

YOUTH EMPLOYMENT

CAPABILITY STATEMENT



ORGANIZATION

Helvetas is an international network of independent affiliate members working in the field of development cooperation and emergency response. We promote the fundamental rights of individuals and groups and strengthen governments and other duty bearers in their service provision.

At Helvetas, we build on six decades of experience in international development where, together with our partners, we continue to tackle global challenges at various levels, offering services by way of implementing and supporting projects on the ground, expert advice and advocacy services for conducive framework conditions benefiting the poor. All network members pursue a multi-stakeholder approach including civil society actors, government actors and the private sector.

Helvetas is present across 29 countries in Africa, Asia, Latin America and Eastern Europe, initiating real change in the lives of over three million disadvantaged people each year. Our areas of work or practice include: skills development and education, water and sanitation, agriculture and nutrition, sustainable economic development, democracy and peace, and climate and the environment.

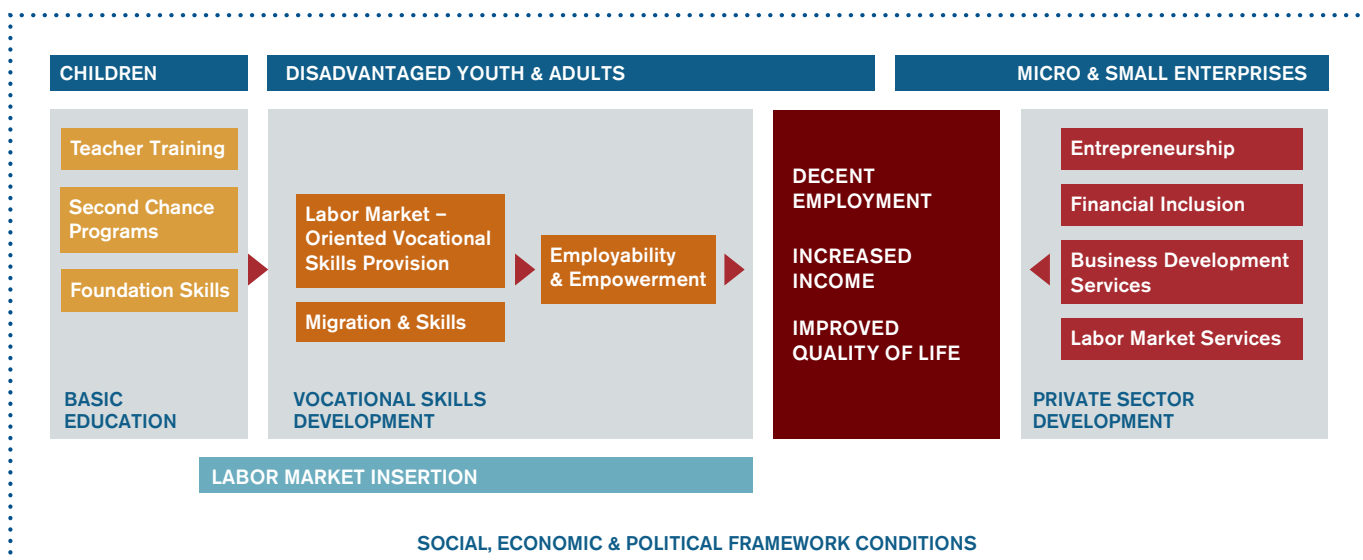
Why skills development and education matter

Poor parents often cannot send their children to school. Limited access to quality education is one of the main reasons why poverty passes on from generation to generation. Not only does education boost income, it also increases a person's chances for living a healthy life, promotes peace and encourages gender equality. Basic schooling and professional skills development foster an active civil society, spur innovation, and promote long-term economic development.

