



Supporting youth employment in developing countries through apprenticeship programmes

Online webinar, 20 April 2021
3:00 PM, CET.



Our Time. Our Turn. Our Future.






Agenda

- 1. *Welcome and introduction to the Joint Knowledge Facility***, Marcelo Cuautle Segovia, Employment Officer, ILO Employment, Labour Markets and Youth Branch.
- 2. *Introduction to the ILO's quality apprenticeship model***, Cheryl Chan, Project officer ILO Skills Development and Employability Branch.
- 3. *Lessons learned from developing and implementing a quality apprenticeship programme in Burkina Faso***, Josée-Anne Larue, Project Manager, ILO Employment Policy Department.
- 4. *Lesson learned from programme development and implementation***, Tasmiah T Rahman, Current In-Charge, BRAC Skills Development Programme.
- 5. Q&A**
- 6. Wrap up**

Moderator: Marcelo Cuautle Segovia, Employment Officer, ILO Employment, Labour Markets and Youth Branch.



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1. YouthForesight - A joint knowledge facility by Decent Jobs for Youth and Generation Unlimited (coming soon!)

The logo for YouthForesight, featuring the word "YouthForesight" in white text on a dark blue background. The "Y" is stylized with a yellow circle around it, and there is a yellow rectangular bar below the text.

- A one-stop shop with knowledge resources for evidence-based action on **education and skilling, employment, entrepreneurship, and engagement** for youth, built on the existing Decent Jobs for Youth **knowledge facility**.
- It contains curated knowledge resources including **publications, websites, databases, and other platforms**, as well as **news and blogs, multimedia, events, and tools**.
- *YouthForesight* will be launched soon by partners of Decent Jobs for Youth and Generation Unlimited, starting with nearly **800 knowledge resources** and **over 70 knowledge contributors**.



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Contact us: decentjobsforyouth@ilo.org and info@generationunlimited.org

2. ILO's quality apprenticeship model



THE GLOBAL YOUTH EMPLOYMENT CHALLENGE

- Youth are among the hardest-hit groups in the pandemic
- Multiple shocks: employment and income losses, disruption to education and training

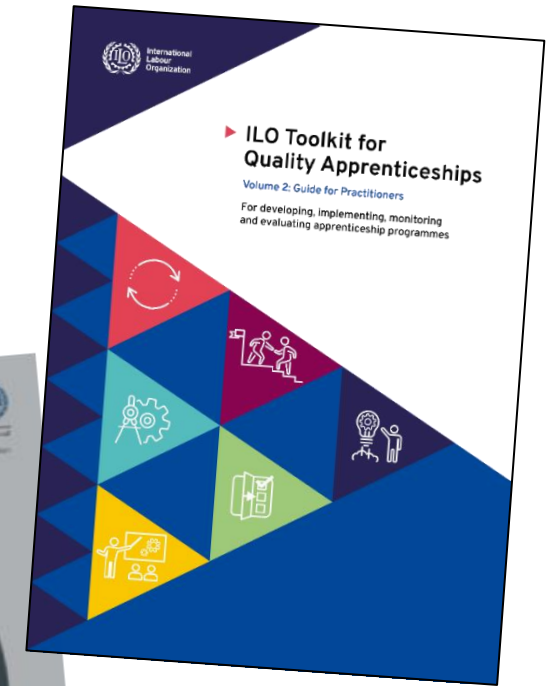
EMPOWER YOUTH THROUGH APPRENTICESHIPS

- Apprenticeships facilitate school-to-work transition through providing relevant skills
- No standardized definition of apprenticeships across countries
- ILO's "Quality Apprenticeships": ensure high quality and relevance of training

Quality Apprenticeships | ILO DEFINITION

► A unique form of technical vocational education and training (TVET) that combines on-the-job training & off-the-job learning

