

ASIAN 2006  
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International  
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# APYouthNet Rejuvenation Event

ILO Regional Office for Asia and the Pacific  
Asia-Pacific Knowledge Network on Youth Employment

Citadines Quartier Jakarta  
25-28 January 2011



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## ACRONYMS

APYouthNet	Asia–Pacific Knowledge Network on Youth Employment
CoP	Community of Practice
EAST	Education and Skills Training for Youth Employment
ILO	International Labour Organization
JOY	Job Opportunities for Young Women and Men
ROAP	Regional Office for Asia and the Pacific
YE	Youth employment
YEM	Youth Employment and Migration
YEP	Youth Employment Programme

## **BACKGROUND AND OBJECTIVES**

The ILO Regional Office for Asia and the Pacific in its response to the constituents request for better sharing of ILO's knowledge resources, initiated the development of Communities of Practice (CoP), i.e. "interactive networks of committed professionals bound by a common interest" in various subject areas. Launched under the Asia-Pacific Knowledge Network on Decent Work, the first four Communities of Practice are now operational: Youth Employment (APYouthNet), Green Jobs, Skills and Employability, and Migration (AP-MagNet).

Initial results from the CoPs have been encouraging. They have provided an opportunity for ILO staff and constituents to efficiently:

- Engage in knowledge-sharing;
- Facilitate debates and discussions on emerging concerns;
- Reinforce organizational learning, feedback, constituent ownership; and
- Maximize the use of ILO's technical resources.

More specifically, APYouthNet serves as a bridge to connect constituents active in youth employment policy and programme design to share technical capabilities, advice and partnerships in countries and across the region. The aim is to bring together people who share a passion on the subject and committed to learning how to better address the issues.

As the first and most experienced CoPs, APYouthNet hosted a rejuvenation event to take stock of the progress made on the portal since its launch in 2008. The event served as an opportunity to engage members from the government, workers' and employers' organizations to develop the network further and adapt it to their local contexts. Specifically, the meeting resulted in the:

- Review of expectations of the APYouthNet platform;
- Identification of a strategy for targeted membership growth;
- Development of a roadmap with identified tasks, roles and responsibilities; and
- Identification of mechanisms to use APYouthNet as a platform to share resources, tools, methodologies and best practices on youth employment impact and evaluation programmes.

The APYouthNet Rejuvenation Event took place on 25-28 January 2011 in Jakarta, Indonesia. Representatives (tripartite) from eight countries (China, India, Indonesia, Nepal, Philippines, Sri Lanka, Thailand, and Vanuatu) participated in the event.

Please note that the fourth day of the event (28 January 2011) was dedicated to a separate exercise examining approaches to impact evaluation of youth employment programmes. This report however only covers the first three days which were solely focused on the rejuvenation of APYouthNet as a Community of Practice.

All related resources for the workshop can be found at:

<http://ap-youthnet.ilobkk.or.th/resources/seminar-and-workshop-materials/apyouthnet-rejuvenation-event-25-27-january-2011>

## **DAY 1 / Tuesday 25 January 2011**

### ***Welcome and introduction***

The first session of the workshop began with welcoming remarks by the Director of the ILO Country Office for Indonesia and Timor Leste, Mr Peter Van Rooij. He emphasized that youth employment issues deserve special attention - it is also the first CoP that the ILO set up in the Asia and Pacific region.

APYouthNet grew out of a request from ILO constituents for an Asian Decent Work Knowledge Network, catering to their needs in a number of critical thematic issues. CoPs are a great knowledge sharing tool to help constituents build on past successes and avoid “reinventing the wheel”. The event equally served as a space to learn more about the “why” of having a CoP on youth employment, as it was a platform to discuss “how” APYouthNet could be developed further. Mr Van Rooij wished the participants a successful workshop and encouraged everyone to utilize this opportunity to share their ideas and experiences.

These welcoming remarks were followed by a short introduction by the facilitator of the event, the ILO Senior Programme Officer on Knowledge Management, Mr Johan Arvling, who also introduced the agenda for the upcoming days.

### ***Sociogramming exercise***

Through a sociogramming exercise, the participants had a chance to get to know each other and have informal conversations about their experiences on youth employment. The participants found that there was close to 100 years of experience on youth employment in the meeting room. Participants realized that they can all contribute and share their experiences as well as learn from each other.

As a second component of the sociogramming exercise, the participants were asked to pull something from their pockets or something they had on, that they used regularly, and put the item in front of them on the floor. The items placed on the floor were all practical items such as eyeglasses, pencils, mobile phones, room key cards, etc. that they need in their day to day activities. It was hoped that by the end of the workshop, participants would realize that APYouthNet is also something that should always be kept in their conceptual/virtual “pockets.”

