



Commission for Labor Cooperation
Comisión para la Cooperación Laboral
Commission de Coopération dans le domaine du travail
Secretariat Secretariado Secretariat



Organización de los Estados Americanos
Organização dos Estados Americanos
Organisation des États américains
Organization of American States

WORKSHOP ON SUPPORTING ECONOMIC GROWTH THROUGH EFFECTIVE EMPLOYMENT SERVICES

IACML

**September 29 - 30, 2004
Cancun, Quintana Roo, Mexico**

Preliminary Agenda

***Some speakers, to be confirmed**

Wednesday, September 29

8:30 – 9:00 Registration

9:00 – 9:45 Introduction

- **Welcome remarks**
Jaime Domingo López Buitrón, Undersecretary of Employment and Social Policy, Ministry of Labor and Social Security (*Secretaría del Trabajo y Previsión Social, STPS*)
- **Framing the workshop**
Sofialeticia Morales, Director of the Unit for Social Development and Education of the Organization of American States explains the importance of the employment services in the Hemisphere.
- **Opening**
Mark S. Knouse, Executive Director of the Secretariat of the Commission for Labor Cooperation provides background for the workshop and presents the study "Labor Markets in North America".

I. Diagnosis of labor markets

9:45 – 11.45 (20 min. for each presentation)

1. Training and employment in the USA

The USA will review its labor policy which focuses on demand-driven training policies and partnering with the private sector to develop solutions to workforce challenges. Part of the approach entails identifying the employment occupations that will be in demand in the USA over the next 10 years, and helping workers build the skills they need for the new jobs being created.

2. Standardization and certification of labor skills in Mexico

Mexico will present the vision of CONOCER in the system for standardization and certification of labor skills in Mexico. This system is not intended to prepare workers for specific positions and specialties but, rather, aims to develop and certify skills according to a functional analysis. Skill standards are developed and are later used as the basis for training. The private sector is involved in this process.

3. Training and Employment in Canada

Canada will make a presentation on Canada's Workplace Skills Strategy that it is developing to address the skills and learning architecture Canada needs and to promote workplace learning. Key components of the Workplace Skills Strategy include: Sector Council Initiatives Apprenticeship, Essential Skills and Foreign Credential Recognition.

4. MERCOSUR labor market observatory

This section will address the role of the observatory in the MERCOSUR labor market upon comparing employment and training policies as well as changes towards regional policies, in an area composed of countries of varying sizes and economic characteristics.

20 min. questions and answers

Speakers:

- *Angela Dayton, Employment and Training Administration (ETA), US DOL.*
- *Fortino Garza Rodríguez, Consejo de Normalización y Certificación de Competencia Laboral (CONOCER)*
- *Catrina Tapley, Program Policy and Planning, Workplace Branch, Human Resources Skills Development Canada*
- *Emilia E. Roca, Coordinator of MERCOSUR labor market observatory*
- *Moderator: Gustavo Marquez, Inter-American Development Bank*

11:45 - 12:00

Coffee break

II - Services linking employment supply and demand

12:00 – 13:30 (20 min. for each presentation)

1. National employment systems

- i. The three NAALC countries will make presentations of their systems to link employment supply and demand (job banks, telephone services, training and advice for employment seekers, employment fairs, etc.). Presentations will include discussions of: Job Bank, WorkSearch, and Electronic Labor Exchange in Canada, America's Job Bank and One-Stop Centers in the USA, Chambanet and *Centros de Intermediación Laboral* [Labor brokerage] in Mexico.

- ii. Brazil will address labor brokerage policies in its National Employment System (SINE), which has grown exponentially in recent years. The number of registered users has increased from 745,000 to 5 million in 2002. Of particular interest is the technically rigorous assessment system, which requires almost no resources to calculate indicators since it uses existing sources. Also, Brazil will address the evolution of PLANFOR (National professional training plan) and the new policies in this field.

13:30 – 15:00 Lunch

15:00 – 15:40

- iii. Poland will introduce its employment system which, since the mid-1990s, gave access to workers to job referrals, job counseling, skills assessment, job search training, resume preparation and job clubs.

