
Skills Development & Education – Advisory Services



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Who we are



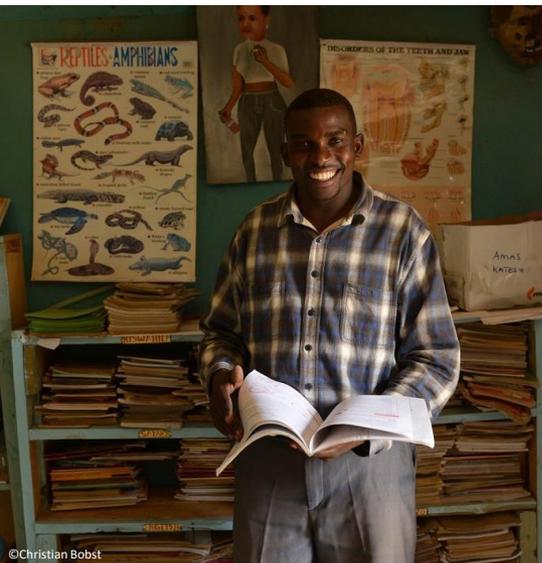
HELVETAS Swiss Intercooperation

Helvetas is an independent Swiss development organization working in about thirty countries in Africa, Asia, Latin America and Eastern Europe. We bring about real change in the lives of over three million disadvantaged people every year. We implement development projects in the areas of skills development and education, water and sanitation, agriculture and nutrition, sustainable economic development, democracy and peace, and climate and the environment. Helvetas also provides humanitarian assistance after disasters. In Switzerland, we promote solidarity with development challenges and needs of the South and lead developmental policy dialogues on several topics.

Our vision is a just world in which all men and women determine the course of their lives in dignity and security, using environmental resources in a sustainable manner.



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Advisory services in skills development and education

Our multilingual Skills Development and Education team, in partner countries and at the head office, provides advice in the fields of vocational skills development and basic education to the programs of Helvetas as well as to external clients in Africa, Asia, Eastern Europe and Latin America.

Why skills development and education matter

Poor parents often can not send their children to school. Limited access to quality education is one of the main reasons why poverty is passed on from generation to generation. Not only does education boost income, it also increases a person's chances for 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.

Member of

alliance*sud*

Swiss Alliance of Development Organisations
Swissaid - Catholic Lenten Fund - Bread for all
Helvetas - Caritas - Interchurch Aid

Alliance 2015

towards the eradication of poverty

Certified by



What we do



We are an open and innovative organization developing and implementing new solutions in vocational skills development and education jointly with Swiss and local partners. We help children, youth and adults to have access to quality basic education programs and vocational skills development offers to strengthen their ability to participate actively in their social and economic development through decent employment and income, and to improve their living conditions.



Basic Education

Helvetas helps to improve access to and quality of basic education through second chance programs for **out-of-school children** and teacher training.



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- Second chance programs for out of school children
- Bilingual and learner-centered didactic approaches
- Foundation and life skills
- Teacher training for quality education
- Collaboration with youth networks and organizations



Vocational Skills Development

Helvetas supports demand-oriented, practical vocational skills training that leads to gainful self- or wage employment and **improved livelihoods for disadvantaged youth**.



