



**INTERNATIONAL FEDERATION OF TRAINING
AND DEVELOPMENT ORGANISATIONS LTD.**

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October 20, 2015

H.E. Ban Ki-moon
Secretary-General United Nations
New York, NY 10017
USA

Dear Mr. Secretary-General,

I am pleased to confirm that 'International Federation of Training and Development Organisations (IFTDO)' is committed to the ten principles of the UN Global Compact, covering human rights, labour, environment, and anti-corruption.

We will make efforts to advance these principles within our sphere of influence, and will make a clear statement of this commitment to our stakeholders and the general public.

We also pledge to take part in the activities of the UN Global Compact where appropriate and feasible – through, for instance, participation in UNGC events, Country/Local Networks; engagement; and interacting with participating organisations.

With regards

Yours Sincerely

(Uddesh Kohli)
Secretary General and Chief Executive

Mailing Address: S-50, Greater Kailash I, New Delhi 110048, India

The IFTDO is a worldwide network committed to identify and transfer knowledge, skills and technology to enhance personal growth, human performance, productivity and sustainable development.

INTERNATIONAL FEDERATION FOR TRAINING AND DEVELOPMENT ORGANISATIONS (IFTDO)

Communication on Engagement

IFTDO is an international NGO, registered in UK as a Charity and not-for-profit Company. It is A Diverse Global Network of Organisations Focused on People & Performance. Information on IFTDO is available on www.iftdo.net

IFTDO is the most multinational, multicultural Training and Development organization in the world with a truly diverse Board of Directors leading the organization. Our members form a highly diverse network of human resource management and development organizations globally, linking HR professionals in HR societies, corporations, universities, consultancies, government organizations and enterprises. IFTDO currently represents more than 500,000 professionals in over 30 countries.

IFTDO's vision is to be a unique and effective resource to the HRD profession working GLOBALLY for the betterment of life. IFTDO has as its fundamental and driving mission, to promote the concept of HRD as an effective tool, across all sectors of society, in order to increase personal and organizational effectiveness.

IFTDO is a signatory to the Global Compact and fully committed to its objectives and principles.

The activities of IFTDO are mainly in the field of human resources development which is the key to implementation of Global Compact programme by the companies. It is their human resources who have to be involved by companies in undertaking activities in furtherance of UN Goals. IFTDO's activities are related to Sustainable Goal 8:

Goal 8: Promote inclusive and sustainable economic growth, employment and decent work for all

For persons to have quality jobs, it is necessary that they possess requisite skills. Thus developing 'Skills for Employability' is an important area which will have a close bearing on achievement of this Goal. Similarly, training and development are needed at all levels for those employed as well as to be employed.

This is an area with which International Federation of Training and Development Organisations (IFTDO) is closely connected as it focuses on human resource development throughout the world.

The main activities of IFTDO during 2014 have been as follows:

1. **World Conference:** The 43rd IFTDO World Conference and Exhibition was organized on March 9-12, 2014 by Dubai Police Academy at the prestigious International Convention Centre, Dubai. The Theme was '**Leadership Impact on Human Resources Development**'. The Conference had 6 topics- Leadership, Talent Management, Employee Engagement, Organizational Transformation, HRD Transformation and E-learning/mobile business. The no. of delegates was about 600. There were 42 speakers from 24 nationalities

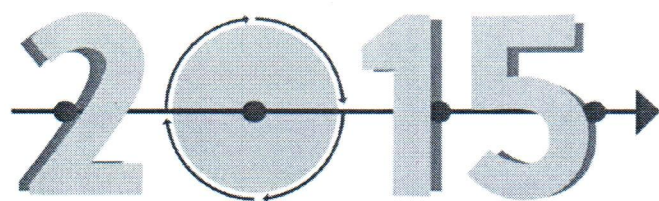
who addressed 3 keynote, 4 plenary and 24 concurrent sessions. The Conference sessions were well received and the evaluation was quite positive.

2. **Workshop on Skills for Employability:** Shortage of Skills for Employability continues to be a key obstacle to development. This is an issue that faces all countries, though the impact is clearly more serious and fundamental for developing countries.

