Skills for Rural Employment – S4RE

Workshop:

Improve access of rural youth to employment related information and skills

S4RE Project Team
May 2016

Overall goal:

- Improved income and employment opportunities through more appropriate and market-oriented skills

Area:

- Sharr Mountains and the Southeast of Kosovo

Target Groups:

- Youth, women and minorities 15-35
- Rural households
- Businesses

Partners:

- Local Field Facilitators
- Local Youth Action (LYAC)
- Local Action Groups (LAG)
- Municipalities (different departments)
- Local and regional businesses
- Employment Office
- Various local associations and local NGO's

- Learning Groups is a methodology deriving from LearnNet Approach

- Developed by international organizations addressing skills development challenge in developing countries (Uganda and Tanzania- LSDY/ U-Learn)

- LG is a solution-oriented approach

- Starts with a problem or a need and generates a group solution to the need

- To solve the problem people need skills, knowledge and understanding

❑ Access to knowledge, understanding and skills is necessary

❑ Investment in schools and universities (public and private)

❑ Poor coverage of vocational training

❑ Vocational training limit access of rural youth in terms of
- ❑ Location
- ❑ Entrance requirement
- ❑ Program length
- ❑ No flexibility on time and cost

Key elements of the LG methodology:

- The idea for learning and economic activity is based on the real need and demand of the market

- The group draws on local resources and social network to find out first what they need to know and then get the information required

- The group members take responsibility for organizing their own learning

- Learning in a group motivates them and they encourage each other

- The group members find ways to finance their own activities

- Learning what they need to know has an immediate impact on the lives of group members

What makes LG successful:

- Universal access

- Holistic approach (Life skills and Entrepreneurship)

- Acceptance by local authorities (community, public and private sector)

- Facilitator (to mobilize the community and to knit together the network of the group)

- (S4RE) facilitate institutionalizing process
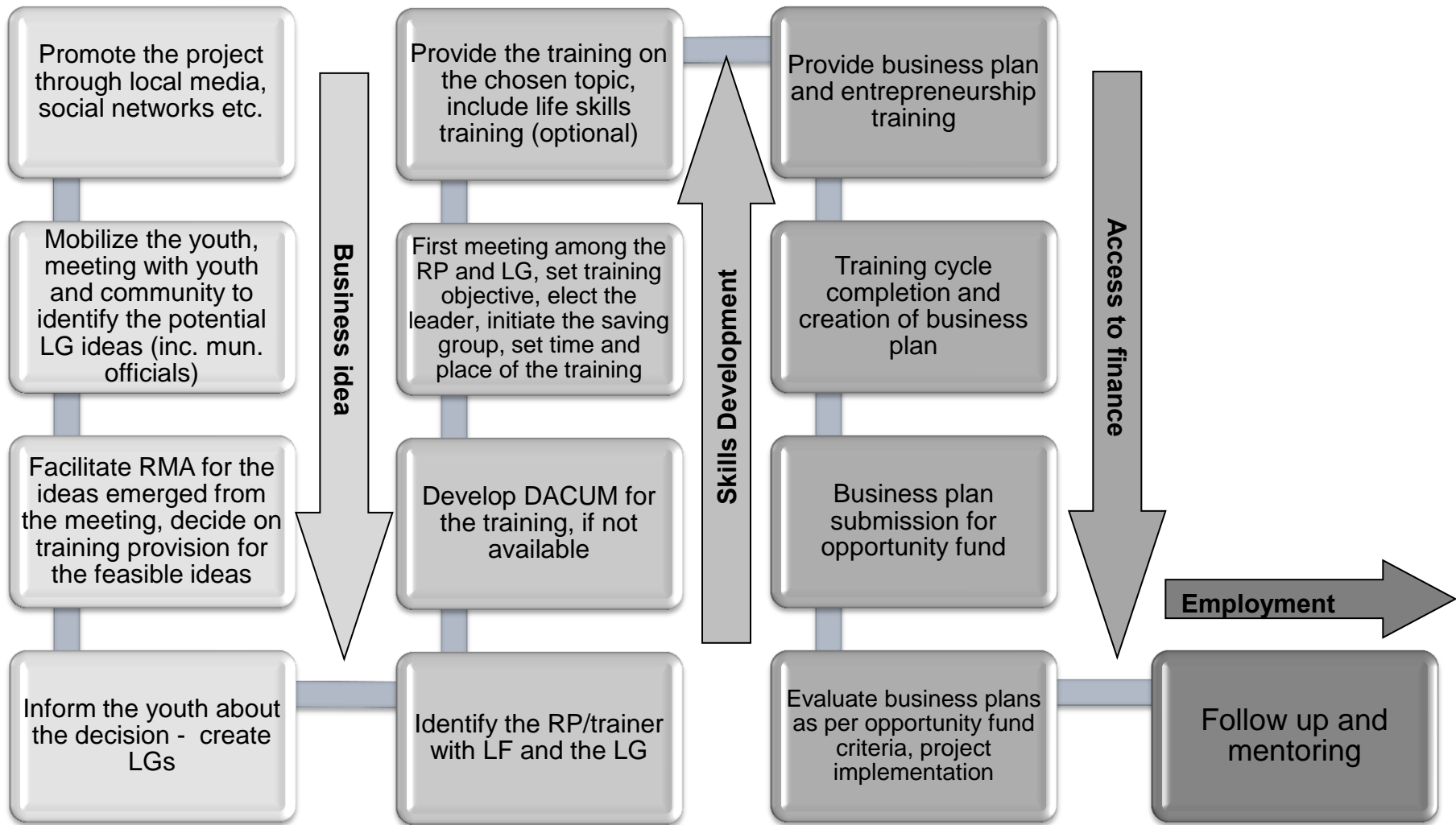
Learning Group (LG) process