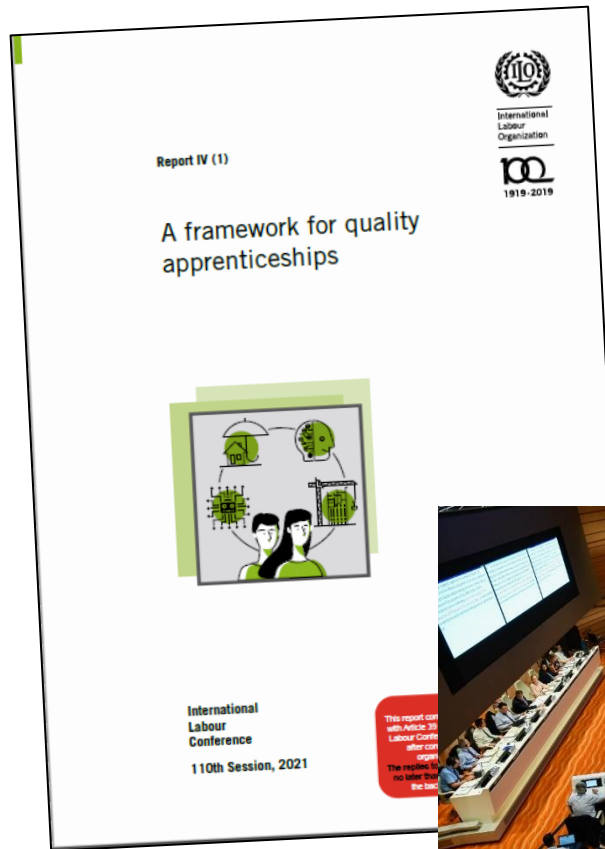
- Tripartite governance
- Legal framework
- Written agreement
- Remuneration
- Social security coverage
- Structured programme
- Formal assessment
- Recognized qualification



Six Building Blocks



Standard-Setting on Apprenticeships



- Apprenticeship is not comprehensively addressed under existing ILO instruments
- New International Labour Standard on apprenticeships (Convention and/or Recommendation)

