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|  | **Telecommunication DevelopmentAdvisory Group (TDAG)****32nd Meeting, Geneva, Switzerland, 12-16 May 2025** | A close up of a sign  Description automatically generated |
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|  | **Document** **TDAG-25/****11(Rev.1)-E** |
|  | **8 May 2025** |
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| Chair, Group on Capacity Building Initiatives (GCBI) |
| Report on the work of the Group on Capacity Building Initiatives (GCBI) to TDAG |
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| **Summary:**This document covers the work undertaken by the Group on Capacity Building Initiatives (GCBI). The group was established pursuant to Resolution 40 which was adopted by the World Telecommunication Development Conference 2010 (WTDC-10), and revised at WTDC-22, to advise the Director of the Telecommunication Development Bureau (BDT) on matters related to capacity building.**Action required:**TDAG is invited to note this document and provide guidance as deemed appropriate.**References:**WTDC Resolution 40 (Rev. Kigali, 2022), on the Group on Capacity Building InitiativesWTDC Resolution 73 (Rev. Kigali, 2022), on ITU Academy Training Centres |

The Group on Capacity Building Initiatives (GCBI) was established pursuant to Resolution 40 which was adopted by the World Telecommunication Development Conference 2010 (WTDC-10), and revised at WTDC-22, to advise the Director of the Telecommunication Development Bureau (BDT) on matters related to capacity building.

**Report on GCBI Work since the last meeting**

Since the last meeting of the GCBI, held in April 2024, the Group has focused on the following activities:

1. Providing inputs to the revision of the ITU Digital Skills Toolkit.
2. Reviewing the ITU/BDT training needs assessment questionnaire.
3. Conducting desk research on national digital skills strategies.

*Providing inputs to the ITU Digital Skills Toolkit*

The [ITU Digital Skills Toolkit](https://academy.itu.int/itu-d/projects-activities/research-publications/digital-skills-toolkit) was revised in 2024. GCBI members were consulted during the review process and provided valuable inputs on the structure and content of the Toolkit. The revised Digital Skills Toolkit was launched in September 2024 during the [ITU Digital Skills Forum](https://www.itu.int/itu-d/meetings/digital-skills-forum/). It provides policy-makers and other stakeholders with practical information, examples, and step-by-step guidance to develop a national digital skills strategy.

*Reviewing the ITU/BDT training needs assessment questionnaire*

The BDT has been using a "Training Needs Assessment (TNA) questionnaire" to collect regularly feedback from Member States on priority capacity development needs. In preparation for the TNA 2025, GCBI members agreed to provide valuable insights to enhance the questionnaire's quality and efficiency. Specific areas of feedback included:

* An evaluation of the questions: ensuring they are well-formulated, identifying any redundancies or ambiguities.
* Suggestions for additional relevant questions.
* Identification of potential course topics that may be missing, with a focus on regional relevance.
* Broader recommendations to improve the overall process and efficiency.

The reviews and suggestions were submitted by GCBI members to the Chair, who compiled a global consolidated list of inputs. These inputs were discussed at the GCBI meeting on 15-16 April 2025.

*Research on digital skills strategies*

The objective of this desk research was to create a comprehensive overview of the adoption and deployment status of digital skills development strategies across different ITU regions, to support the BDT work in this field. To achieve this, each GCBI member, in coordination with the other representative from their region, compiled:

1. A list of countries in their respective region that have adopted and announced national strategies or roadmaps for digital skills development, including key pillars and objectives.
2. A list of national and global stakeholders involved in the development and implementation of these strategies. A compiled table on this research was prepared by the Chair and was reviewed in further detail at the last GCBI meeting.

**Report on the GCBI meeting held on 15 -16 April 2025**

The GCBI meeting was held from 15 to 16 April 2025, in Geneva, Switzerland. The Group discussed the work of the GCBI since its last meeting, focusing in particular on two key areas: the research carried out on national digital skills strategies, and the inputs provided to the ITU/BDT Training Needs Assessment (TNA) questionnaire. The Group was also briefed on recent ITU capacity development work, including the ITU Digital Skills Forum; the ITU Academy; the Digital Transformation Centres Initiative; work on harmonizing capacity development across ITU and the recently published ITU Capacity Development Manual; training on e-waste and climate change, as well as on broadband mapping for school connectivity; and the recently launched AI for Good Skills Coalition. The Group also discussed a proposal to develop an online training course for ITU delegates, focusing on the structure and functioning of ITU-D in particular.

In their discussions, the GCBI encouraged BDT to continue collaborating closely among different departments and across ITU, to align capacity development interventions and leverage the strengths of thematic expertise to build the capacity of Member States. The Group acknowledged the fruitful collaboration between ITU and ILO in advancing digital skills development.

The Group appreciated how their contributions from the previous cycle were taken into consideration by BDT/ITU, including the taxonomy research on skills, which was considered a key input for ensuring a harmonized approach to capacity development across the organization.

At the end of the meeting, GCBI adopted the following key outcomes and conclusions:

1. The Group appreciated the overview of ITU capacity development work that was presented by ITU staff and emphasized the usefulness of being informed about these various areas of work at ITU to enable them to provide advice. In line with other meeting agenda items, the intersection between AI and skills appeared to be a challenge and an opportunity for most countries. Members appreciated the information on capacity development work on AI and highlighted the need for ITU to focus more efforts on this topic.
2. The Group appreciated the collaboration between ITU and ILO in the area of digital skills, including on the organization of the 2024 Digital Skills Forum in Bahrain. It noted the key outcomes of the Digital Skills Forum, highlighting the core skills required for successful digital transformation, the role of different stakeholders in fostering such skills, and the rise of artificial intelligence, and its impact on the labour market. GCBI members emphasized the importance of such discussions for the future work of the Group and capacity development efforts of the ITU, pointing to the need to assess such structural transformations and the role of digital skills in the near future.
3. The Group reviewed the different national digital skills strategies that have been developed across the regions. They recognized the importance of key stakeholders in advancing those strategies, such as governmental agencies, regulators, academia, and the private sector. The Group noted differences in target audiences across regions, with distinct countries focusing on training for professionals, youth, women, and local talents, beyond government officials. The Group also agreed on the importance of continuous adaptation of national digital skills strategies, in light of the dynamic changes in the sector.
4. GCBI members commented on the importance of the TNA, the need for improving the questions to get more granular answers, and the importance of assessing the quality of the focal points and respondents. The Group agreed to support BDT’s efforts in identifying regional needs to inform the development of new training courses.The Group welcomed the efforts to develop an online training for ITU-D delegates and emphasized their interest to be updated on the next steps.
5. Finally, the Group agreed on the following upcoming work programme:
6. Continue with Work Item 2 (the desk research on national digital skills strategies) including defining the next steps related to the material gathered in preparation for this meeting. This involves carrying out additional analysis and placing greater focus on the monitoring and evaluation of the implementation of the identified strategies.
7. Support BDT in identifiying regional and national focal points, to improve the responses to the TNA survey.
8. Continue elaborating on the proposal to develop a training course for ITU delegates, building on the feedback shared during this meeting.
9. The full report of the meeting is available [here](https://academy.itu.int/itu-d/projects-activities/gcbi/meetings/2025-meeting-group-capacity-building-initiatives).

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