



Breakout Session 1B: Improving access to employment and skills through innovative learning solutions: some global experiences

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Challenges in rural areas to ensure access to Skills and Employment



- Poor basic infrastructure (health, education, VSD)
- Poor communication, transporting facilities
- Poor access to services
- Relevance of Vocational Skills Development (VSD):
no context specific and needbased solutions
- Lack of economic opportunities
- Governance: how to plan and finance relevant VSD at decentralised, local level?
- What is VSD for: Employment-Self employment-Migration?

Swisscontact and VSD: Integrated solutions

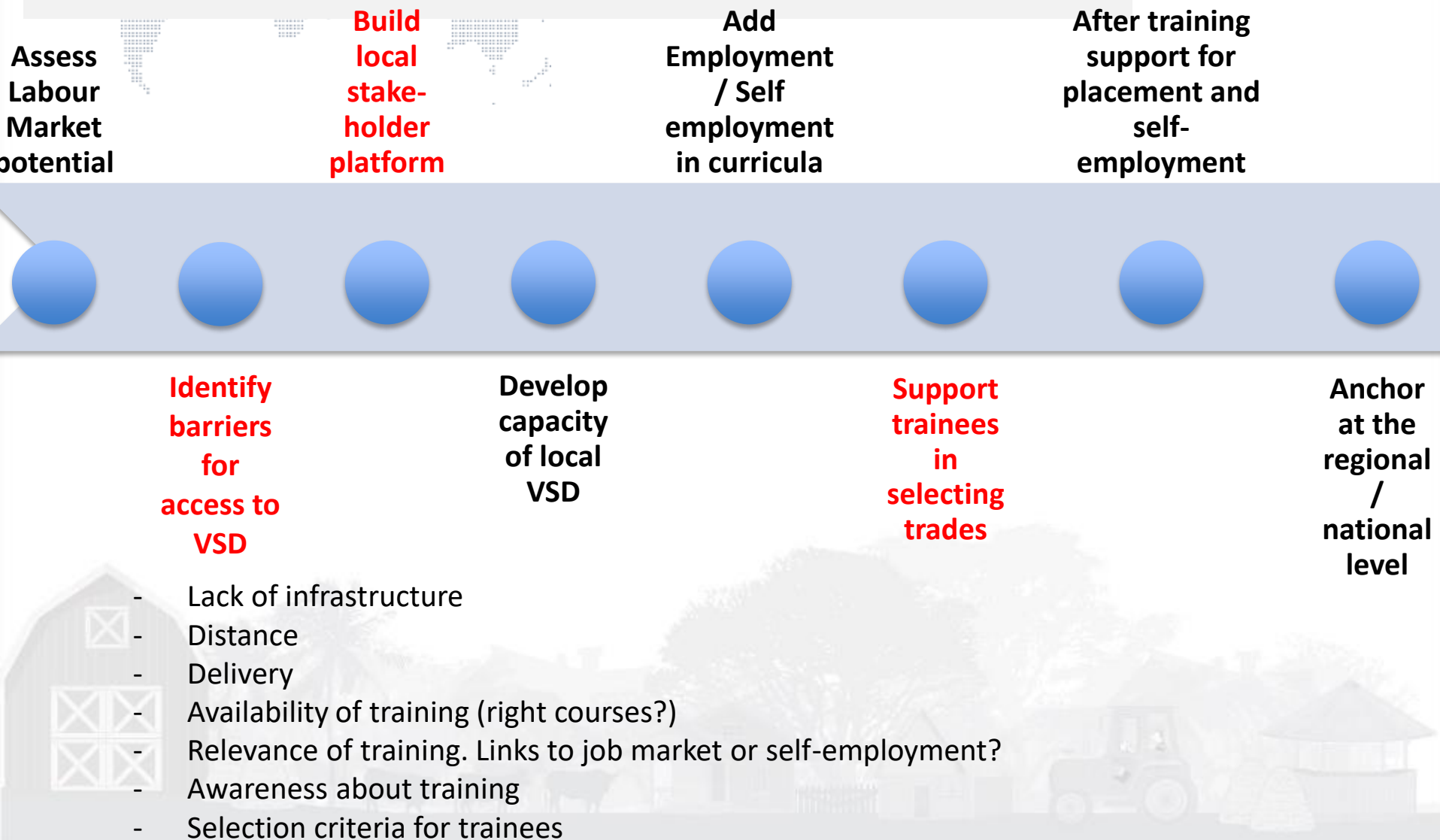


Initial and continuing
vocational skills
development

Labour market insertion

- **Market based:** private sector involvement
- **Accessible, inclusive and empowering:** tailor made, need based
- **Quality focus**
- **Results focus: employability, productive work**
- **Facilitative:** strengthen collaboration and capacities of VSD actors and stakeholders
- **Sustainability focus:** strengthen institutions and anchor at system level
- **Scalable and replicable solutions**

Swisscontact approach to address access, relevance and inclusion for skills and employment in rural areas



Access to training for rural entrepreneurship in agriculture (SIFA)

Target Group: school drop outs,
underemployed youth

Goal: Prevent youth from seasonal or
permanent migration

Approach: Shift youth to continuous
farming and promote rural agricultural
entrepreneurship.

Integrated agricultural training site



Rural Entrepreneurship in Agriculture

Intervention:

- Community based (land, selection of students)
- Land use optimization and productivity techniques
- 2-3 crops per annum
- Sustainable agr. techniques & env. protection
- Diversification (mix livestock, agriculture)
- Literacy/numeracy

VSD Modality:

