

Migration Network Hub

Repository of practices Diploma in Labor Migration from the Regional Conference on Migration



**United Nations
Network on Migration**

Working Better Together



Conferencia Regional sobre Migración
Regional Conference on Migration



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Diploma in Labor Migration from the Regional Conference on Migration



Title of the Initiative

Diploma in Labor Migration from the Regional Conference on Migration.

Geographic scope

Regional. RCM Country Members: Belize; Canada; Costa Rica; El Salvador; United States of America; Guatemala; Honduras; Mexico; Nicaragua; Panama; The Dominican Republic

Countries from the South American Region such as: Brazil, Chile and Colombia.

Partners involved

Regional Conference on Migration (RCM), crmst@iom.int

International Organization for Migration (IOM), rosanjose@iom.int

International Labor Organization (ILO), sanjose@ilo.org

Specialized Institute of Higher Education for Diplomatic Training (IEESFORD for its Spanish acronym)

Donor(s) and / other resources

United States Department of State Office of Population, Refugees and Migration (PRM).

Type of practice

Partnership / Multistakeholder initiative

Objectives of the Global Compact for Migration



Sustainable Development Goals (SDGs)



Short description

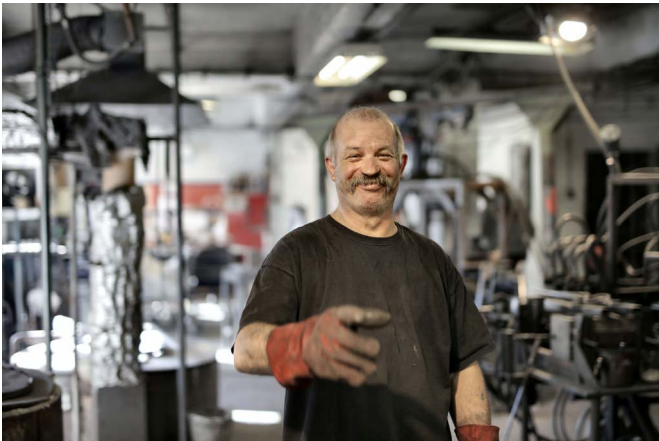


Image for illustration purposes only

The Regional Conference on Migration (RCM) Country Members agreed to provide a Diploma Course in Labor Migration within the framework of the Strategic Plan 2019-2022. The purpose was to take the opportunity to better address the challenges involved in labor migration processes. The initiative is based on the proposal made by the Regional Network of Civil Organizations for Migration (RROCM), and counts with the support of IOM and ILO.

The course seeks to strengthen knowledge about labor migration, encourage reflection and the implementation of assistance, management and protection actions for migrant workers and their families from a rights approach and effective management of labor migration perspective. Designed to last seven weeks, it is taught through lectures by thematic specialists, practical sessions and a final project.

It is aimed at public officials, whose work is directly or indirectly related to the issue of labor migration and at representatives of civil society organizations, employers and labor organizations from the RCM Country Members. In previous editions, professionals from autonomous, private and civil society institutions in direct or indirect contact with the labor migration processes applied.

This diploma course has two cohorts corresponding to 2020 and 2021. A third cohort is planned for 2022. Likewise, two national replicas have been developed in RCM Country Members (El Salvador and Honduras). For the next regional cohort it is planned to include topics such as climate change effects, the role of women and the impact of information technologies on labor migration.

Participants are able to deepen their knowledge on the various implications of labor migration, its links with labor markets and migration, employment and human development policies. In addition, they will be able to recognize and enhance the advantages of labor migration in terms of development and learn about the different policy instruments to contribute to an effective management of labor migration. Finally, upon completion of the diploma course, they will be able to design viable proposals in terms of assistance, management and protection for migrant workers and their families.

Dates of Implementation

2020, end year not applicable

Key benefit and impact

Through the diploma course, personnel from different public agencies such as ministries of labor, statistics institutes and ministries of foreign affairs of the RCM Country Members have been trained. Also, the capacities of civil society organizations and staff of various international organizations related to migration management have been strengthened given they had met the enrolment requirements. The result was a significant group of people from different sectors trained in the main contents and views on labor migration, management of labor mobility and ethical recruitment.



The work methodology used in the diploma initially involved some face-to-face components to create dialogue and immersion for several days during the program. Given the COVID-19 pandemic, the methodology was completely adapted to the online modality. This allowed a wider outreach for the following cohorts, for example, participants from South American countries that are not members of the RCM (Brazil, Chile and Colombia).

Adaptation to virtuality led to the creation of alliances with new partners to manage and develop the online diploma course. Specifically, the Specialized Institute of Higher Education for Diplomatic Training (IEESFORD) implemented a specialized service in education with online environments and follow-up with students on its platform.