YOUTH EMPLOYMENT

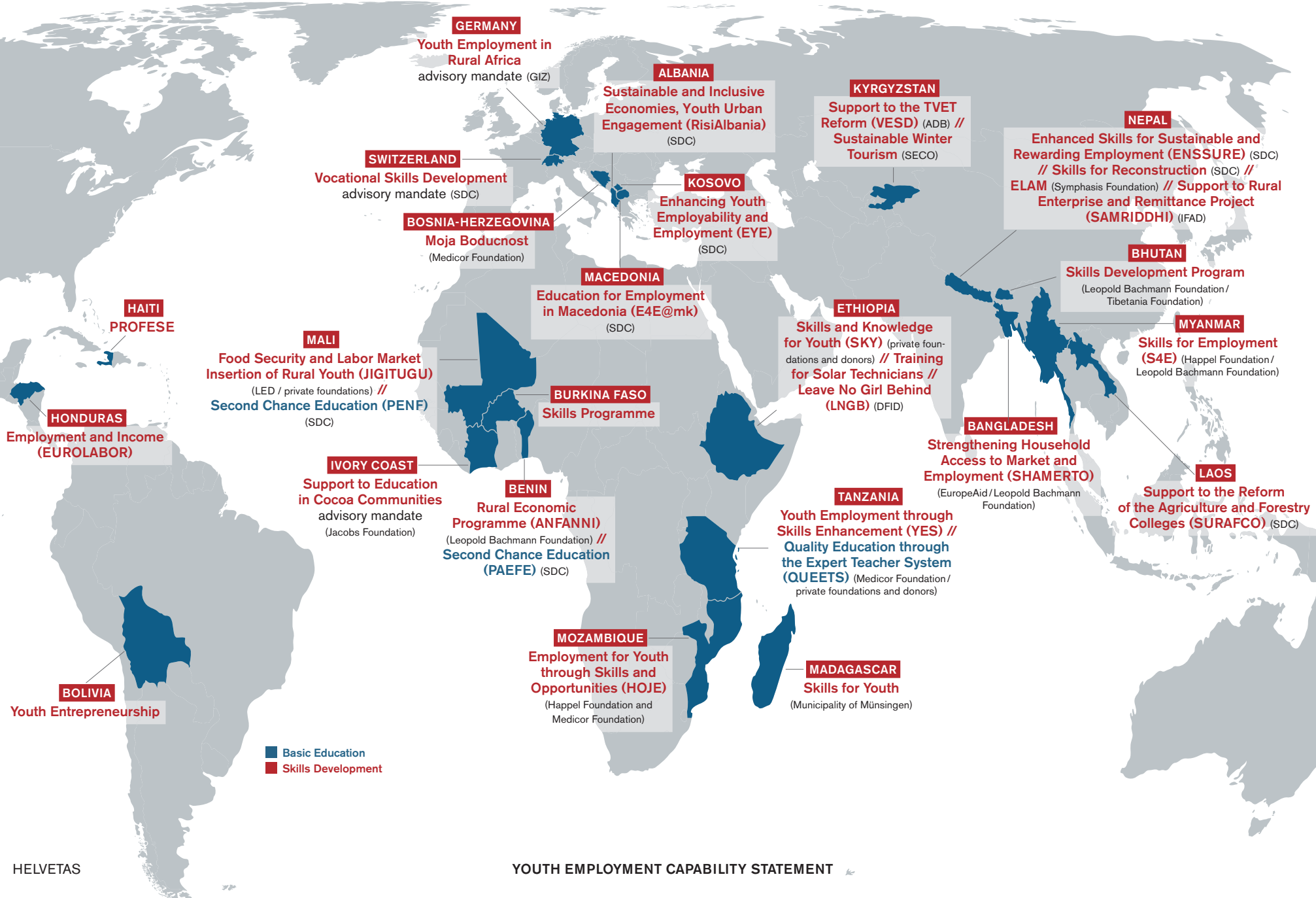
& HOW WE WORK

We strive for sustainability by **applying the systemic approach** to develop and implement education and skills for the empowerment and social inclusion of children and youth. This implies looking at the system as a whole, involving important systems actors, and making the link to the private sector to ensure employment is reached.



Cover image: Masrtwal Tilahun (centre) at a tailoring vocational training course (SKY project) in Bahir Dar's Ethiopia Center for Development