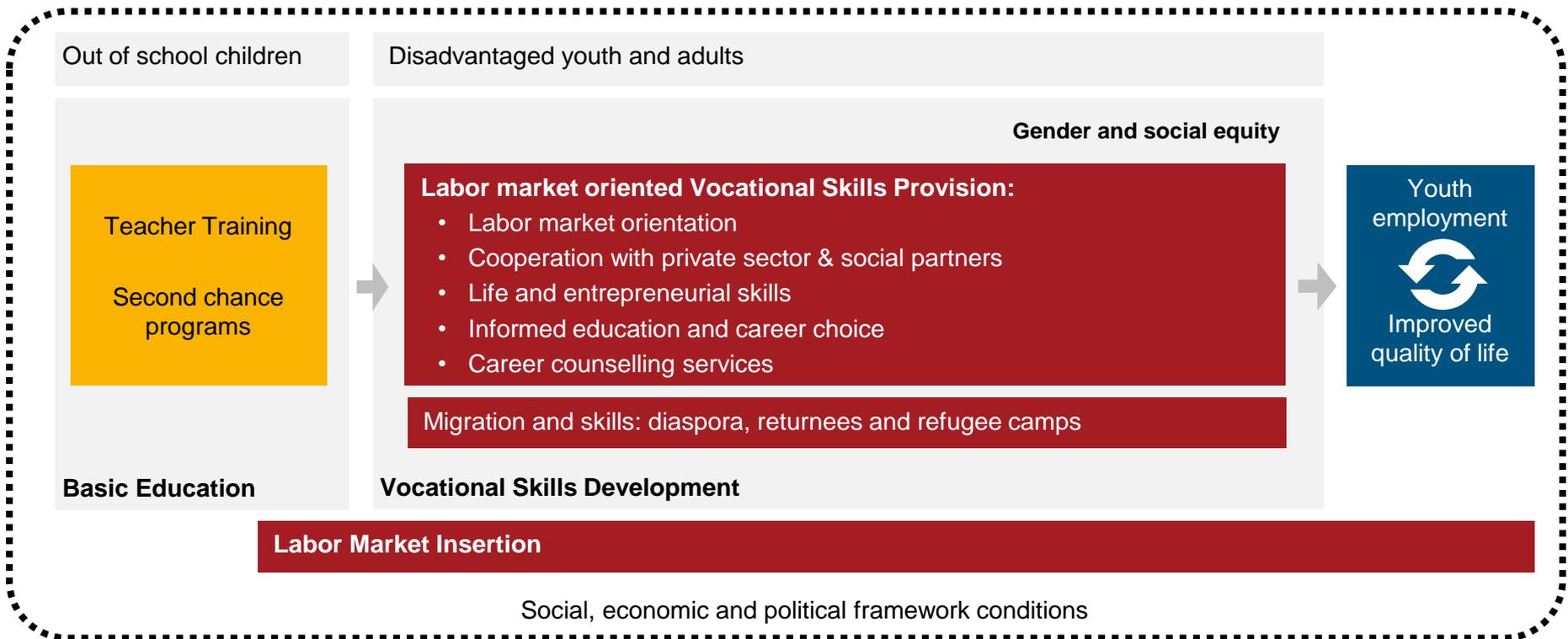
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- Dual approach adapted to local context and needs
- Labor market-oriented programs for employment
- Career counselling and labor market insertion
- Results-based financing of VET
- Entrepreneurship skills development and opportunity group approach

How we work



As a leading development actor in Switzerland and in our partner countries developing and implementing education and skills development for empowerment and social inclusion of children and youth, we strive for sustainability by **applying the systemic approach**. This implies looking at the system as a whole, involving important systems actors and not ending where the training ends, but making the link to the private sector to ensure employment is reached.



What do we offer



We share our long-standing experience in skills development and education and experiences of our vast Swiss partner network with local partners to deliver innovative and meaningful solutions to local challenges. We jointly implement programs, develop capacities of our partners and provide advisory services.



DESIGN AND PLANNING

- Context analysis
- Feasibility studies
- Concept design
- Strategic planning
- Design of results-based payment systems



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IMPLEMENTATION

- Labor market orientation of training
- Cooperation with private sector and social partners for VET
- Dual VET, work based learning
- Results-based financing of VET
- Curriculum development
- Youth employment
- Digital learning solutions
- Training of teachers and trainers
- Reform of VET system
- Institutional empowerment



MONITORING & EVALUATION

- Tracer study of VET programs
- Elaboration of M&E systems
- Project review and evaluation
- Capitalization of experiences



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HELVETAS ADVISORY MANDATES (examples)

- Technical Assistance to the Kyrgyz Republic for preparing the Skills and Entrepreneurship Development Project, Kyrgyzstan (**ADB**)
- Knowledge sharing in skills and employment (GIP DJIGUI), Burkina Faso (**Jacobs Foundation**)
- Training methodology for Climate Change trainers, India (**UNDP/SDC**)
- Improvement of the Mechatronics Technician program, Egypt (**GIZ**)
- Thematic advice on the topic of youth employment in rural Africa (**GIZ**)

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, based on the successful experiences in Nepal. Only part of the training costs is paid to the training provider after the trainees graduate. The remaining part is paid once the graduates are placed in a job or self-employed and earn above the minimum wage (gainful employment). More than 1700 young people were trained in the first phase. 69 % are in gainful employment. SKY collaborates with the local administration, the TVET regional office and associations and enterprises.