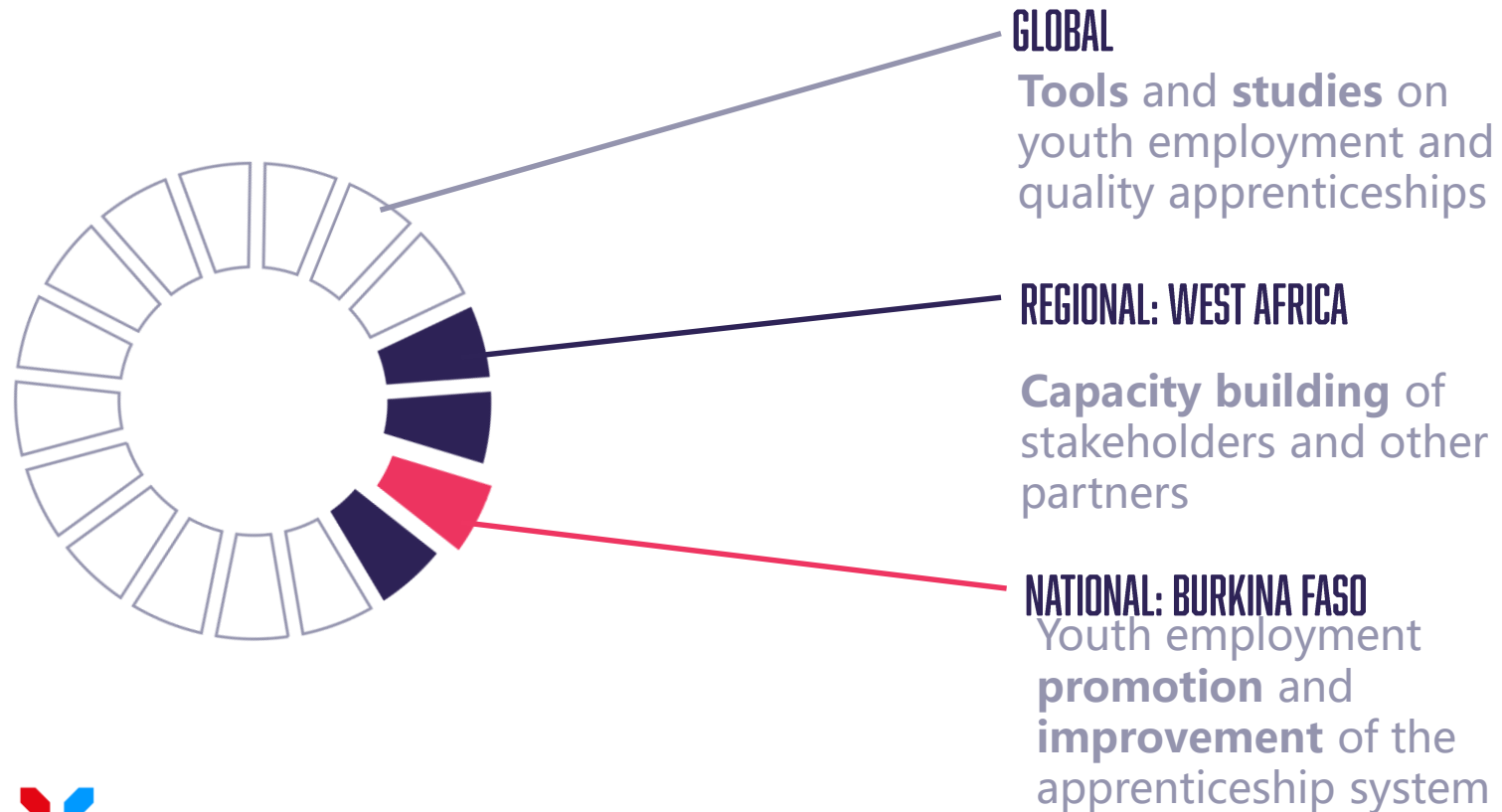


► First standard-setting discussion at the 110th session of the International Labour Conference in 2022

3. Support to the Global Initiative on Decent Jobs for Youth in the Sahel

Focusing on the Sahel sub-region, particularly in Burkina Faso, we work to **improve the creation of and access to decent employment** for young people in the region.

PROJECT LED BY THE ILO UNDER THE DECENT JOBS FOR YOUTH GLOBAL ALLIANCE.