HOW WE WORK IN THE AREA OF YOUTH EMPLOYMENT

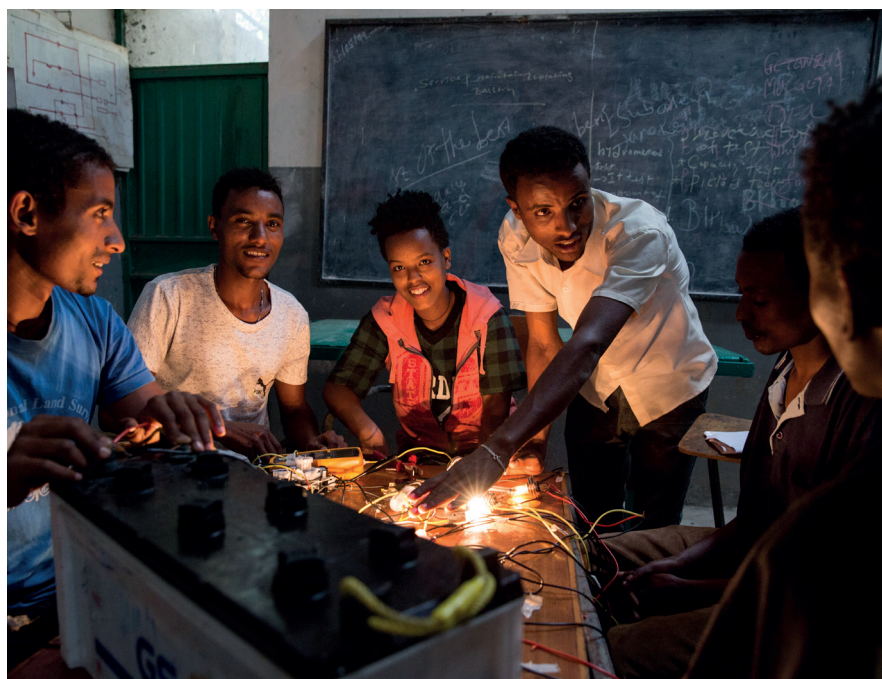


OUR SELECTED APPROACHES

Results-based Financing

To ensure that skill trainings lead to employment, Skills and Knowledge for Youth (SKY) program in Ethiopia applies a results-based financing approach, which has been successful in Nepal. Under this model, part of the training cost is paid to the training provider only after the trainees graduate. The remaining is paid once the graduates are placed in a job or are self-employed and earn above the minimum wage (gainful employment).

In the first phase of SKY, more than 1,700 young people were trained. 69% are in gainful employment. SKY collaborates with the local administration, the TVET regional office, associations and enterprises.



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Mulatu Melkamu (standing) trains Yonas Enyew and Nibret Mulugeta (center) in auto mechanics under Project SKY in Ethiopia



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Under the project EYE in Ferizaj, Kosovo, 16-year-old Lendrit Veseli (right) learns wood processing by Osman Rexhepi 57 (left)

Labour Market Insertion

These are services that enable a smooth transition into work, aiming to increase stable- or self-employment among the disadvantaged youth. The Enhancing Youth Employment project (EYE) in Kosovo, funded by SDC, provided support to two commercial job portals by increasing awareness among private sector employers on the value of the job-matching services. It was key to ensure the willingness of private sector employers to pay for the services. Job matching services became a potential for growth and channeling information regarding job vacancies directly to the youth.

OUR SELECTED APPROACHES

The Opportunity Group Approach

The opportunity group approach is a participatory process that guides groups of young people through different steps of self-assessment and skills development towards job orientation and entrepreneurial initiatives. It was developed from the LearnNet Approach in the Skills for Rural Employment (S4RE) project in Kosovo, which builds on the understanding that the owners of the problem are also the owners of the solution. Helvetas has developed a manual on how to implement the approach based on its experiences in the S4RE project in rural Kosovo.



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Computer and IT Skills for Rural Employment



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PAEFE project in Benin ensures basic education for young children

Second Chance Programs

In Benin, 54% of children either do not attend school or have dropped out due to lack of infrastructure and teachers, or for economic and socio-cultural reasons.

PAEFE (funded by SDC) facilitates the development and implementation of bilingual, non-formal basic education adapted to the local context for excluded children. This bridges the transition of graduates into the formal education system or VET. To ensure quality education, local teachers were trained. Governmental entities are strongly involved, financially and for accreditation.

Enhancing Youth Employment (EYE) in Kosovo

CLIENT/FUNDING SOURCE: SDC: Swiss Development Corporation

IMPLEMENTED BY: HELVETAS Swiss Intercooperation and Management Development Associates (MDA), Pristina, Kosovo

DURATION: 2013–2016 (Phase I) 2017–2020 (Phase II)

VOLUME: CHF 7,518,580 in Phase II

The overall goal of EYE phase II is to increase employability and employment of young women and men in Kosovo.