Agricultural training and production space

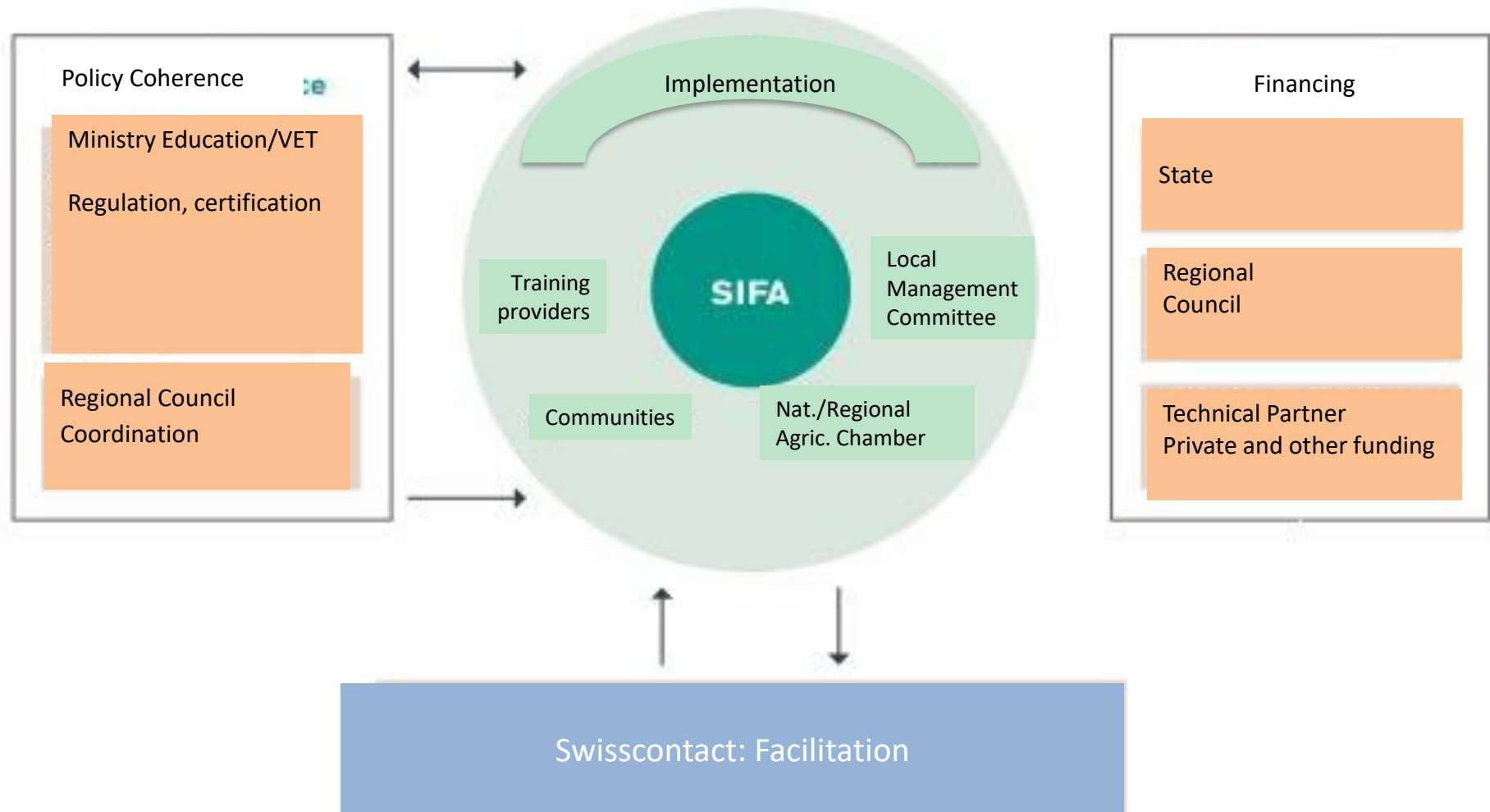
Collective learning experience

Dual Apprenticeship focus:

4 months soil preparation, literacy, management techniques etc.

4 months practice with mentor support on family farm land

Rural Entrepreneurship in Agriculture



Achievements

- Shift of knowledge from son/daughter to father
- **90% graduates** practice integrated agriculture throughout the year
- Income increased by minimum **48%**
- Integrated into formal VSD system
- Regional decrees: **community based VSD recognised** as regional vocational training offer
- **Fund** for VSD and accredited training providers
- Adapted across West Africa and currently discussed for other regions.



Access for disadvantaged groups: Find solutions for yourself to get productive work: Coaching for Employment & Entrepreneurship (C4EE)



Target Group:

- young job seekers
- school drop outs
- marginalised communities
- youth
- women

Approach:

- Need based group coaching for
- identifying opportunities and interest,
 - training,
 - internships,
 - jobs placement- self-employment support

C4EE

Intervention: 2-12 months process

- Qualifying coaches (NGOs, PES, VTCs)
- Partner with private sector at local level for internship, training, in-house services
- Partnerships for financial inclusion and entrepreneurship

Achievements:

- 65% employed, self-employed
- + 1300 USD income p/a.
- 40 certified coaches in PES, NGOs
- Integrated in national PES process, legislation
- Tested and modularised for various target groups

Other adaptation :

- Secondary schools
- 5 countries

Strengthen Local Platforms for local governance and accessible, inclusive VSD

Target Group: school drop outs, underemployed youth, working poor

Focus: Decentralised governance and management of VSD