FUNDED BY

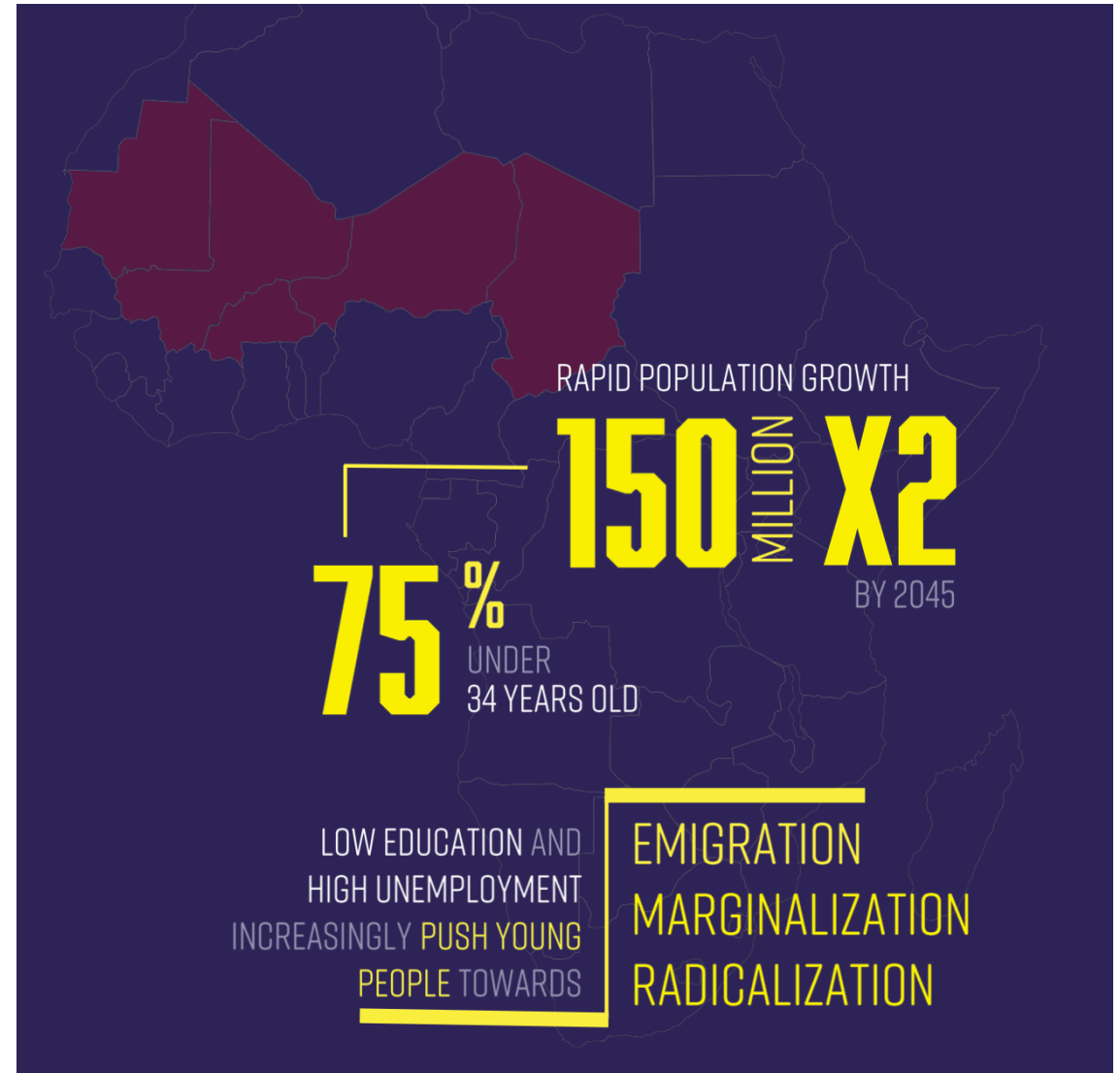
LUXEMBOURG
AID & DEVELOPMENT



The Sahel

The Sahel is one of the **poorest regions in the world** and it faces **enormous challenges**, including the negative effects of climate change, extreme poverty, armed conflict and insecurity.

Our project is the first ILO effort in the region. It has been central to the expansion of other initiatives in the Sahel that support employment and livelihoods in Mali, Burkina Faso, and Niger.





BURKINA FASO

NATIONAL COMPONENT | BURKINA FASO

Burkina Faso is a low-income country with one of the **lowest human development index rankings** in the world. With low educational attainment and an apprenticeship system that **does not meet actual labour market demands**, the integration of young people is very difficult.

We work to promote **decent work** and **quality apprenticeships for young people in Burkina Faso** by building capacity and strengthening and improving systems and programmes in place.