20 min. questions and answers

Speakers:

- *Speaker from Human Resources Skills Development Canada*
- *Harvey Ollis, ETA, US DOL*
- *Sandra Barojas, Secretaria del Trabajo y Previsión Social, México*
- *Carlos Augusto Simoes Goncalves, Departamento de Emprego, Ministério do Trabalho e Emprego, Brasilia*
- *Barbara Kuta, Employment Strategy Unit, Ministry of Economy and Labour, Poland*
- *Moderator: Dave Fretwell, World Bank*

15:40 – 16:00 Break

2. Cooperation with other countries and regions in the Hemisphere

16:00 – 16:50

- i. The Brazil/Canada Technology Transfer Project on Human Resource Development in Sao Paulo. The Canadian Labour and Business Centre (CLBC) and the Sao Paulo Secretariat of Employment and Labour Relations (SERT) will make a presentation on their partnership in the area of public employment systems, professional education and training systems in the state of Sao Paulo (project components include client services, labour market forecasting, partnerships between government, labour, business, establishing a national occupational classification system and job bank).

Speakers:

- *Derwyn Sangster, Canadian Labour and Business Centre*
- *Speaker from the Sao Paulo Secretariat of Employment and Labour Relations (SERT)*
- *Moderator: Dave Fretwell, World Bank*

10 min. questions and answers

18:00- 20:00 Welcome reception

Thursday September 30

9:00 – 10:20

Cont. II. Cooperation with other countries and regions in the Hemisphere

- ii. Mexico and the USA will address their cooperation experiences. Representatives of the *Secretaría del Trabajo y Previsión Social* (Ministry of Labor and Social Security or STPS) and the US Department of Labor will talk about the exchange of experiences in the Technical Assistance Program under the North American Agreement on Labor Cooperation (NAALC). Technical assistance has focused on Internet job brokerage systems (Chambanet), labor brokerage systems in Mexico (One stop center), the modernization of the occupational classification system, and the employment observatory.
- iii. This section will include a presentation on the cooperation experience of the US Department of Labor with Caribbean countries to establish a labor exchange center in each of the 13 English-speaking countries of the Caribbean and in Suriname. Project components include the creation of an Internet-based job bank, training for the establishment of employment services, the encouragement of a tri-partite dialogue on the coordination of the system, and awareness of the benefits of labor exchange.

10:20 - 10:35 Coffee Break

10:35 - 11:35

- iv. Also included in this section will be a presentation on cooperation between Mexico and the countries of Central America and the Dominican Republic, through a Workshop on Active Market Policies: Employment Services.
- v. In recent years, the Inter-American Development Bank has promoted the development of employment services in several countries and regions of the hemisphere. The Bank will present a comparative analysis of the experiences and conclusions in relation to future challenges.

Speakers:

- *Harvey Ollis, ETA, US DOL*
- *Sandra Baroja, STPS*
- *Pam Gerassimides, National Association of State Workforce Agencies*
- *Donna Adams, representative from the Ministry of Labour and Social Security, Jamaica*
- *Walter René Palacios, representative from the Ministry of Labor and Social Security, El Salvador*
- *Gustavo Marquez, Inter-American Development Bank*
- *Moderator: Ellen Hansen, ILO (to be confirmed)*

11:35 – 11:50 Coffee break

III. Unions and employer federations

11:50 – 12:40

Through the participation of the Trade Union Technical Advisory Council (COSATE) and the Business Technical Advisory Committee on Labour Affairs (CEATAL) this committee aims to involve labor organizations as well as employer federations in the organization of employment services-related projects and programs that are carried out within the framework of the IACML.

Speakers:

- *Ericson Crivelli, representative from COSATE*
- *Andrés Yuren, representative from CEATAL*
- *Moderator: Sofialeticia Morales, OAS*

12:40 – 2:10 Lunch

2:10 – 3:50

IV. Prospective analysis

This session will focus the discussion on observations and lessons learned based on national practices and cooperative experiences in developing and implementing effective employment services systems. The subjects for discussion are, among others: Basic features of employment services; diagnosing labor market needs; conditions for successful implementation or replication; resource and administrative requirements; partnerships with the business and labor communities, and stakeholder relations; sustainability; performance measurement; public and private employment services. This discussion could conclude with proposals for continuing cooperative efforts to develop and/or improve employment service systems.

Speakers:

- *All moderators*
- *Ericson Crivelli, representative from COSATE*
- *Andrés Yuren, representative from CEATAL*
- *Moderator: Director of research of the Secretariat*

3:50 – 4:00 Conclusion

Conclusion remarks: Executive Director of the Secretariat of the Commission for Labor Cooperation

4:00 – 6:00 Visit to a local One-Stop Center in Cancun, Quintana Roo