However, many employers of labour, particularly in the developing world often face a challenge of non- alignment of the products of the education system and the practical demands of industry. It is critical to create an environment where employers are fully engaged in skills development and youths have the skills needed to support both entrepreneur and economic growth. “Skills for Employability” is therefore unique in the way it creates strong links between education and industry. In order to play the role of a catalyst for creating awareness and encouraging action on skills development and vocational education, IFTDO organized a Workshop/Panel discussion on Skills for Employability during the 65th United Nations DPI/NGO Conference held in New York held on August 27-29, 2014. The Workshop was addressed by a Panel consisting of Carol Panza, Tayo Rotimi, and Uddesh Kohli from IFTDO; Carol Jenkin from World Learning, USA; and Dino Corell from ILO The Panel was moderated by David Waugh, a former senior official from ILO. Several organizations joined hands to put together the Panel. The Workshop was well received. (See attached Flyer) To reinforce the success recorded at the UN Workshop, a session on the subject will be held during the 44th IFTDO World Conference in Malaysia on August 24-27, 2015 to address this global challenge.

3. **IFTDO Global HRD Awards:** The 2014 IFTDO Global HRD Awards were presented to the winners on March 9, 2014 by the Chief Guest. Awards were given in 3 categories: (1). Best HRD Practice, (2). Improved Quality of Working Life, and (3). Research Excellence. IFTDO received 29 entries from 12 countries, which were considered by a Panel of Judges, consisting of Ray Bonar, Bob Morton, Prof James McGoldrick and Prof. Abdel Bari Durra. Three entries got category winner awards and 12 received a Certificate of Merit.
4. **Research:** IFTDO has developed a strategic alliance with University Forum of HRD, UK (UFHRD) and initiated a jointly funded research project on ‘International Comparisons of International HRD Practice’ in 2014. The project is led by Professor Jim Stewart, Professor of Human Resource Development Coventry Business School, U.K. The project will help establish a base line for future research focused on HRD practice on a regional basis. It will provide valuable perspectives on HRD practice for our global membership and meet our aims of facilitating the exchange of HRD theory and practice across cultures.
5. **Participation in GC Local Network activities:** Joined hands with Global Compact Network, India, and others in organizing events where IFTDO Secretary General Participated:
 - i. National Convention on the theme of ‘Transformational Leadership: Ways to Sustainability and Success-Feb 2014

- ii. Partnership Clinic: Building Partnerships and Collaborations- The Partnership Clinic was organized to Bring together multiple stakeholders to share and deepen their understanding and challenges around cross-sector partnerships Identify supportive interventions and next steps for effective implementation of partnerships to advance development outcomes Initiate a process of co-operative support between partnership practitioners from all sectors-April 2014
- iii. Knowledge Sharing and Networking Meeting on the theme' Responsible Business Practices and Corporate Social Responsibility: Delivering Results for Children in India'.- June 2014
- iv. Knowledge Sharing and Networking Meeting on the theme 'Environment protection and community development: An innovative approach to CSR initiatives'.- July 2014
- v. Building the Impact and Integrity of Water Stewardship Initiatives Workshop: This validation workshop was focused on sharing the resulting draft integrity framework that has emerged from country assessments of Water Stewardship Initiatives (WSIs) in Africa and Latin America-Nov 2014
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- vii. 'How can CSR transform the world of persons with disabilities? With special focus on employment and the promises of technology'-Dec 2014
- viii. Knowledge Sharing and Networking Meeting on the theme 'Sustainable Value Chain Linkages with CSR and PPP'-Dec 2014
- 6. **Participation in UNGC Meeting:** Secretary General, IFTDO participated in the Annual Local Network Forum meeting organized by UN Global Compact in Addis Ababa in June 2014

The logo for the 2015 conference features the year '2015' in a large, bold, sans-serif font. The '0' is replaced by a circular graphic with a horizontal line passing through its center, and an arrow pointing to the right. Below the year, the words 'AND BEYOND' are written in a smaller, bold, sans-serif font.

**THE 65th ANNUAL
UN DPI / NGO
CONFERENCE
Our Action Agenda**

Workshop on:

Skills for Employability - Meeting Global Skills Challenge in 2015 and Beyond

August 27, 2014, 15:00 - 16:15 Language Room 1, North Lawn Building (2nd Floor), United Nations

Sponsors:

International Federation of Training and Development Organisations (IFTDO)

Construction Industry Development Council (CIDC), India and MacTay Consulting, Nigeria

The session will be conducted by a globally diverse panel, each contributing from the perspective of their work experience, culture and nationalities, supported by a moderator. This panel session will aim at intentional and organized involvement of the participants in the discussion.