Goal: Improve relevance and access to local VSD for employability of the poor in rural productive sectors.



Local level collaboration

Capacity Building
 Management
 Forster Collaboration
 Contractual Arrangement TP-Committee
 Financing VSD projects



Capacity Building Training Provision
 Strengthen VSD management
 Material planning and supply
 Curriculum Development
 Instructor Training
 Quality, relevance in centres / private enterprises

Capacity Building Private Sector
 Identify skills/training needs
 Development curriculum
 Financing VSD
 Quality/Assessments
 Upskilling opportunities

- **Regional VSD mechanism** for design, planning, financing and implementation
- **5 year mid-term** regional development plans for VSD and labour market insertion.
- VSD council headed by Mayor
- Functioning **multistakeholder platforms**
- **Mechanism** for skills needs and labour market opportunities institutionalised.
- **Private sector** networks, chambers actively involved at each stage of VSD
- **Financing mechanisms** regulated (approval and monitoring)
- **Mechanism for after training support:** employment-self employment in PES in TPs

In a Nutshell: what can work to improve access to VSD and employment

- Know the context and labour market opportunities and enterprise potential in rural areas
- Ensure accessibility to VSD for marginalised groups and assess their learning interests and learning needs
 - Involve learners in exploring opportunities for jobs and businesses
 - Group Learning for critical reflection and exchange
- Involve enterprises and private sector into VSD for local solutions.
- Involve communities, local leadership
- Investing into multi stakeholder platforms is critical

Thank you

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