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LABOR MARKET INSERTION

Labor market insertion services enable a smooth transition to the world of work, aiming to increase stable employment or self-employment among disadvantaged youth. The Enhancing Youth Employment (EYE, funded by SDC) project in Kosovo has provided support to two commercial job portals by increasing awareness among private sector employers on the value of the job-matching services. The key to success was to ensure the willingness of private sector employers to pay for services. Job matching services became a potential for growth and main channels for youth to access information about job vacancies.



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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SECOND CHANCE PROGRAMS

In the department of Borgou in Benin, 54% of children either do not attend school or have dropped out – due to lack of infrastructure and teachers, but also 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. A bridging system eases the transition of graduates toward the formal education system or to VET. To ensure quality education, local teachers were trained in the new approach. Governmental entities are strongly involved, financially and for accreditation.



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Selected project engagements



Helvetas designs and implements several hundred development projects each year. They are sustainable and scalable as they are locally embedded. We support our partners from the civil society, local private sector, and local and national governments for effective collaboration and to effectively fulfill their responsibilities.



LNGB | Ethiopia

Duration: 2019-2021
Budget: 2,000,000 USD
Funded by DFID



Advisory mandate | Germany - Africa

Duration: 2019-2020
Budget: 85,000 USD
Funded by GIZ



YES | Tanzania

Duration: 2018-2021
Budget: 1,500,000 USD
Funded by private foundations
and donors



HoHalé | Burkina Faso

Duration: 2017-20
Budget: 2,000,000 USD
Funded by LED

Leave No Girl Behind (LNGB) aims to support marginalized girls and young women to get an education and practical skills that allows them to support themselves and their families. Activities are designed to address the barriers to girls' education to achieve improved learning outcomes, improved linkages to further opportunities and improved community and government capacity to sustain girls' and young women's education.

This advisory mandate focuses on the topic of employment in rural areas of Africa, with a special focus on young people. Thematic emphasis includes skills development, entrepreneurship development, employment in peripheral regions and fragile contexts, and sharing practical experiences in the development and implementation of approaches to promote rural employment.

Youth Employment Through Skills Enhancement (YES) project aims to improve the living conditions of 3,000 economically and socially disadvantaged young women and men in Tanzania through skills and gainful employment. The project eases the labour market insertion through the results-based financing approach and supports training providers to develop partnerships with the private sector to enhance the practical side of training. Learning through mobile phones will make training content accessible to the geographically and socially marginalized.

The goal of HoHalé is to contribute to the improvement of income and employment opportunities for young people, women and rural families in the Cascades region through a skills development system managed in partnership with the private sector. It focuses on agricultural vocational training, promotion of sustainable agricultural sector and development of market systems to increase productivity and improve the processing and marketing of agricultural products. Of the 350 youth trained since the start of the project, 340 reported an improvement in income.

Selected project engagements



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From mobilization and orientation to job-matching services and entrepreneurship coaching, we enhance collaboration with both the private and public sectors to ensure that vocational training results in employment and income for families.



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EYE | Kosovo

Duration: 2013-2020
Budget: 14,500,000 USD
Funded by SDC



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Shamerto | Bangladesh

Duration: 2017-2019
Budget: 4,900,000 USD
Funded by Europe Aid



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ENSSURE | Nepal

Duration: 2016-2019
Budget: 9,800,000 USD
Funded by SDC



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S4E | Myanmar

Duration: 2018-2021
Budget: 1,100,000 USD
Funded by Happel Foundation and Leopold Bachmann Foundation