The LG is basic organizational structure of the methodology. LG cares on the following:

- Decide on the idea for learning
- Planning and organization of the learning process
- Identify the potential training provider
- Raise funds
- Evaluating the results
- Groups 5-10 youth.

The advantages of LG:

- Economic – to share the cost of the training
- Managerial – make decisions, organize the training and group representation
- Social – mutual support, link interest, friendship etc.
- Didactic – to enhance and support individual and collective learning

Learning Group Process

Promote the project through local media, social networks etc.

Mobilize the youth, meeting with youth and community to identify the potential LG ideas (inc. mun. officials)

Facilitate RMA for the ideas emerged from the meeting, decide on training provision for the feasible ideas

Inform the youth about the decision - create LGs

Business idea

Provide the training on the chosen topic, include life skills training (optional)

First meeting among the RP and LG, set training objective, elect the leader, initiate the saving group, set time and place of the training

Develop DACUM for the training, if not available

Identify the RP/trainer with LF and the LG

Skills Development

Provide business plan and entrepreneurship training

Training cycle completion and creation of business plan

Business plan submission for opportunity fund

Evaluate business plans as per opportunity fund criteria, project implementation

Access to finance

Employment

Follow up and mentoring

Rapid Market Appraisal (RMA)

RMA as a complementary tool of LG methodology.

Rapid **M**arket **A**ppraisal is a process of determining market size for a particular occupation in a particular geographical region with the aims of minimizing the skills gap between the skills provided by Training providers and skills required to the employment market.

Why RMA?