44%
OF THE POPULATION
LIVE IN POVERTY

300.000
YOUTH ENTER THE LABOUR
MARKET EVERY YEAR

92%
OF JOBS ARE IN THE
INFORMAL ECONOMY

UNEMPLOYMENT
AND
UNDEREMPLOYMENT

AFFECT WOMEN
AND YOUTH IN
PARTICULAR

OBJECTIVE

Address youth unemployment and the skills mismatch in Burkina Faso

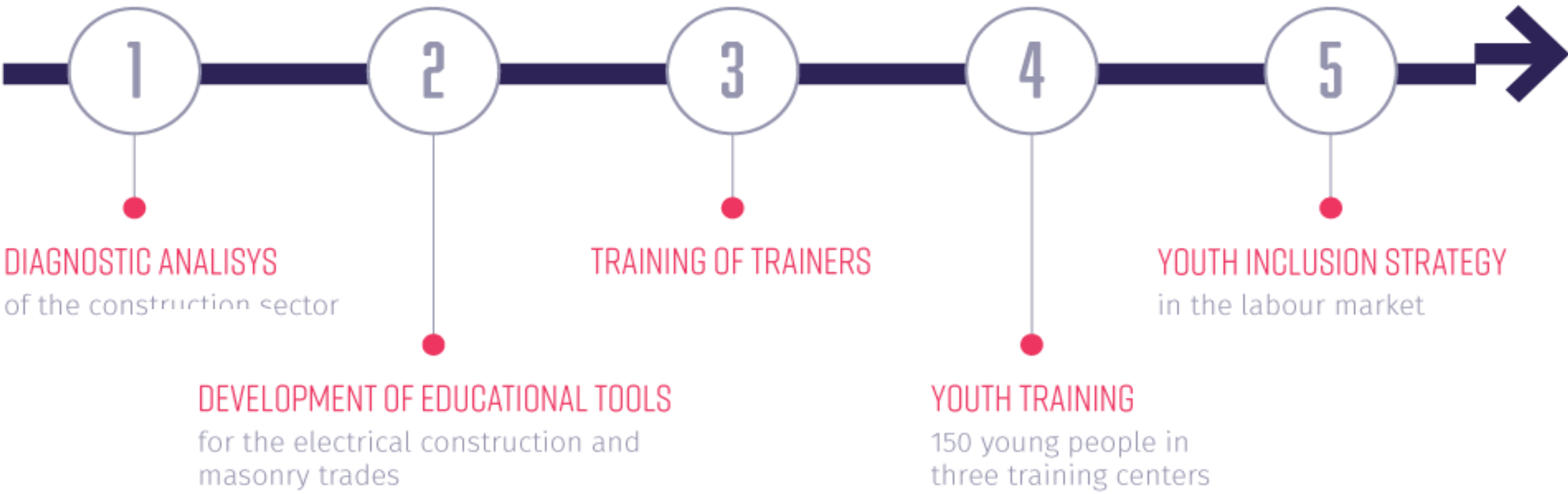
WE DO IT THROUGH

Two parallel actions:

1. The **ILO approach** for quality apprenticeships
2. A **pilot youth apprenticeship programme** in the construction sector.



PILOT PROGRAMME: QUALITY APPRENTICESHIPS IN THE CONSTRUCTION SECTOR



Tracer study

Summary of assessments on the theory-practice learning and access to jobs or apprenticeship placements.

	Relation between theory and practice	Practice - oriented pedagogical content	Mandatory on-the-job training	Skills Development opportunities	Job search / Career Guidance	Support to find apprenticeship placement in a company
Very bad	0	0	1	1	2	1
Bad	2	0	1	0	1	0
Passable	4	6	0	9	7	7
Good	35	55	10	24	32	28
Very good	91	70	123	96	88	94
No answer	9	10	6	11	11	11
Total	141	141	141	141	141	141

Paid employment	Regular basis	19
	Occasional	28
Microenterprise created		25
Apprentices still in job placement		32
Continued vocational training		12
Further education at University level		1
Further education at High School level		3
Unemployed		21
Total		141

Some key recommendations

1. Strengthen the regulatory framework to provide a legal basis for other key elements of quality apprenticeships;
2. Produce data on the skills needs anticipation for sectors with job-growth potential per region;
3. Develop quality training programmes based on industries standards, that teaches skills relevant to the labour markets;
4. Create networks, for training companies and for vocational training centres to promote closer collaboration between training companies and training structures responsible for apprentices;
5. Facilitate communication between teachers and in-company trainers to ensure stronger technical-pedagogical monitoring of the learning processes;
6. Strengthen advocacy with professional organisations for the recognition of certification in collective agreements;
7. Consider social dialogue, gender equity and inclusiveness as permanent priorities for a successful quality apprenticeships system.
8. Develop a full fledge national strategy for quality apprenticeships in consultation with all stakeholders, particularly social partners and professional organisations.





Youth testimonies



- [Yaya](#) • [Souleymane](#)
- [Aboni](#) • [Clémentine](#)

VISIT OUR PROJECT
PAGE

[HERE](#)



4. BRAC Skills Development Programme



1 out of 3 of Bangladesh's **170 million** people is between 10-24

[Source](#)

2.2 million young people are entering the workforce every year

[Source](#)

85% employed in the informal sector [Source](#)

75% of all school drop-out girls are victim to child marriage [Source](#)

36% women participation in Labor Force [Source](#)

