Swisscontact

Meeting of EU Member States‘ and Stakeholders‘ TVET and Education Experts in Development Cooperation on the 25th of January in Brussels
Swisscontact Partner Countries

Swiss foundation since 1959
Pro-poor Private Sector Development
Active in 24 countries
Swisscontact in Uganda

Swisscontact has been active in Uganda since 1997 under the regional East-African programme with headquarter in Nairobi and runs a new Country Programme since 2009

Project Portfolio in three areas: (blue = running project)

i. SME Development
   - Carpentry Best Practice Project: In 6 years 14’000 youth trained in 20 Vocational Institutes
   - “SME Development Project”

ii. (Informal) Skills Development
   – “SEAL Karamoja - Skills Empowerment for Alternative Livelihoods” – co-funded by EU
   – “TsTe - Transitional Skills Training for Employment” – co-funded by EU
   – “WorkersPAS - Validation of Non- Formal and Informal Training” – co-funded by EU
   – “LSDY - Local Skills Development for Youth”
   – “ESL - Enterprise Skills & Linkage Programme”

iii. Financial Services
- Supported the beginning of CMF now Eco Bank
- Supported Postgraduate Diploma - MUBS
- In September 2009 a new microfinance Diploma has been introduced (UCCK)
Country information

- Landlocked; fertile, well-watered country with many lakes and rivers
- Population of 32.7 million people
- 40% of the population lives below poverty line with an average income below 1$ a day
- 85% of the population depend on agricultural activities for their livelihoods
- 50% of the population is between 0-14 years old
- Fertility rate: 6.73 children born/woman
- Life expectancy is 52 years
- Potential for Employment in the formal sector: 60,000
- New workforce per year: 600,000
Needs assessment – a more comprehensive approach

I. Needs assessment is a permanent process

Create an attentive environment for the specific needs in the informal sector

II. Assess the opportunities, too!

Cooperate closely with entrepreneurs and representatives of the private sector to ensure market potential of assessed needs

III. Align the needs and the opportunities for the benefit of the target group

Match making of needs and opportunities
Be aware of the needs

Create an attentive environment for the specific needs in the informal sector

- Conduct awareness workshops with interested groups, such as youth groups, farmer groups, women groups, trade related associations to **inform people** on the training opportunities and develop **a common understanding of training interests and needs**

- **Train multipliers and stakeholders** in project approach and specifics of the informal sector (e.g. Community Development Officers, representatives of employers and workers)

- **Initiate permanent public-private dialogue** on needs and constraints of the informal sector through permanent reporting on project progress and share findings on key potentials and constraints

- **Publish results of needs assessment** and provide hands-on recommendations accessible for further interventions in the informal sector

- **Disseminate case studies** to proof feasibility
Be realistic on opportunities

Cooperate closely with entrepreneurs and representatives of the private sector to ensure market potential of assessed skills

- **Conduct a market survey or scan** to identify potential economic opportunities within the chosen geographic area of operation.

  Interviews are conducted based on pre-tested interview guide, which comprise of four steps:

1. **Assess perceived demand for skilled workers** in majors sectors during the last 5 years. This is measured on an ordinary scale from very high to low.

2. **Rank major industries according to their perceived growth** in production or demand for skilled workers in the next 5 years. In this section we also rank according to specific demand in each industry category.

3. **Establish specific types of skills required** in the top 5 ranking sectors, industries and their trades.

4. **Know the systems in place.** Gather other relevant information such as typical ways of recruiting skilled workers, additional information in demand for skilled workers, recommendation of relevant institutions.

- **Demonstrate benefits** of informally acquired skills (e.g. internship as a tool for identifying promising candidates for future recruitment) and reduce risks for employers (e.g. ensuring high training standards, establishment of accreditation system).
Respond to needs with market opportunities

**Match making of needs and opportunities**

**Be aware of the needs**
- Inform people
- Understand needs
- Train multipliers
- Initiate permanent public-private dialogue
- Publish results & disseminate success stories

**Be realistic on opportunities**
- Assess demand
- Assess growth
- Establish specific types of skills required
- Know the system in place
- Demonstrate benefits
- Reduce risks

- Select economic sectors and sensitize the interested target group of their opportunities
- Form homogeneous Learning Groups and develop a common vision of the future.
- **Guide the groups** in identifying business opportunities and business generation of own ideas
- **Implement training by involving the Learning Groups in all steps** (i.e. developing of learning objectives, learning rules, procurement of necessary resources, selection of resource persons etc)
I. Local Skills Development

Needs assessment is a permanent process

- Mobilization & Awareness
- Counseling & Career Guidance
- Generate Business Idea
- Formation of Learning Group
- Cycle 1
  - Technical Skills
    - Informed Target Group
    - Guidance
    - Concrete business idea developed
    - Homogeneous group ready for training
    - Practical skills acquired

- Entrepreneurship Training Integrated with Life Skills
- Job Placement
- Formation of Savings & Credit Group
- Start Business
  - Introduced to How Business Operates & Plan for Future Life
  - Gained Real Work Experience
  - Start-Up Capital
  - Repay Loan
LSDY (Local Skills Development for Youth)

- Funded by Medicor Foundation and Gebauer Foundation
- Implemented in Eastern Uganda (Mbale and Iganga)
- Objective is to provide technical skills training aimed at reducing poverty through informal and adapted skills training for the young unemployed men and women in both rural and urban areas.
- Many young people in Uganda lack access to skills training due to poverty & lack of affordable practical vocational skills training that responds to markets
- LSDY offers skills and entrepreneurship training to the youth in both urban and rural areas
LSDY (Local Skills Development for Youth)

- The Strategy
  - to develop innovative, non formal and informal modes of technical skills training
  - provide skills training in trades with market opportunities
  - work closely with local authorities

- Youth are trained in:
  - trade of their choice
  - within their own locality & environment
  - Industrial training
  - entrepreneurship skills
  - Business Planning & HIV & AIDS
  - Micro Finance (MAVUNO)
  - Competence based Assessment
  - Equipment Funding
Thank you!