To ensure LG members get training which is:
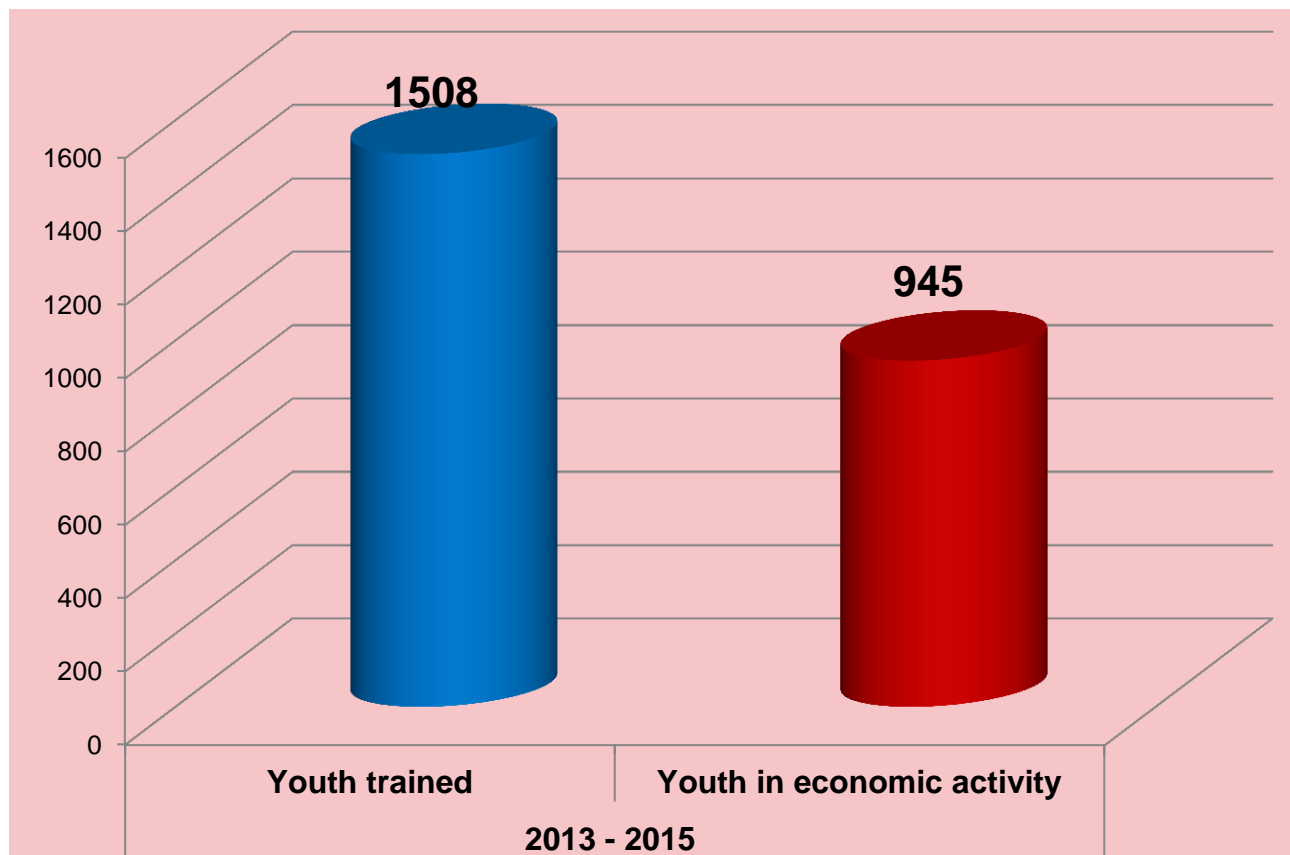
- High Quality
- Employment oriented

RMA helps to:

- Identify number of workers available in a specific occupation in a predetermined area
- Identify number of workers required in a specific occupation in a predetermined area
- Additional skills desired by employers
- Identify available training providers

Conclusion

- Tangible result within short period of time
- Access to remote population
- Involvement of the different actors
- Use of local resources (natural, human)
- Skills related to labor market requirements
- Income generation and involvement of youth into economic activity

Results 2013 - 2015

Main sectors:

- Agriculture
  - Beekeeping
  - Raspberry
  - Strawberry
  - Poultry
- Central Heating
- Electrical Installation
- Hairdressing
- Tailoring
- Patisserie
- Production of beeboxes
- Carpentry
- Food processing
- IT
- Hospitality
- Etc