### ***Basics of knowledge management***

Following the introductory part of the workshop, the facilitator explained further about knowledge management and communities of practice. Firstly to set the scene, the facilitator discussed sharing versus hoarding and the importance of sharing of information and knowledge. Then he continued to mention that Communities of Practice (CoP) are “a group of professionals, informally bound together through exposure to a common class of problems or pursuit of solutions.” It can be described as a “virtual team” that meets once/twice a year but stays connected throughout that period.

There is a common bond that holds members together as they work towards the same goals and face common challenges – there is a common sense of purpose and the need to improve service efficiency. The concept first appeared in the private sector to improve bottom lines (1991) by emphasizing knowledge management and adding value. It was later explored by the UN in the late 1990’s when competition for funding became fiercer and it was vital to be more cost-effective and efficient.

The facilitator illustrated some features of project teams, CoPs and knowledge networks to determine what differentiates a CoP from the other related concepts. Some of the common features of a CoP that differentiate it from a network are that:

- Members have common professional ambition/interest/motivation/passion;

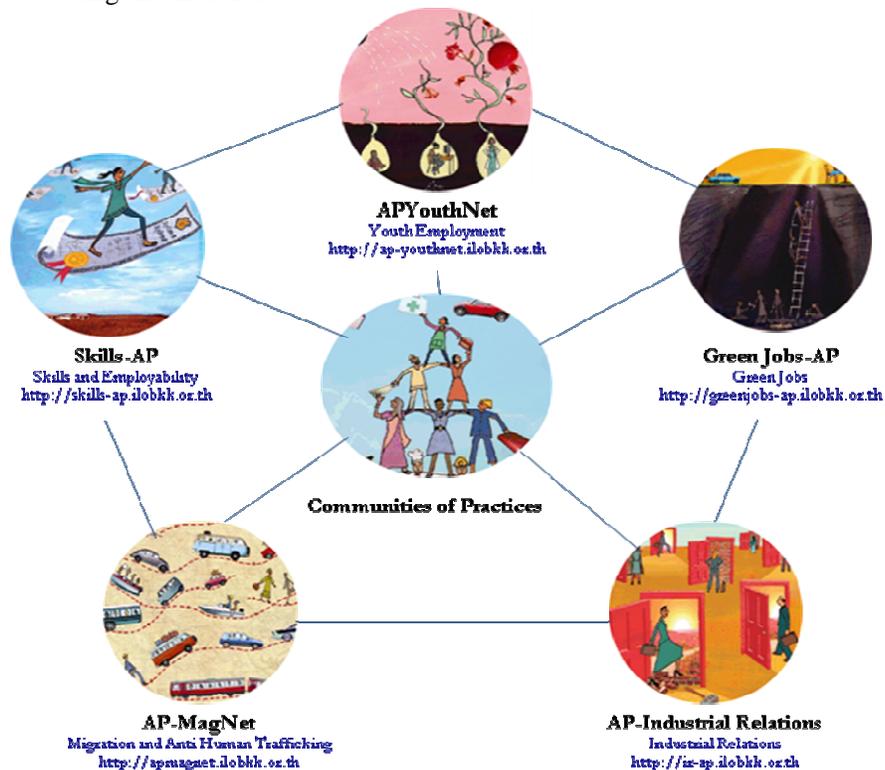
- Members believe they will achieve common goals more effective through collaboration;
- Members share a sense of responsibility and accountability for a given task, output or result;
- Members meet regularly to find out what their individual areas of responsibility are and what has or has not been done;
- It is different from a distribution list which only sends out information but members do not contribute anything;
- CoPs can be time bound and/or long lasting; and
- CoPs are topic focused and problem solving.

Some of the key issues that the facilitator flagged from past experiences were: the importance of determining a niche for the CoP, a community that tries to do everything ends up doing nothing; and that there should be an allocation of dedicated resources and support from management (e.g. CoP facilitators and/or thematic champions or visioning events). This workshop would serve as a space to redefine the niche and roadmap of APYouthNet since its inception two years ago.

### ***A closer look at existing CoPs***

It has been widely recognized that an organization's most valuable assets are the people it employs. It is through their collective ideas, experiences and expertise that knowledge is created. However that knowledge means very little if it is not shared. With this same understanding, ILO constituents called for an Asia-Pacific Knowledge Network on Decent Work in 2007 at the Asia Forum on Growth, Employment and Decent Work held in Beijing. In response, the ILO designed a knowledge sharing strategy to build strong internal capacity to manage knowledge, apply ILO expertise to policy and advocacy and develop Communities of Practices.

Five CoPs have since been created with the common goals of fostering mutual capacity-building, sharing resources in the ILO areas of work, and connecting ILO constituents to each other and to other stakeholders and partners. Each CoP should be viewed as part of a whole given the fact that all areas are cross-cutting and inter-related.



