

Training For Enterprise Development

By Caroline Murewi

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Background Information

- Youth in Zimbabwe recognised as a vulnerable group due to several factors with unemployment on top of the list
- The Zimbabwe Poverty Assessment Study (1995) revealed that youth had the highest unemployment rate among all the age groups in the labour force
- In 2008, formal unemployment stood at 94% of which 67.7% constituted the youth (Work Readiness Survey for Zimbabwe, 2012)

Causes of high youth unemployment

- Incompability between the academic-focused curriculum and the needs of industry for more practical skills

Training For Enterprise Development (TFE)

- TFE is a training model which targets out of school youths between the ages of 15-35 years as outlined in the Zimbabwe Youth Policy (2012)
- Youths are equipped with technical vocational skills as well as entrepreneurial skills to enable them to start a business venture of their choice

Training For Enterprise Development (TFE)

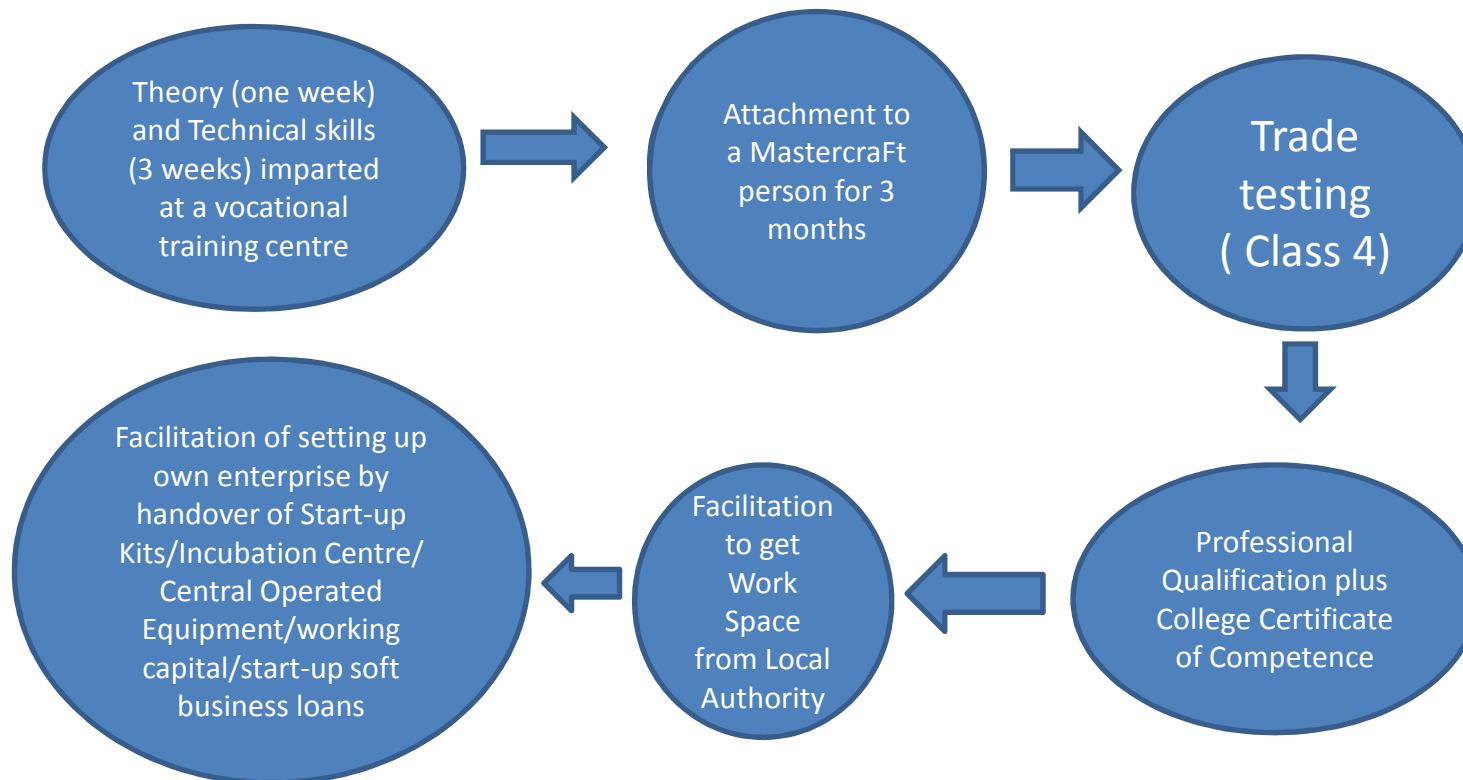
- Most youths have 4 years secondary education but lack the “ **5 magical subjects (5 „O“LEVELS”** to take through to a higher education level
- The entry qualifications is the ability to read and write/ experience in any trade from traditional settings / on the job training/ passed down the family lines etc.