A three dimensional focus:

- **Improvement of supply**

Employment programs geared towards the needs of the job market provide young Kosovars the capabilities and skills in demand, providing them with relevant education and training. This targets at strengthening their practical know-how throughout the work-based learning approach (introducing dual track system elements), with counselling along the way – from choosing a career, through the vocational training period, to permanent employment at a living wage.

- **Professionalized job placement services**

Relevant job access is facilitated for young jobseekers who have improved their employment chances by participating in qualification programs. Simultaneously, they are provided with counselling for their continued career planning based on new and better labour market information.

- **Stimulation of demand**

Investments in sub-selected sectors of the economy are designed to create a corresponding number of jobs for young adults in close coordination with supply. This includes a subsector portfolio mix which considers rural vs. urban subsectors, a low/manual skills (VET/VTCs) requirement, gender balance and potential involvement of minority communities.

Approach

EYE follows a **systemic approach** (Market Systems Development) to achieve changes in supporting functions/services and rules within the youth labor market. The program does not provide the necessary services itself,

but adopts a facilitative approach in stimulating existing actors (including government) to take on roles that are more valid in the system. In phase I, EYE collaborated with more than 160 partners.

Results: Phase I evaluation conducted in March 2016 concluded that EYE had progressed well. All targets had been achieved or exceeded by the end of the phase. The results achieved were significant: in total 11,923 young women and men had been employed, 7,568 youth had been trained, 2,487 full-time equivalent new jobs had been generated for young people, and 9,436 found jobs as a result of changes in matching facilitated by EYE.

EYE has successfully engaged a number of private sector entrepreneurs and key public sector agencies, placing a strong emphasis on local ownership and initiative. Incipient but innovative business models indicating systemic changes have emerged in skills development leading to improved job-matching services, and increased private sector investment.



Ilber Hasani (left) and Kenan Hasan (right) learn all about welding provided through the EYE project at Ferizaj, Kosovo

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Enhanced Skills for Sustainable and Rewarding Employment (ENSSURE) in Nepal

CLIENT/FUNDING SOURCE:

SDC: Swiss Development Corporation

IMPLEMENTED BY: HELVETAS Swiss Intercooperation

DURATION: 2016–ongoing

VOLUME: CHF 9,800,000

(CHF 3,350,000 for technical assistance)

The overall objective of this action was to contribute to the improvement of the standard of living of Nepali workers; particularly from disadvantaged groups, through continuous employment in different sectors, including the hospitality industry. With the need of a more inclusive system of programs and courses, ENSSURE is encouraging skills development activities in the private sector through different training modalities such as apprenticeship and courses with robust on-the-job training (OJT) for new job entrants, and also for the training of existing workers on the principles of lifelong learning. Since 2016, it has been addressing young job seekers, who either apply for apprenticeship or enter short training courses, and workers without proper skills recognition, who need further training and the recognition of prior learning.

The focus is on three dimensions

• Improvement of employability

Workers (women and men) are provided with career guidance services and access to relevant skills trainings in order to complement, upgrade or specialize their skills.

• Promotion of favourable work environment

In partner companies this is being done by human resources for workforce development as well as improved occupational health and safety.

• Expansion of TVET system

More inclusiveness of the private sector due to the design and implementation of new approaches such as apprenticeship and further training of workers is encouraged.

Approach

The project emphasises on the **integration of the private sector into the training system** in order to increase the relevance of skills training and competencies of job seekers and already employed workers.

Three major instruments being applied

- Short term courses in private and public training institutes with improved OJT phases in industries, enhanced apprenticeship (work-based training in industries com-



Masrtwal Tilahun (centre) at a tailoring vocational training course (SKY project) in Bahir Dar's Ethiopia Center for Development

plemented with off-the-job systematic courses in training institutes) and further training of workers are being implemented.

- “Roving” (or visiting) instructors advise and help in all training aspects, notably in improving the quality of work-based training in small to medium-sized companies. Systematic courses for both apprentices (off-the-job training) and workers will be designed and implemented by the Council for Technical Education and Vocational Training (CTEVET) and suitable training providers (private, public or corporate). This will be done in close cooperation with the companies and industry associations.
- Career counselling services are being introduced to identify and mobilize talents at school level and help apprentices and workers to take informed decisions. By connecting apprenticeship and further training to the existing skills testing system, respectively to the emerging system under Nepal Vocational Qualifications System (NVQA), training will lead to national certification, enhancing mobility of the Nepali workforce.