Upon completion of the training, public officials have a better understanding of the approaches, concepts, and key issues related to labor migration governance. This has led some institutions to even hold public events to consult on or position themselves on the subject. Retention of trained staff, however, is a constant challenge. Given high turnover of personnel in public institutions, training processes with new staff are constantly required.

Key lessons learned

Internal evaluation processes have been carried out on each cohort of the diploma course. The results served as a source of input to improve substance and form issues. This included providing guidance related to the participants' profile, contents, training methodology, and the requested number of study hours each week.

In terms of selection of participants, it is strategic for staff already involved in migration management to participate, especially those with decision-making authority in labor mobility or the implementation of public policies in migration matters.

It has also been decided to balance the workload between synchronous meetings and offline activities. Focusing on participants and their capacity for weekly dedication

to the program is crucial, taking into account the profile of officials who implement or make decisions on public policies on migration in their national contexts.

The active participation of all partners in all stages of development of the course has been considered a strength. This includes developing the academic proposal, the scope of contents, preparing the call for proposals, the delivery of the diploma modules, as well as its further evaluation to rethink new editions. The different approaches by partners enrich the course development and implementation.

Finally, the duration of the synchronous (real-time) and diachronic (offline) sessions has been adjusted in the design of the academic proposal. For example, the first cohort involved long videos. Subsequently, this was reconsidered for later editions to better use their content and to better engage participants' attention. For the next cohort, a hybrid model will be proposed where face-to-face sessions, live online sessions and diachronic sessions will be combined.

Recommendations

In national editions, it is important to take into account the design of the academic proposal, focusing the approach on country needs, based on the national context and its particular reality.

It is advisable to include in the design, development and delivery of the course, representatives of the private sector such as employers, recruitment agencies, representatives of initiatives related to corporate social responsibility, workers' unions and academia. This helps to ensure a diversified intersectoral migration governance approach to enrich the training proposal. To this end, promoting the participation of representatives from the employers' sector as facilitators of the course would be a way of complementing the academic approach of the diploma.

It is important to map and establish strategic alliances with academic partners of the country where the national



diploma courses are intended to be delivered, considering that they can meet the academic standards required by the diploma course and have the recognition and approval of the country where it will be developed. For example, in Honduras, an alliance was established with the Central American Technological University (UNITEC), drawing up a partner scheme between regional and national allies that can adapt the diploma model to the reality of the country, emphasizing their experience training professionals in the local context.

It is recommended to include monitoring and evaluation instruments in the development of the courses, for example, follow-up surveys based on the content and relevance of the courses, in addition to the evaluation of each participant. Therefore, a bi-directional course evaluation flow is brought about to determine how well the participants are able to use the knowledge they acquire in their daily work and to identify any necessary redesign changes. Also, it is important to measure and analyze the levels of dropout and its possible causes, so that measures can be taken in the development and redesign of subsequent cohorts.

Finally, it is recommended to draw up a scheme of technical alliances among partners of the diploma course to establish a common analysis mechanism with experiences and methods from different approaches. This is particularly advisable when the course design is carried out from an interagency perspective that reflects the diverse technical competencies of each agency, complementing each other and having the potential to generate greater validity and reliability in the countries to which this initiative is proposed.

Website

- [Diploma in Labor Migration from the Regional Conference on Migration](#) (link to this practice published on the Repository of the United Nations Migration Network, available only in Spanish)

Innovation

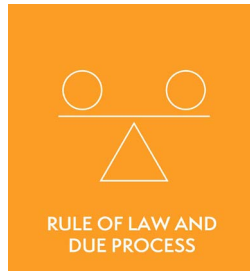
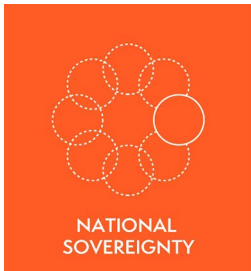
The diploma course in labor migration is an idea developed jointly by IOM, ILO and the Regional Network of Civil Organizations for Migration (RROCM) within the regional framework of the RCM. It thus brings together the needs and interests on labor migration of migrants, civil society, employers, governments and international organizations. Its usefulness is proven by being a practice that has been kept and adapted over the last two years, based on the evaluation mechanisms designed.

Initially, the diploma course was developed to be taught face-to-face, including some online components. However, the COVID-19 pandemic led to a fully online modality, which allowed an extra-regional outreach in its following cohorts. These include several participants who were trained but who are not from RCM Country Members, such as the participants from South America.

Finally, this practice was adapted to be implemented in national contexts. Such are the cases of El Salvador and Honduras, which made it possible to establish an intersectoral dialogue among stakeholders involved in each country.



GCM Guiding Principles





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