p> 	<p><i>Webinar 8</i> 29.04.22</p> <p>Peer learning webinar (contest)</p> 
<p><i>Webinar 9</i> 04.05.22</p> <p>Case studies of successful skills partnerships</p> 		<p><i>Webinar 10</i> 11.05.22</p> <p>Group work presentation webinar</p> 					<p>Click on the video button  to access the selected recording</p>

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