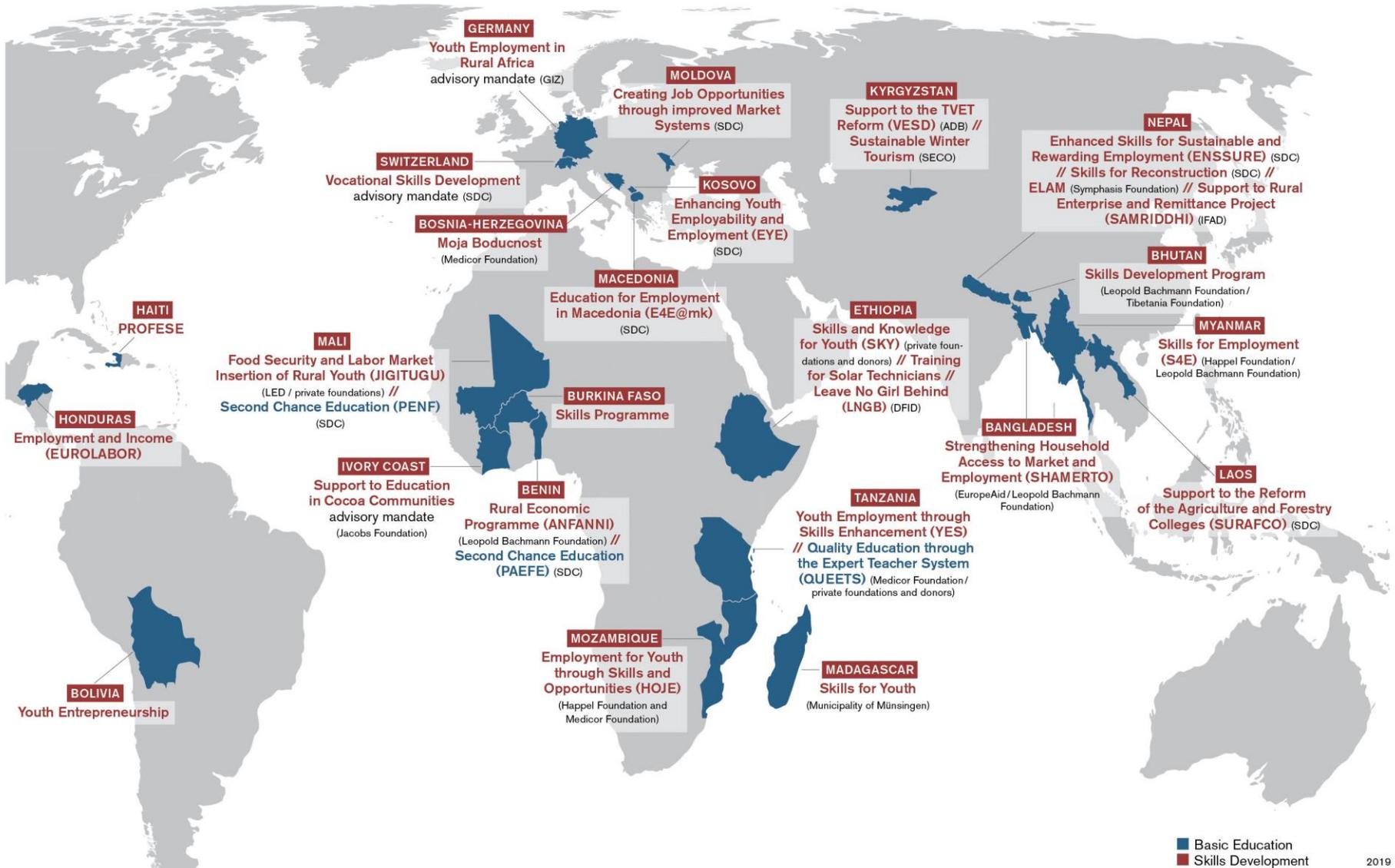
The overall goal of Enhancing Youth Employability (EYE) is to have 5,000 young women and men gainfully employed, 20,000 better skilled and 100,000 having gained access to better career information. In the first phase alone, 2,590 jobs were created (target: 2,000). This was achieved in a socially inclusive and sustainable way through systemic interventions of improving skills with a dual VET approach that meet market requirements, better job-matching information, career counselling services and private sector involvement for a more conducive business environment that generates new job opportunities.

Strengthening Household Access to Market and Employment (SHAMERTO) enhances the skills and improves employment opportunities for workers and entrepreneurs in agro-food processing enterprises. The projects focuses on agricultural and forestry sectors and works on a national VET reform to improve the quality of teaching and learning and for a better labor market insertion. Already in 2018, 51 training providers ensured job orientation and placement services for graduates, and 1824 graduates found gainful employment after being trained.