Training For Enterprise Development (TFE)

- Introduction of short courses to enhance the quality of the acquired skill under the Integrated Skills Outreach Programme (ISOP)
- Most youths do not afford to pay for training and do not value school based training to put food on their tables
- Training centres arrange trainings within communities to cut down on costs and to tailor make the required trainings for the youth

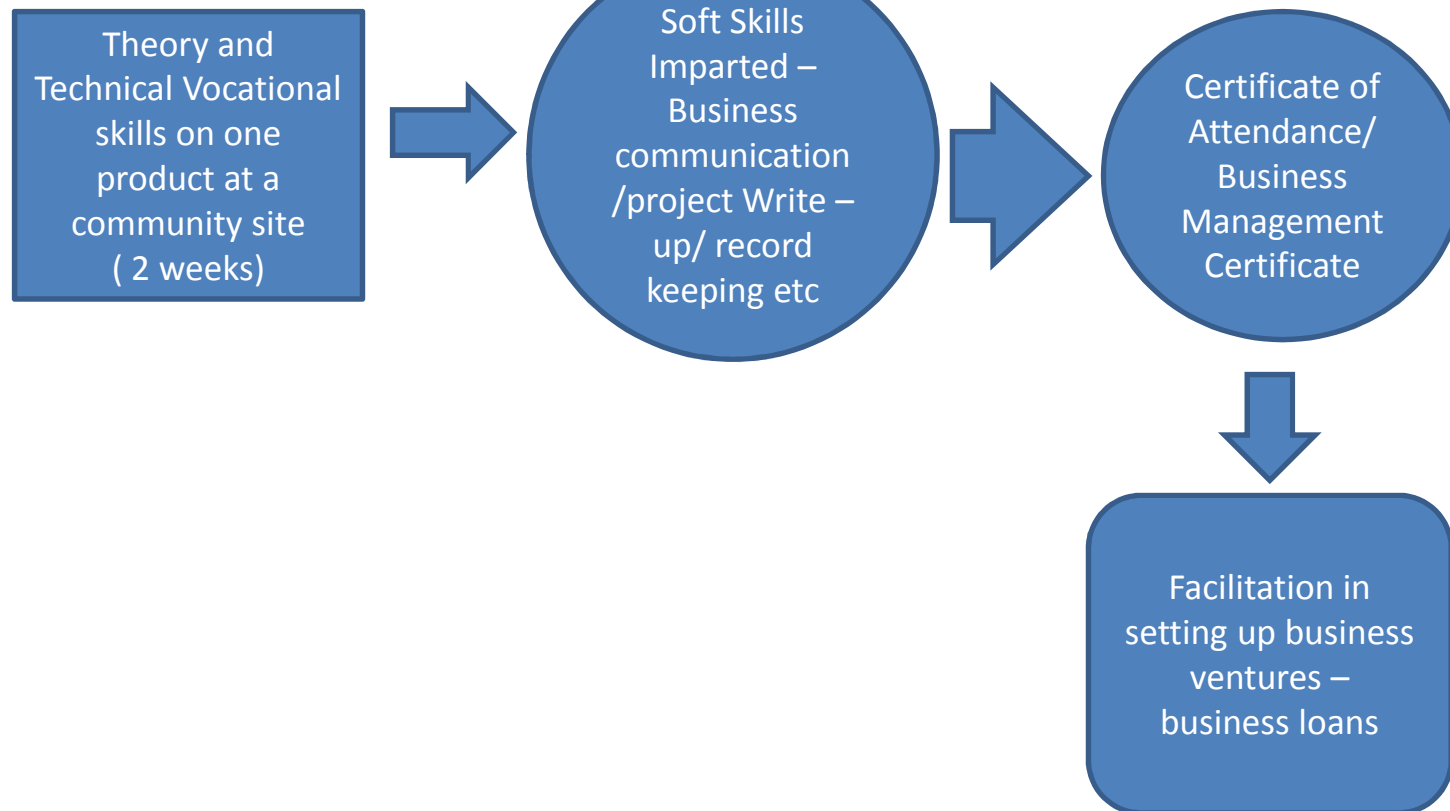
Intergrated Skills Outreach Programme (ISOP)