The project has been established under an agreement between the Government of Nepal (GoN) and the Swiss Agency for Development and Cooperation (SDC) and implemented by CTEVT with technical assistance from Helvetas Swiss Intercooperation, Nepal.

Results

- ENSSURE and CTEVT initiated apprenticeship training and developed learning materials for it. Industry associations at central level were involved in the training cycle, resulting in an increased number of private training providers accredited by CTEVT. Hotel management and IT-related agencies participated in designing of the Apprenticeship Curricula.
- 90% of ENSSURE participants remained employed for at least 12 months, reducing the underemployment rate by 5% in sectors of project intervention.
- 36% of the graduates of Short Courses with On-the-Job-Training (OJT) were employed while doing the OJT or after the completion of the training. At the end of the first training year, they received a salary increment of 10% from pre-training levels; and workers who attended upgrading courses saw at least a 7% salary increment.
- Partner companies improved safety and security of workplaces, reducing the number of work accidents.

Sustainable Skills and Employment in Small Scale (Agro-Food Processing) Shamerto, Bangladesh

CLIENT/FUNDING SOURCE: EUAID

DURATION: 2017–2021

VOLUME: EUR 4,355,635

The overall objective is to contribute to inclusive economic growth by promoting sustainable agri-food transformation of micro and small enterprises (MSEs) operating in pro-poor value chains.

The specific objectives are to strengthen the skills, employability and income of workers and entrepreneurs in the agri-food processing (EP) sector by focusing on increasing the value added and competitiveness of these enterprises in the wheat, rice, groundnut, lentil, mung bean, spice and mustard (VC) sectors.

This is expected to improve the economic and social status of an inclusive workforce in these industries. Naturally, this then contributes to economic growth and inclusion and the improvement of products and processes in pro-poor agricultural value chains. It further creates opportunities for commodity producers, improving market access conditions for SMEs and encouraging technology transfer and innovation development.

Results until July 2019:

- 3,929 trainees (2,490 men and 1,439 women) attended training in 5 trades, of which 1,332 participated in the certification test with a success rate of 76%.
- 64 % of graduates trained were placed in jobs (including 295 disadvantaged people).
- 4,803 additional value chain actors have established business links with local SMEs.
- 5 curricula on agri-food processing have been approved by the national intuition of technical and professional qualifications. The documentary resources developed are a novelty in the informal agri-food processing sector in Bangladesh.
- 53.8% SMEs have adopted at least two aspects of ecological status.

HoHalé, Burkina Faso

CLIENT/FUNDING SOURCE: LED

(Liechtensteinischer Entwicklungsdienst)

DURATION: 2017–2021

VOLUME: EUR 1,709,270

The objective is to promote agricultural sectors to generate income and employment for young rural people as a means of ensuring food security through agricultural vocational training. The project targets young people, young producers and women.

The project will take place in 2 phases: the first phase from 2017 to 2020 will be devoted to piloting a new approach to the integration of young people and the appropriate agricultural vocational training for one or two sectors. The second phase from 2021 to 2024 will consolidate the gains made in the intervention area and will also scale up the strategy by extending it to other intervention areas. The project will use the systemic approach for market analysis.

Results

- 1,250 people (650 young women and 600 men) have become qualified professionals in various essential and supporting professions in the local moringa, beekeeping and fish farming sectors.
- 600 profitable and sustainable rural microenterprises are engaged in local market systems in Moringa in beekeeping and fish farming.
- Good inclusive business practices documented and discussed in public for a positively influence the framework conditions for the development of agricultural market systems.

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PARTNERSHIPS, ALLIANCES AND NETWORKS



e+i Employment and Income Network
(Vocational Skills Development
Network of SDC)



Swiss Forum for Skills Development
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School for Agriculture, Forests
and Food Sciences, HAFL,
University of Bern



SWISS FEDERAL INSTITUTE FOR
VOCATIONAL EDUCATION AND
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Swiss Federal Institute for Vocational
Education and Training



University for Primary
Education Zürich



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Zanfina Gashi attends the 'Female in IT-Training' (FIT) at the American University of Kosovo (Project EYE)

Zurich, January 20, 2020

Enhancing education opportunities and providing practical vocational skills to the poor and disadvantaged is key to helping people escape from poverty and start their journey towards sustainable social and economic development.

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