Focusing specifically on APYouthNet, it was further explained that it was an online CoP that allows members across the Asia-Pacific region to share knowledge about youth employment issues. The CoP has benefited from a great deal of membership growth and portal enhancements since its launch. Below is a recap of its milestones:

**2007**

- August: Call for Asia-Pacific Knowledge Network on Decent Work

**2008**

- September-December: Regional experience sharing event with constituents on youth employment, Manila / ITUC-AP Youth Committee Forum, Bangalore / ASEAN+3 Youth Enterprise Workshop, Jakarta
- March: Survey of user needs on youth employment among potential members
- April: Soft launch of APYouthNet network and portal to e-group
- November: APYouthNet Visioning Event among core members, Bangkok, Thailand

**2009**

- April: Online discussion forum #1 on youth enterprise
- July: Online discussion forum #2 on education and skills training
- November: Online discussion forum #3 on the rights and conditions of young workers

**2010**

- March: Online discussion forum #4 on vulnerable youth (three streams: young migrant workers, young people with disabilities, and young people in emergencies)
- June: CoP/Knowledge Management survey to constituents
- July: Online discussion forum #5 on active labour market policies for young people
- December: Redesign of portal initiated

**2011**

- January: APYouthNet Rejuvenation Event
- March: Launch of the new look/feel of APYouthNet and all other ILO-sponsored CoPs

APYouthNet has grown considerably in terms of members and the products and services it has to offer. The look and feel of the site has continuously been improved and a new design will be released in March 2011. The output of this Rejuvenation Event will serve as the new roadmap for APYouthNet's future.

### ***Structured storytelling***

The participants were then asked to each share a specific story about youth employment, practices, policies, programmes, initiatives, expertise etc. in their respective groups, they were then asked to decide on the best story in the group and "act it out" in plenary. The stories from each group (group names appear on the first line) were as follows:

- PINCT (Partnership for Information Networking and Community Technology)  
"Job hunting" – A young man named "Thung" graduates with a university degree in economics but is still unable to find a job. He becomes a burden to his family who has to continue supporting him. He is told by employers that his educational level is never enough. He must go back to school to increase his competitiveness but the market demands continually increase. It is only after he receives his PhD that he gets hired. The issue depicted here is that a formal education does not always guarantee a decent job.

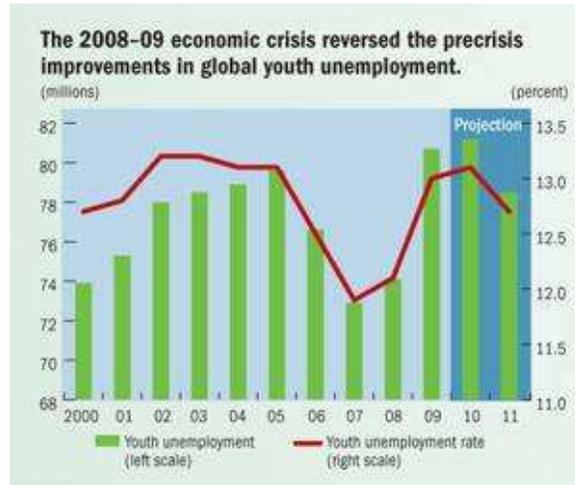
- YEP (Youth Employment Professionals)  
“Youth employment, no boundaries” – A high school graduate is declined of a job even though her skills are impressive. She decides to go to the bank and take out a loan to start her own business with a partner. After six months she is a successful business owner. The key message is that youth employment is not all about being employed - young people should believe in themselves to be self-reliant.
- YEAP (Youth Employment Asia-Pacific)  
“CNN reporting” – In honor of International Year of Youth, CNN reporters interview the Prime Minister of Vanuatu, a young person in Beijing and covers the youth employment situation Manila. The Prime Minister of Vanuatu, speaking on behalf of Pacific Island Countries, reiterates that youth unemployment is a very rampant issue and there is great concern about youth becoming the lost generation. The young person from the streets of Beijing talked about the need for career guidance and his struggle to choose between a stable government job or work in the private sector which he is more interested in. In the Philippines, a report on the Special Programme for Employment Opportunities which was started in 1993 has claimed to help over 1.5 million young people find jobs.
- Young Tigers  
“Education is not the only answer” – After a young person goes through several years of schooling, he finds that he is still unable to find a job. The market is very competitive and many people have similar skills and education levels. It is only after passing high school that he is able to find a job, not only because of the education he gains, but also because of his increased level of self confidence.
- Green  
“Tripartite coordination” – An official meets up with a Minister of Labour to discuss the problems that were inherit in the Minister’s country (e.g. regulating the informal sector, youth employment challenges, etc). The Minister asked the official if he had any problems in his country; however he said no because many of the issues had been addressed with the help of the ILO through tripartite coordination.

Through this structured storytelling exercise participants were able to share the difficulties and employment challenges that youth are faced with in the region.

## DAY 2 / Wednesday 26 January 2011

### *An overview of youth employment issues and responses*

Mr Mattheiu Cognac, the ILO Regional Youth Employment Specialist, presented an overview of youth employment trends in the region. The definition of “youth” varies from country to country, but the United Nations definition is any person between the ages of 15-24 (this bracket presents a “gray zone” where child labour and youth employment overlap however).