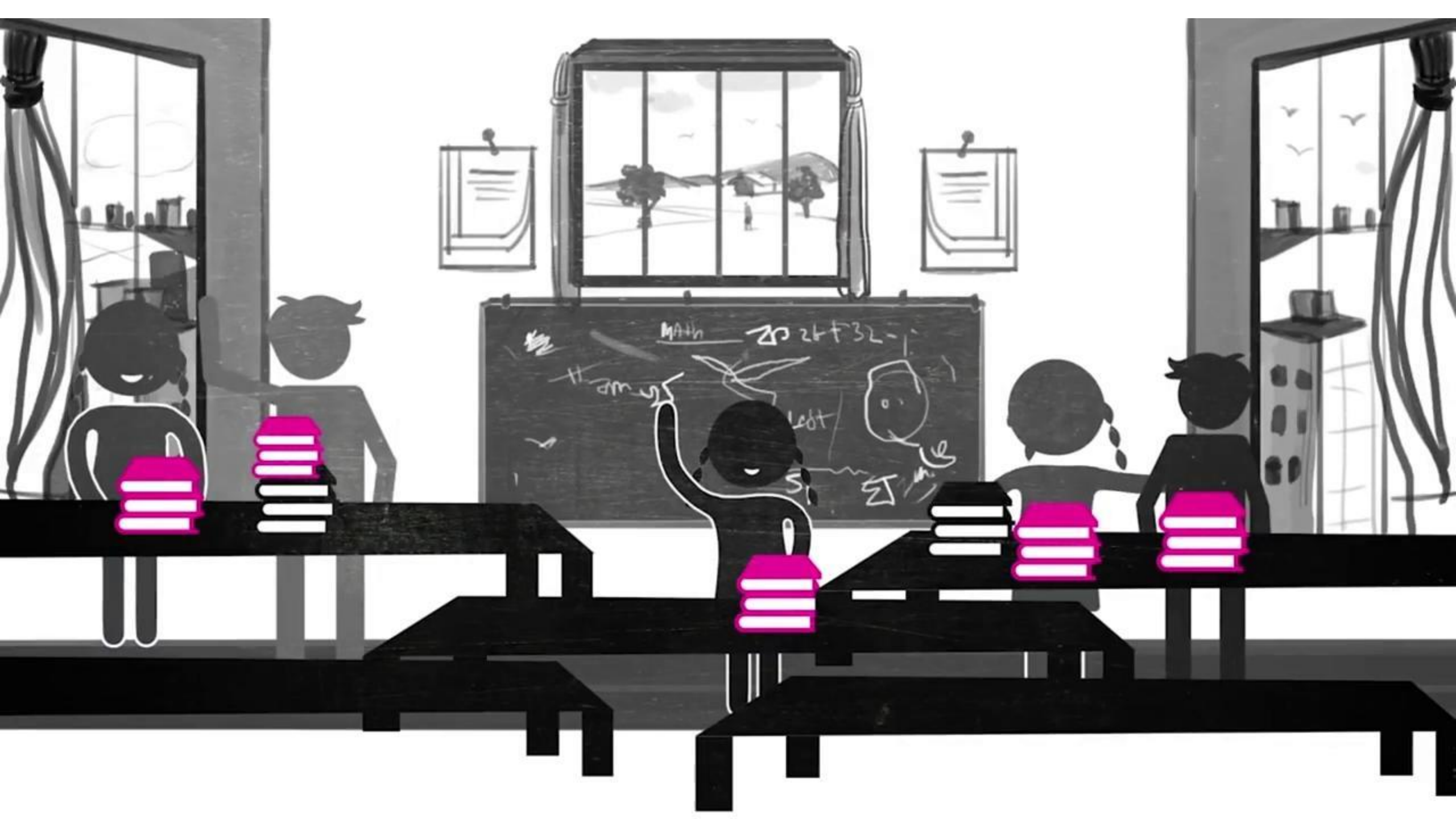
3 out of 4 business leaders report that skilled workers are scarce

[Source](#)

40% Secondary school drop-out rate [source](#)

11.2% graduates from universities remain unemployed [source](#)

0.9% job growing per annum or less than one-eighth of the rate at which the economy grew during those five years [source](#)



Alternative Learning Programme

Oldest and a highly successful model of BRAC SDP in informal economy

95% job placement rate [Source](#)

62% reduction in child marriage among female learners [Source](#)

6 Fold increase in income [Source](#)

1:3 cost-benefit ratio [Source](#)

Higher training impact on females [Source](#)

Enhanced empowerment, self-confidence and job satisfaction [Source](#)

- On the job training
- Theoretical training
- Soft skills training
- Foundational Skills Training



*Trainee: Age 14-18
Girls, boys, school
drop-outs and people
with disabilities*

*Mastercraftsperson:
Micro or small business
owner
Good reputation in the
community*



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2012

THE JOURNEY BEGINS

BRAC Jointly with Bureau of Non Formal Education (BNFE), UNICEF, and ILO started a **NUMBER OF LEARNERS** for Alternative Learning Programme:

1000 (UNICEF)

**PILOT TO
SCALE**





2013

It first started in 7 upazilas at Satkhira under “Livelihood Skills Training for Out of School Adolescents”

NUMBER OF LEARNERS: 1000 (BRAC)

2014

Apprenticeship training model operated same as before

NUMBER OF LEARNERS: 1000 (BRAC)

NUMBER OF LEARNERS: 3000 (UNICEF)



2015

A separate programme was initiated

Skills development programme decided to penetrate the informal sector with 'Bangladesh Skills for Employment (BSE)' programmes with help from ILO.