- Model 1



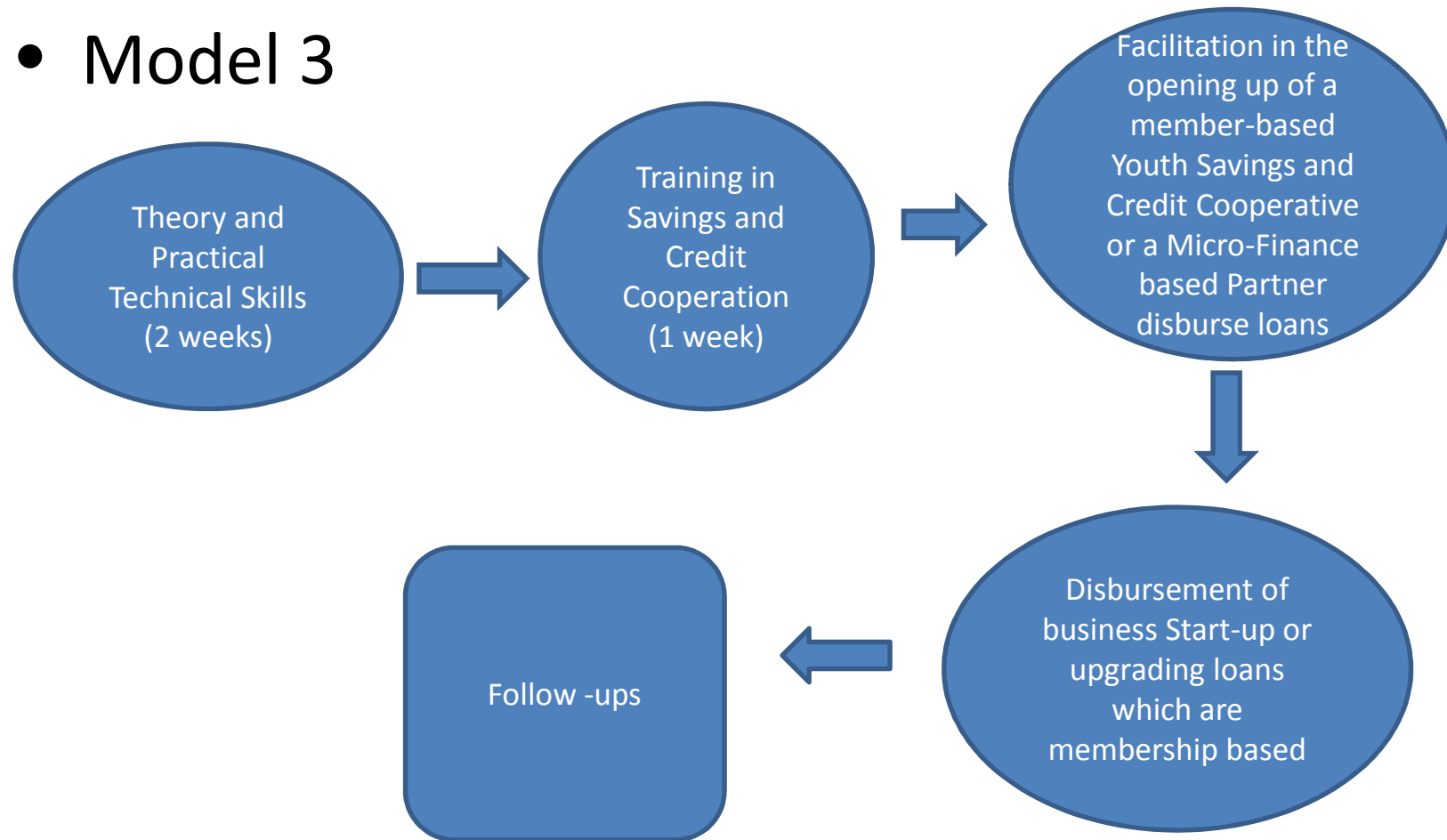
Intergrated Skills Outreach programme (ISOP)

- Model 2



Intergrated Skills Outreach programme (ISOP)

- Model 3



Integration of Informal Competencies

- National Skills Policy –will consider the accreditation of credit points to non-formally acquired skills through trade testing and agreed periods on skill enhancement
- Accumulated credit points will then allow the academically challenged youths to be streamlined into formal training systems up to Higher National Diploma level

Integration of non-formally acquired Competencies

- This also opens a window for Second Chance Education for youth through Literacy and Numeracy Programmes and this will allow youth to join the main stream education and training programmes
- Capacity building in training module development and implementation required to introduce teachers to short courses with high impact

Integration of Informal competencies

- Teachers to be introduced to adult learning methodologies and follow up strategies
- Teachers need industry attachments to get latest technology developments
- Training schools will definitely require technology transfer and up to date workshops

Integration of non-formally acquired competencies

- Mastercraft persons need to be nurtured into the training capacity of attachees as currently are only profit orientated
- Facilitate the development of on the job training and the workshop capacity to take in attachees
- Redefine the Attachment policy to enhance the skills development of mastercraft persons

Integration of Informal competencies

- Facilitate the introduction of incentives in terms of business loans for working capital and retooling and equipping mastercraft persons
- Introduction of capacity building programmes for master craft persons on their requirements for nurturing attachees during a given period
- Accreditation of mastercraft persons into the non-formal Trainers Data Base

Integration of Informal competencies

- Review of the training and education policies to allow a two pronged education and training system to assist youth who go through non-formal work-based learning (National Skills Policy)
- National Qualifications Frameworks to recognise non-formally acquired learning by accumulation of credit points for use in the future for certification