The year 2010-2011 marks International Year of Youth under the theme of “Dialogue and Mutual Understanding” with the application of its motto “Our Year, Our Voice” - it will be instrumental in shaping viable policies that respond to the needs and aspirations of young people for decent work and of societies for the creativity, dynamism and vigor of youth.

Key findings from the recent [Global Employment Trends for Youth](#) report indicate that 13 per cent of world working youth - 81 million people, the “lost generation”- are

unemployed. In 2011, a small decline is expected, to 12.7 per cent. Nevertheless, there has been 7.8 million more unemployed youth since the start of the crisis. Some key statistics indicate that almost half of the youth unemployed – 45 per cent, or 36.4 million - came from Asia and the Pacific, which accounts for two thirds of the global workforce.

Youth unemployment affects:

- 14.7 per cent in South East Asia and the Pacific;
- 10.3 per cent in South Asia; and
- 8.9 per cent in East Asia.

The total, worldwide youth population and the youth labour force will actually decrease slightly between now and 2015. The ‘youth bulge’ as it is referred to is often misinterpreted because in reality, the bulge has passed; except for some countries in Sub-Saharan Africa and South Asia. In these regions there are still countries where the size of the youth labour force has not yet started to decline. In South Asia for instance, 1 million new entrants will enter the labour market per year until 2015.

As part of its cornerstone, the ILO has always promoted that youth employment needs to be decent employment. Hence in Asia and the Pacific – as in the rest of the world, Governments are rightly concerned with both the economic costs of joblessness and discouragement as well as with the possible social impacts, manifested by increased crime, mental health, violence, drug taking and social exclusion of these young people known to belong to the so-called “Lost Generation”.

An important effort needs to be met to improve communication between young job seekers and potential employers. This also entails efforts to make labour market information more readily available and accessible, including onsite at public and private employment centers; as well as online. Policies and strategies to respond to the crisis must place jobs at the heart of recovery. Long term approaches that encourage partnerships between employers and universities; or between employers and vocational and technical colleges, are essential. It is not feasible to keep on promoting economic development policies with the idea that jobs will follow. Jobs do not “just” follow, as evidenced with this crisis.

This thus entails more measures to help develop vocational training, apprenticeships, along with entrepreneurship and other initiatives that will help young people enter the labour market. The entry to the labour market should not be only the result of government incentives; but rather a result of the realization and of the determination of the private sector that it is in their best interest to create mechanisms that will absorb the growth of the younger workers within their structures.

Developing young people's employability is central to ensuring their successful transition to the labour market and their access to career-oriented employment. As such, education and training – including on-the-job training or “Training Plus” mechanisms are essential requirements of a strategy to promote employability. Integrating skills development into broader national development strategies can help trigger and maintain a dynamic process of employment growth and result in a virtuous circle of rising productivity and high growth rates.

Review of country experience shows that countries that have succeeded in linking skills development to productivity and employment growth have targeted their skills development policies towards meeting four objectives:

- **Matching the demand and supply of skills**

Policies need to develop skills that are needed by employers, and ensure the quality as well as the quantity of training. This objective is especially important for young people preparing to enter the labour market. Whatever investments made by young women and men, by their families, their communities, and public education services these should prepare them for genuine jobs. Their training must be demand driven or these investments of time and money will not lead to good employment.

This thus entails more measures to help develop vocational training, apprenticeships and other initiatives that will help young people enter the labour market, with the collaboration of employers, schools and vocational colleges.

- **Adapting skills and maintaining the employability of workers and the sustainability of enterprises**

This is based on the recognition that new products, markets, and technologies result in some skills becoming redundant. The ready availability and affordability of training in new skills helps ensure against prolonged unemployment or underemployment in the face of change.

Lifelong learning helps maintain the employability and the adaptability of workers, thus the importance of re-skilling and upgrading skills. This also helps ensure that enterprises are able to adjust to change.

Focusing on managing the impact of change efficiently and equitably helps workers and enterprises see their own goals and those of society moving in the same direction.

Easing adjustment to change requires a strong foundation in basic education and core skills – literacy, numeracy, openness to learn – this endows workers with the capacity to continue to learn and respond to new challenges and opportunities throughout their working lives.

- **Social inclusiveness**

Meeting demand for skills from employers and from workers includes extending availability of training across all sectors of society – to rural communities, to disadvantaged youth, to persons in the informal economy, or to persons with disabilities. Hence, it is about Social inclusiveness, and about social justice.

The goal of inclusive development requires extensive outreach of skills and education programmes. Retraining and employment services for those who lose their jobs should be part of the social contract to share both the gains and the pains of change, enabling those in declining sectors to enter growing ones.