The Panel will consist of:

Moderator: Dr. David Waugh, Formerly in ILO

Speakers/Panelists:

Ms. Carol Panza, Chair of the Board, IFTDO, USA

Mr. Tayo Rotimi, Chairman, Developing Countries Committee, IFTDO and CEO, MacTay Consulting, Nigeria

Dr. Uddesh Kohli: Secretary General, IFTDO and Chairman Emeritus, CIDC, India

Ms. Juliet O. Chukkas-Onaeko MFR, Director General/Chief Executive, Industrial Training Fund (ITF), Nigeria

Ms. Carol Jenkins, Executive Vice President for Global Development, World Learning, USA

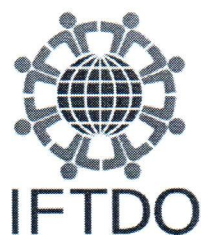
Mr. Dino Corell, Programme Analyst, ILO

The objective of this workshop is to bring together global experts in skills development from both developed and developing countries, including multilateral organizations, to discuss skills shortage and mismatch challenges and propose practical solutions. The workshop will also address the effects of insufficient skills for employability on youth unemployment.

The dialogue is expected to draw upon best practice from across the globe. It is intended to be the start of a global discussion, which will continue in the form of the Summit being planned by IFTDO. Some of the key outputs from the session can form input into the proposed Summit. The session will not be just a theoretical conversation but a first step toward bringing representatives of key stakeholder groups together toward constructive discussions and work-sessions in the future, facilitated and supported by the IFTDO.

Who Will Benefit

Shortage and mismatch of Skills for Employability continues to be a critical obstacle to development and economic growth. This is an issue that faces all countries, though the impact is clearly more serious and fundamental for developing countries. All representatives of NGOs and Civil Society attending the 2014 DPI/NGO conference from both the developed and developing world will find the session useful as it will highlight the importance of skill development for employability in order to meet the global skills challenge in 2015 and beyond.



International Federation of Training and Development Organisations (IFTDO)

IFTDO was founded in Geneva, Switzerland in 1972 in order to develop and maintain a worldwide network committed to the identification, development and transfer of knowledge, skills and technology to enhance personal growth, human performance, productivity and sustainable development. It is presently registered as a Charity and not-for profit Company in the United Kingdom.

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IFTDO Activities include:

Conferences - IFTDO has global Conferences that move from country to country each year, as well as Regional Conferences on a smaller scale that bring the benefits of getting together and sharing as professionals closer to home for many people and in a more affordable way.

Global HRD Awards - These Annual Awards recognize the HRD projects throughout the world that have made a real difference, as well as, the effort and application of the people who have made them possible. The Awards also provide a valuable data base of success stories to inspire and guide others.

Research - Research projects are undertaken by IFTDO jointly with other organisations and IFTDO also affords access to research developed and disseminated by Member Organisations Networking, exchange of knowledge and experience- Opportunities are provided through conferences, website and the publications

Information on IFTDO is available on www.iftdo.net. Contact: sgiftdo@gmail.com



Construction Industry Development Council (India)

Construction Industry Development Council (CIDC) was established as a not-for-profit body for the development of the Indian construction industry. The Council provides the impetus and the organisational infrastructure to raise quality levels across the industry. This helps to secure wider appreciation of the interests of construction business by the government, industry and society.

CIDC is a change agent to accelerate a process of self-reform that should enable the industry to answer the challenges of the future. Its main activities include training of unskilled manpower in over 50 construction trades so that they can be employed as skilled workers

Information on CIDC is available on www.cidc.in

MacTay Consulting

MacTay Consulting, in existence for over 28 years in Nigeria, is a member of TACK and TMI, international consulting companies operating in over 60 countries and with a combined experience of over 80 years. Its global network of partners and experience means that the clients enjoy all the benefits of a local office, while drawing upon our multi-cultural knowledge and global delivery resource – whenever required.

MacTay's approach is to work together in partnership with our clients, and ensuring that the clients are able to develop the capability to sustain and drive the solutions co-created with them.

Information on MacTay Consulting is available on www.mactayconsulting.com