NUMBER ON LEARNERS: **5400 (BRAC)**



2016



NUMBER OF LEARNERS:

7500(BRAC)

NUMBER OF LEARNERS:

2000(UNICEF)



2017

Customised Apprenticeships

**Business
Incubation Training**
**Partially paid
trainings that
focuses on business
development with
support of Micro
Finance**

Paid Training
**Partially Paid
Apprenticeship**

Aid to Refugee Crisis
**Focused on the locals
outside the Rohingya
camps, Cox's Bazaar**
**Training with 10
learning centers
focusing on women
and adolescents**



2018

Apprenticeship in the Light
Engineering Informal Economy



Number of Learners: **10,000**, **40%**
of them being female,
5289 Light Engineering Owners,
500 New Entrepreneurs, **700**
Market committee members.

Alternative Learning Programme
for out of school Adolescents



Number of Learners: **7500 (BRAC)**
Number of Learners: **1750 (UNICEF)**



2019

Other Apprenticeship Training Models are in pilot phase

Partnership with
NGOs- drive down
costs

Apprenticeship for
only girls- increase %
in labour market

Sector specific
apprenticeship-
up-gradation
training for
small businesses

NUMBER OF
LEARNERS:

13,150
(BRAC)

NUMBER OF
LEARNERS:

2500
(UNICEF)



2020

Pivoting amidst pandemic

- Telephonic survey of learners and MCPs
- Apprenticeship training amidst pandemic keeping in mind the safety measures
- Disability focused training model

Covid-19 safety measures in training



Limited number of
participants



Distance marking



Hand washing
facilities



Protective gear



Visual aid



COVID19
orientation





2021

Unicef and GenU funded pilot projects
on boarded

- Aims to reach number of learners: 5550

New Additions in Alternative Learning Pathways (ALP)-2021



Digital Literacy and Connectivity

- Digital Device will be provided to learners for remote learning
- Local partnership/GoB partnership for digital literacy training
- Digitally equipped classroom for soft skills and digital literacy classes



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Piloting new initiatives



Partnership with NGO

- Cost Sharing
- Sector strengthening
- Increase coverage area
- Cover hard to reach areas



Entrepreneurship

- 3 months activity based classroom training
- Mentoring support
- Access to finance
- 10 months skills knowledge and mentoring support to potential youth entrepreneurs



Online Training

- Digital skills learning platform
- Career aspirants are provided with employability skills and income generating opportunities
- Aggregates the best digital training providers



Career Hub- Linking employers with employees

- A 360 degree career solution platform
- Works as the bridge between the employers and the job seekers
- Provides career related information, career counselling, skills training and career guidance to job seekers by aligning their respective skills, career expectation and aspirations

Impacting lives

2012-2020



349642
people
were
reached

97,981
women
were
reached

190218
aware of
decent
work

75.03%
job
placement
rate

Most Lucrative job in
the informal sector-
**Wood furnishing and
design** with an
average monthly
income of **4622 BDT**



6126 out of **6280**
persons with
disabilities who
received training
have been placed
in jobs

251 out of **280**
transgender people
who received
training have been
placed in jobs

46 districts
covered with
training on **43**
formal and
informal trades



 **DECENT JOBS
FOR YOUTH**



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Story of a triumphant!

“ I am Monisha, an ALP graduate from Cox’s Bazar. Currently, working in tailoring after my apprenticeship.

I will be forever grateful to BRAC for this life-changing opportunity. I have had a tough childhood. I always liked to play with girls, wrap my aunt’s saree and play with dolls. Because of my feminine attributes, my parents used to beat me and my classmates used to tease me at school. Eventually, my parents threw me out of home; thus, I had to join the ‘Hijra’ community. But, I never liked it there. Later, I contacted with PO apa who helped me get the tailoring training and gave me the chance chance to earn on of own.

I am also planning to take an initiative for transgender and ‘Hijra’ community so that nobody can look down upon us in future! ”



Q&A



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Thank you



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