- **Sustaining a dynamic development process**

This objective turns to the future. It links skills development to future labour market needs. It requires anticipating where economies will be competitive and developing the right skills so as to encourage new investments and the adoption of new technologies.

This objective focuses on the strategic role of education and training in triggering and continuously sustaining technological change, domestic and foreign investment, diversification and competitiveness of economic activities and resultant job growth.

In this way, skills become a driver of change.

Policies and institutions to meet this commitment require the active support of employers' and workers' organizations. Their efforts and effective social dialogue helps direct skills development towards maintaining workers' employability and enterprises' sustainability. It provides incentives and opportunities for lifelong learning as a form of security against long-term unemployment in the face of technological and market changes.

One key difference between Europe and Asia on the question of Youth Employment lies in the crucial need for a Social Protection Floor in developing Asia, where young people simply do not have the luxury to wait jobless for better times to come. Their only alternative is to join the ranks of informal workers, which also places them in the category of the "working poor": Youth account for 24 per cent of the "working poor".

At present four out of five people worldwide do not benefit from a level of social protection that allows them to realize their human right to social security. Ensuring a basic level of social protection and thus a decent life for these people – many of whom are struggling just to survive – is a necessity and an obligation under the Human Rights Instruments.

Social Protection Floors (SPF) are right-based, systemic insurance against poverty for all residents. They are not a safety net. SPF relies on the notion that a basic level of social protection means access to essential services and social transfers for the poor and vulnerable. It is the first step towards the development of a comprehensive system of social protection.

The ILO report to the G20 summit in Pittsburgh found that the employment effects of the so-called 'automatic stabilizers', including social assistance and social security benefits, were just as important as the effect of the stimulus packages. Governments that already had social protection schemes in place were much better able to cope with the crisis. The impact of the crisis at household level was softened and the drop in aggregate demand alleviated.

Recent labour market trends highlight that the serious youth employment challenge is associated with persistent gender gaps relating to employment opportunities, wages and job quality – particularly in less developed countries. There is noticeable progress, but equal access to new and better jobs is critical for strengthening social cohesion and ensuring that the benefits of recovery are shared fairly.

The future, as uncertain as it may be, also shows that the intensified competitiveness between Asia, Europe and the US, would leave services to become Asia's main competitive advantage and also its most untapped sector. Already health care creates more jobs than other sectors, while tourism and the provision of financial services show promising prospects for growth.

Local governance and the active participation of young people on the political and economic development scene at the local level is gaining importance

Finally, another trend is the need to address climate change and to promote Green Jobs, i.e. Decent Jobs that embrace environmental, economic and social values. Young women and men, who are already sensitive to environmental issues and to the effects of climate change, will have a key role to play regarding their growth and the endorsement of their principles.

Many countries have made considerable progress in addressing the youth employment challenge. In Nepal, Sri Lanka, Indonesia, the Philippines, Vanuatu, China and India have all formulated employment strategies specifically for youth. In Thailand, the Ministry of Labour promotes part time employment for youth who wish to work.

Furthermore, the ILO has supported the development of national policies and programmes through the provision of expertise on labour issues and policy advice, including:

- Nepal: Jobs for Peace Project
- Sri Lanka: Decent Work for Youth Project
- Indonesia: Education and Skills Training for Youth Employment (EAST) and Job Opportunities for Young Women and Men (JOY) Projects
- The Philippines: UN Joint Programme on Youth Employment and Migration (YEM)
- Vanuatu and 4 other Pacific Island Countries: Pacific Youth Employment Programme (YEP)
- China: YEM Project
- India: Youth Employment, Social Dialogue and Child Labour Projects

Given the vast amount of information that is available on youth employment, it is clear that knowledge sharing is vital and needs to involve young people themselves. The ILO stands ready to:

- Engage with governments, employers and workers to assist in the development of active labour market policies, youth employment action plans and employment policies;
- Support technical cooperation projects that reflect current trends in youth employment; and
- Share knowledge and interact with youth employment practitioners on debate platforms such as APYouthNet.

### ***Establishing a “new” niche for APYouthNet***

A niche is defined as the focus, core competencies or uniqueness of the group that sets it apart from others. Participants were asked to decide on a new niche for APYouthNet, five issues to address in online discussion forums, five products and five services. The groups then presented their ideas, the group voted and the results are as follows:

APYouthNet’s new niche

- Enhancing youth employability and giving them a voice

APYouthNet’s areas of work

- Demand driven skills and entrepreneurship training
- Foundation (basic) education
- Labour market information
- Public private partnership
- Youth governance

APYouthNet’s products

- Radio show / call ins (product = consolidated reply / summary of what has been voiced OR voice streaming of the conversation)
- Resources (includes training curriculums, manuals, brochures, newsletters, etc.)
- Research and survey results (of any kind)