The overall objective of the Enhanced Skills for Sustainable and Rewarding Employment (ENSSURE) project is that Nepali workers, particularly from disadvantaged groups, benefit from continuous employment and an improved standard of living. Experienced workers act as “roving instructors” in companies to coach young job seekers on the job, following an apprenticeship. The private sector is strongly involved and benefits from this expertise to enhance productivity.

The goal of the Skills for Employment (S4E) project is that 1'500 young men and women from Magwe Region in Myanmar are gainfully employed or self-employed. S4E cooperates with youth organizations to mobilize 2,000 trainees, capacitates employers to provide on-the-job training and supports training institutions to impart life and business skills. Business associations and training institutions, as key partners, deliver market-oriented training.

SKILLS DEVELOPMENT AND EDUCATION



Team



Bettina Jenny, MSc, MAS, PhD

Head Skills Development & Education

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Bettina Jenny holds a PhD and MSc in Natural Science (University of Bern) and a MAS in Secondary and Higher Education (University of Zurich). In 2002 she joined Helvetas as Program Coordinator. In 2006, she assumed the management of the working area Education and Culture. Since 2011, she is leading the working area Skills Development and Education. She advises projects in the field of basic education as well as skills development, with assignments in Africa, Eastern Europe and Asia. Bettina is a board member of FoBBIZ, the Swiss Forum for Skills Development and International Collaboration.



Tengandé François Niada, MSc

Senior Advisor Skills Development & Education

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Tengandé François Niada has worked in international development cooperation since 1993. Holding a MSc in Linguistics, François has coordinated and advised projects in a range of different sectors in Africa and Switzerland, focusing on education, vocational training, sanitation and prevention of conflicts. He also has a strong expertise in planning and implementing programs in the educational sector. Currently he is working as Senior Advisor Skills Development and Education for Helvetas in Switzerland.



Katharina Walker, MA

Senior Advisor Skills Development

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Katharina Walker is Senior Advisor for skills development. She has provided strategic and technical support to projects in the Western Balkans and in Myanmar. She has worked in international development since 2009 after graduating in International Relations in Geneva. Having worked at a German Chamber of Commerce in India, Katharina is highly experienced in engaging the private sector. In Switzerland, she carried out extensive policy-related research, consultancies on VET and labor markets and advised thematic networks.



Winfried Heusinger, El. Eng., MA, PhD

Associated Senior Advisor Skills Development

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Winfried Heusinger has worked in international development cooperation since 1995 and holds a PhD in Sociological Technology Sciences, a Master's in Political Science and Economics and is an Electrical Engineer. He has implemented and advised projects in the Middle East, in Asia and Africa focusing on effective solutions for VET systems and on strategies for the active involvement of employers. Winfried is further focusing on financing strategies for VET and on teacher and instructor training. He currently works as Senior Advisor Skills Development and Education, based in Germany.



Daniela Lilja, MA

Advisor Skills Development

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Daniela Lilja is Advisor for skills development. She has worked with Helvetas since 2017, focusing on tracer studies in vocational skills development projects and mobile learning. She started working in international development cooperation in 2014, while concluding her studies in Geography and Social Anthropology. Daniela has worked mostly on projects in Southern Africa. Her thematic focus lies on youth, gender equality, as well as migration and mobile learning in VET.



Adrien Rebord, BSc, EM

Advisor Skills Development

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Adrien Rebord has worked in international development cooperation since 2013 after gaining private sector experience in hotel development and sustainable tourism. He implemented and advised hospitality related VET projects in South and South-East Asia. Adrien holds a Bachelor of Science in International Hospitality Management from Ecole Hôtelière de Lausanne and an Executive Master in Development Policies and Practices from the Graduate Institute in Geneva.



Sabrina Würmli, MA

Advisor Skills Development

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Sabrina Würmli has a Master in European Studies. She has worked in international development cooperation since 2013 with a focus on skills development, conflict sensitivity, and human rights. Before joining Helvetas, she has been working for SDC, GIZ and Plan International with longer stays in Bangladesh and the Palestinian territories. She has experience in vocational education in the context of migration, gender sensitivity and monitoring and evaluation.

