



CERTIFICATE OF PARTICIPATION

delivered to

Veronika Pál

who participated in the training activity

EMPLOYERS YOUNG PROFESSIONALS' ACADEMY

Turin, Italy

Implemented in partnership with



Co-funded by the European Union



FROM May 2019

TO September 2019

Jorge Illingworth

Employers' Activities Programme Manager

Sandro Pettineo

Activity Manager

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Date

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OBJECTIVES

The EMPLOYERS YOUNG PROFESSIONALS' ACADEMY project aimed at providing tailored and practical solutions in order to strengthen both the personal and organizational capacity of 35 selected young professionals working in Employers' Organizations (EOs) in Europe.

The EMPLOYERS YOUNG PROFESSIONALS' ACADEMY had the following objectives:

- Enhancing skills and knowledge of high potential professionals to contribute to EOs' organizational development in Europe;
- Promoting a deeper understanding of the European dimension of industrial relations and of the business environment among future EOs leaders;
- Creating a network among European EOs' professionals;
- Fostering better knowledge and exchange among young professionals with various backgrounds of the ways social dialogue works in different EU member states as well as at European level.

CONTENTS

- The EMPLOYERS YOUNG PROFESSIONALS' ACADEMY entailed different learning activities:
- Pre-course work (background reading, literature, practical guides etc.);
- Three 3-day tailored training workshops;
- Networking events;
- Support for knowledge-sharing, learning and networking through a dedicated internet platform.

The training workshops took place at the ITCILO Campus in Turin, Italy.

Workshop 1: Being the Voice of Employers and Business – 22-24 May 2019 – During this workshop, participants:

- Developed an understanding of the structures and challenges facing EOs in the EU/world and of the changing expectations from companies;
- Learnt about the internal functioning of EOs and their relations with members;
- Gained a systematic insight into policy discussion processes to influence developments at EU and national levels;
- Got practical tools to improve lobbying and advocacy strategies and techniques;
- Practiced verbal and written communication skills for effective negotiation and advocacy.

Workshop 2: Going for Jobs and Growth – 10-12 July 2019 – During this workshop, participants:

- Developed a deep understanding of the current debates in Europe on fiscal balance, competitiveness, growth and labour market reforms;
- Were confronted with cases of national reforms in order to learn how different responses can be devised in practice;
- Learned how to master basic economic concepts used in debates on fiscal balance, competitiveness, growth and labour market reforms in order to be able to use them and apply them better when analyzing and developing business proposals/comments.

Workshop 3: Engaging as Social Partners – 04-06 September 2019 – During this workshop, participants:

- Improved understanding of the diversity of industrial relations systems worldwide and more particularly in Europe, their architecture, distinctive features and players;
- Gained insight into the recent developments of industrial relations at national level and social partners' positions on e.g. new forms of work, wages discussions etc.;
- Learnt how companies, mandate their representative organizations and how these respond to their expectations;
- Practiced negotiation skills and techniques in a cross-country context.