APYouthNet's services

- Online information of good practices. Success and failure stories (particularly those related to micro-credit)
- Provision of skills training for others to do labour market surveys (technical assistance for policy review and strategy formulation)
- Provision of APYouthNet acting as a conduit connecting job seekers and employers
- Services linking finance institutions/banks/venture with APYouthNet members
- Provision of technical assistance for others to design youth employment programmes
- Provision of helpdesk services (hotlines)

APYouthNet's online discussion forum topics

- What appropriate skills and training are required for youth employment?
- How to promote non-traditional jobs for young women?
- How do labour migration policies affect young people?
- What are emerging trends in the labour market?
- Public private partnerships to promote youth employment

## DAY 3 / Thursday 27 January 2011

### *Recap of day 1 and 2*

This final day of the event started off with a recap of the first two days. The group also reached a consensus in regards to the growth of the CoP; they decided that APYouthNet should implement a combined approach of “targeted growth” (workshop participants are to invite at least 5-10 new members) and “membership growth” by proactive campaigning.

### *Development of next steps for APYouthNet (roadmap)*

This final work session of the event consisted of work planning, to create a roadmap of action for APYouthNet on a short, medium and longer term basis with specific and concrete tasks and steps. The objective of the session was for the groups to decide on key steps / tasks to be undertaken to be able to deliver key services and products. The final results were as follows:

<b>Short term Task/ Next step</b>	<b>Who does it</b>	<b>With what support/ Partners</b>	<b>When / Timeframe</b>
Increase membership	APYN members (country level)	APYN Secretariat	April
Continue on-line newsletter and other products/services	APYN Secretariat	Members	Ongoing
Mobilise new members (at least 5-10 members per participant)	Each rejuvenation workshop participant		3 months
Upload at least one document on APYouthnet	Each rejuvenation workshop participant		6 months
Identify experts on YE	Each rejuvenation workshop participant		
Online discussions on YE issues	APYN members (can initiate the discussions)	APYN Secretariat	
Online sharing of good practices and country experiences about YE	APYN members	APYN Secretariat (will cluster the different experiences)	
Online “helpdesk” services	APYN Secretariat	APYN members	
Increase APYN awareness	All members	Other networks (Pacific Youth Council, All China Youth Federation, etc)	Ongoing
Helpdesk	APYN Secretariat (to create the space)		Ongoing
Radio show (to complement the online discussions)	APYN Secretariat		Ongoing

<b>Medium term Task/ Next step</b>	<b>Who does it</b>	<b>With what support/ Partners</b>	<b>When / Timeframe</b>
Consolidate good YE practices and other data/information	ILO/APYN Secretariat	Members to contribute	May
Conduct National YE workshop Output <ul style="list-style-type: none"> <li>• Sharing YE practices</li> <li>• Networking membership</li> <li>• National roadmap for YE</li> </ul>	Tripartite members, lead government	APYN Secretariat	July
Trade union to mobilise young workers to be part of APYouthNet	Trade union members		Ongoing
Call-ins/voice streaming/Skype sessions	APYN members (can respond to fellow APYN members)	APYN Secretariat	
Availability of various YE literatures and resources online	APYN members		

<b>Long term Task/ Next step</b>	<b>Who does it</b>	<b>With what support/ Partners</b>	<b>When / Timeframe</b>
Capacity building for tripartite on YE (LMS), youth governance, and other related areas of work	ILO/APYN Secretariat	Tripartite	December
Map the good/bad practices of each country		Government	
Employers organizations survey skills requirements of the economy		Employers organizations	
Services linking financial institutions with APYN members	APYN members	Multi-sectoral approach	1 year
Next APYN meeting	ILO/APYN Secretariat		1 or 2 years from now

## **Closing**

While seated in an “airplane formation”, participants were asked to reflect on their experiences over the last few days. Some were asked to share their thoughts in plenary. The facilitator gave the closing remarks and reminded everyone about their role in developing this community of practice and the importance of communication and cooperation. A community is only as good as its members.

<h2 style="margin: 0;">Agenda</h2> <p style="margin: 0;">Day 1: Tuesday, 25 January 2011</p>		
Time	Session	Structure / Mode of Delivery
08.30 – 09.00	<b>Registration</b>	
09.00 – 10.00	<b>Session 1: Welcome and Introduction</b> <ul style="list-style-type: none"> <li>- Opening: setting the scene for the event</li> <li>- Icebreaker / teambuilding exercise</li> <li>- Overview of the agenda and objectives</li> </ul>	Brief opening remarks Guided / Structured group work / Debrief Matthieu Cognac / Johan Arvling
10.00 – 10.30	<b>Break</b>	
10.30 – 12.00	<b>Session 2: Basics of Knowledge Management</b> <ul style="list-style-type: none"> <li>- What are Communities of Practice: defining CoPs and understanding their nature, concept and rationale?</li> <li>- Plotting a new beginning for APYouthNet</li> </ul>	Presentation / Structured group work / Debrief Johan Arvling
12.00 – 13.30	<b>Lunch</b>	
13.30 – 15.00	<b>Session 3: A closer look at existing CoPs</b> <ul style="list-style-type: none"> <li>- Illustration of a National CoP – the case of Jejakmu</li> <li>- Illustration of existing Regional ILO sponsored CoPs</li> <li>- Illustration of APYouthNet – what has been achieved so far:</li> <li>- Walkthrough of APYouthNet portal</li> </ul>	Presentation / Structured group work / Debrief Goy Phumtim / Indonesia Jejakmu Team
15.00 – 15.30	<b>Break</b>	
15.30 – 17.00	<b>Session 4: Member reflections</b> <ul style="list-style-type: none"> <li>- Reflections from the survey</li> <li>- Knowledge networking in Youth Employment – regional status: what lessons has been learned so far</li> </ul>	Story telling / Structured group work / Debrief Johan Arvling