Partnerships, alliances and networks



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



Swiss Forum for Skills Development and International Cooperation



Réseau Suisse Education et Coopération Internationale (RECI)



School for Agriculture, Forests and Food Sciences, HAFL, University of Bern



Swiss Federal Institute for Vocational Education and Training

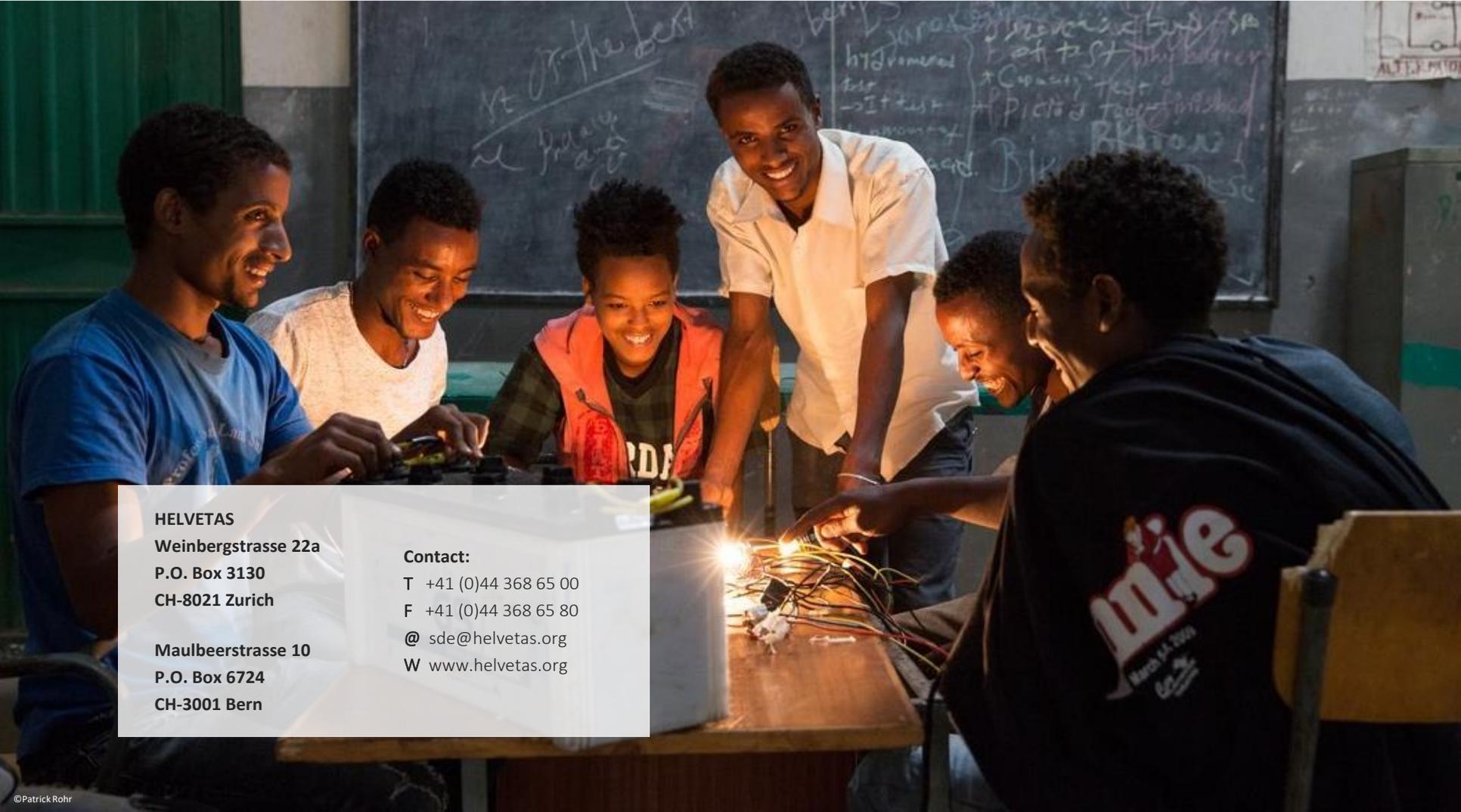


University for Primary Education Zürich

Contact



Helvetas believes that 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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