Day 2: Wednesday, 26 January 2011		
Time	Session	Structure / Mode of Delivery
08.30 – 09.00	<b>Tripartite Side Meeting</b>	
09.00 – 09.15	<b>Recap of Day 1</b>	
09.15 – 10.00	<b>Session 5: An overview of Youth Employment Issues / Responses</b> - The Regional Youth Employment Perspective	Presentation / Structured Q & A / Matthieu Cognac
10.00 – 10.30	<b>Break</b>	
10.30 – 12.00	<b>Session 6: Establishing a NICHE for APYouthNet going forward</b> - Polishing what it is we will focus our time and resource on	Guided / Structured group work / Participatory voting Johan Arvling
12.00 – 13.30	<b>Lunch</b>	
13.30 – 15.00	<b>Session 7: Within this NICHE: identify and agree on 5 key:</b> - <b>areas of work</b> or focus / concentration - <b>products</b> that CoP members may jointly deliver	Guided / Structured group work / Participatory voting Johan Arvling
15.00 – 15.30	<b>Break</b>	
15.30 – 17.00	<b>Session 8: Within this NICHE: identify and agree on 5 key:</b> - <b>services</b> that the CoP should render to its members - <b>topics</b> that should be discussed online through the CoP Portal	Guided / Structured group work / Participatory voting Johan Arvling

<b>Day 3: Thursday, 27 January 2011</b>		
<b>Time</b>	<b>Session</b>	<b>Structure / Mode of Delivery</b>
08.30 – 09.00	<b>Tripartite Side Meeting</b>	
09.00 – 10.00	<b>Session 9: Recap of day 1 and 2</b> <ul style="list-style-type: none"> <li>- Positioning APYouthNet – how do we compare to others?</li> <li>- Highlight critical / consolidated agreements / outputs</li> </ul>	Presentation / Structured group work / Debrief Johan Arvling
10.00 – 10.30	<b>Break</b>	
10.30 – 12.00	<b>Session 10: Development of next steps for APYouthNet</b> <ul style="list-style-type: none"> <li>- A review of 2008 – 2010 APYouthNet Roadmap</li> <li>- Establishing a roadmap of action for APYouthNet including:                             <ul style="list-style-type: none"> <li>- roles and responsibilities</li> <li>- for short, medium and long term tasks</li> </ul> </li> </ul>	Introduction / Structured group work / Debrief Johan Arvling / Goy Phumtim
12.00 – 13.30	<b>Lunch</b>	
13.30 – 15.00	<b>Session 11: APYouthNet expansion – connecting with others</b> <ul style="list-style-type: none"> <li>- How do we continue to grow smartly in size / content / outreach and impact?</li> </ul>	Structured group work / Group presentation Johan Arvling
15.00 – 15.30	<b>Break</b>	
15.30 – 17.00	<b>Session 12: APYouthNet rejuvenation funarium</b> <ul style="list-style-type: none"> <li>- Teambuilding and competition</li> </ul>	Guided / Structured group work Matthieu Cognac / Johan Arvling

\*\*Please note that the fourth day of the event was dedicated to a separate exercise examining approaches to impact evaluation of youth employment programmes. This report however only covers the first three days which were solely focused on the rejuvenation of APYouthNet as a Community of Practice.

Day 4: Friday 28 January 2011		
Time	Session	Structure / Mode of Delivery
08.30 - 09.00	<b>Tripartite side meetings</b>	
09.00 – 10.30	<b>Session 13: Lessons learnt and good practices from the evaluations of ILO youth employment programmes/projects</b>	Presentation and discussions Lotta Nycander / Pamornrat Pringsulaka
10.30 – 11.00	<b>Break</b>	
11.00 – 12.30	<b>Session 14: Approaches used in impact evaluation of youth employment</b>	Presentation and discussion Lotta Nycander / Pamornrat Pringsulaka
12.30 – 13.30	<b>Lunch</b>	
13.30 – 15.00	<p><b>Session 15: What should be the key questions for the impact evaluation of youth employment programmes? (<i>what policy maker and tripartite constituent need to know</i>)</b></p> <ul style="list-style-type: none"> <li>- How and to what extent should the tripartite constituents and partners be involved/ contribute to the impact evaluation process?</li> <li>- How to increase the use of the impact evaluation findings to contribute to policy and programme development?</li> </ul>	Group work and discussions Lotta Nycander / Pamornrat Pringsulaka
15.00 – 15.30	<b>Break</b>	
15.30 – 17.00	<p><b>Session 16: Wrap-up and closing</b></p> <ul style="list-style-type: none"> <li>- <b>Closing thoughts</b></li> </ul>	

## Participants list

### **PEOPLE REPUBLIC OF CHINA**

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Mr Michael Dias  
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Mr Santosh Kumar Pawar  
Secretary  
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### **INDONESIA**

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Directorate of Employment Opportunity Development  
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Mr Surnadi  
Chairman Branch of DKI  
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Federation of Nepalese Chamber of Commerce and Industries (FNCCI)

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Regional Treasurer of NTUC-I  
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Bureau of Local Employment  
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Bangkok Employment Area Office 1  
Department of Labour Protection and Welfare

Ms Siriwan Romchatthong  
Secretary-General  
Employers' Confederation of Thailand (ECOT)

**THE REPUBLIC OF VANUATU**

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Ms Loreen Siaitolo Baniuri  
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**OBSERVER**

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**ILO PARTICIPATION**

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ILO Regional Office for Asia and the Pacific

Mr Johan Arvling  
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ILO Regional Office for Asia and the Pacific

Ms Lotta Nycander  
Independent Consultant

Ms Pornpenn Phumtim  
Consultant, Regional Knowledge Team  
ILO Regional Office for Asia and the Pacific

**ILO JAKARTA**

Mr Tendy Gunawan  
ILO Country Office for Indonesia

**BAPPENAS**

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## Evaluation

(A total of 15 participants responded to the survey. The number of votes for each category are listed below)					
<b>General meeting arrangements, process and resource persons</b>	<b>Rating</b>				
	<b>Excellent</b>	<b>Very Good</b>	<b>Average</b>	<b>Poor</b>	<b>Very Poor</b>
1. Quality of meeting material, guidance, clarifications and responses provided?	8	2	5		
2. Time management?	7	5	3		
3. Clarity of expression and quality of presentations?	6	7	2		
4. Quality of session by resource persons?	7	6	2		
5. Dynamism and participation of group work?	5	8	2		
6. Quality of the workshop facilities / room?	3	9	3		
7. Quality of the facilitator?	7	8			
8. Overall usefulness of the pre-workshop survey?	1	9	5		
9. Overall usefulness of the rejuvenation event?	2	11	2		
<b>Day 1</b>					
<b>Working Meeting Sessions</b>	<b>Rating</b>				
	<b>Excellent</b>	<b>Very Good</b>	<b>Average</b>	<b>Poor</b>	<b>Very Poor</b>
1. Welcome and introduction session	5	9	1		
2. Basics of knowledge management	6	6	3		
3. A closer look at existing CoPs	6	5	4		
4. Member reflections – story telling	4	7	4		
<b>Day 2</b>					
<b>Working Meeting Sessions</b>	<b>Rating</b>				
	<b>Excellent</b>	<b>Very Good</b>	<b>Average</b>	<b>Poor</b>	<b>Very Poor</b>
1. An overview of youth employment issues and responses	1	10	4		
2. Establishing a niche for APYouthNet going forward	3	10	2		
3. Identifying and agreeing on 5 key areas of work and products	3	12			
4. Identifying and agreeing on 5 key services and topics	4	8	3		
<b>Day 3</b>					
<b>Working Meeting Sessions</b>	<b>Rating</b>				
	<b>Excellent</b>	<b>Very Good</b>	<b>Average</b>	<b>Poor</b>	<b>Very Poor</b>
1. Development of next steps for APYouthNet	1	13	1		
2. APYouthNet expansion – connecting with others	4	9	2		
<b>Day 4</b>					
<b>Working Meeting Sessions</b>	<b>Rating</b>				
	<b>Excellent</b>	<b>Very Good</b>	<b>Average</b>	<b>Poor</b>	<b>Very Poor</b>
3. Lessons learnt and good practices from the evaluation of ILO youth employment programmes / projects	2	9	3	1	
4. Approaches used in impact evaluation of youth employment programmes	3	9	2	1	
5. What should be the key questions for the impact evaluation of youth employment programmes	4	7	4		
6. Wrap-up and closing	4	8	3		

**Please list two things that you would have done different if you organized a similar meeting?**

- Allow people more time to share what they are doing.
- Some information on Jakarta at the beginning.
- More focused identification of participants.
- Reduce the conference to three days.
- Thank you and congratulations to the ILO team!
- Self-introduction.
- Squeeze some topics.
- More ILO participation from Regional Office.
- Have a national meeting by my own trade union.
- Hold the meeting outdoors.