

Key features of ENSSURE

The apprenticeship model of training: In this model, learning is alternated between workplace (under the guidance of in-company trainers) and classroom with apprentices benefiting from generic skills that the employers need and the academic underpinnings. As apprentices earn a stipend while still at training, the model may be attractive to the very poor who often will not forego their work and hence income to sit for training.

Career guidance: To guide youth toward an informed career choice, career counseling will be offered at various stages: before leaving school for an informed choice of occupation, while applying for training for confirming occupation, during training and at NSTB/NVQA assessment to help embark on a career path.

Industry centered lifelong learning: Companies through their associations will establish, expand and maintain a far-sighted training approach for their staff, starting from systematic initial training (apprenticeship) to continuous efforts for workers' upgrading and specialization. Each level of this lifelong learning approach will be certified by NSTB/NVQA.

Robust on-the-job training (OJT): Short term training will be adequately complemented with systematic OJT in partner companies equipping trainees with practical skills required in the actual work environment.

Industry focus: ENSSURE's emphasis is on the integration of the private sector into the training system to increase the relevance of skills training and the level of competencies of job seekers and already employed workers.

Worker's further training: Workers will have the opportunity to enhance their skills and have their current skills recognized through the RPL system



Actors and approaches

The project will work with the following actors:

Partner companies: Partner companies will accept apprentices and on-the-job trainees. These companies will be supported to prepare human resource development plans which will also provide the status in skills requirements for their workforce.

Industry associations: The project will work closely with industry associations at all stages of skilling workers – from training need assessment to the evaluation of training, etc. The associations play a crucial role in guiding member companies, bundling their interests and mitigating inter-member rivalries. The project will capacitate them to fulfill this role.

Training providers: Public and private (including corporate) training providers will conduct off the job systematic courses for existing workers as well as new job entrants (in apprenticeship and short training courses). The training providers will also conduct management courses for company owners or interested workers at higher skills level (including returnee migrants) to enable them to start enterprises.

NSTB/NVQA: The certification of courses and modules, as well as the Recognition of Prior Learning will be provided by the National Skills Testing Board (NSTB). It will be very important that NSTB (and in future NVQA) assures quality testing and the credibility of their certificates in the labor market.

A program implemented by CTEVT, at federal level, the Ministry of Social Development at provincial level and municipalities at local level, with Technical Assistance from Helvetas Nepal.

(A bilateral initiative of the governments of Nepal and Switzerland.)



Enhanced Skills for Sustainable and Rewarding Employment

Tel: +977 1 6636073 | 6636191 | 6634443

Toll free number: 16600100222

web: www.ennsure.org.np

ENSSURE province offices:

Province no. 1, Biratnagar 021 464504	Bagmati Province, Hetauda 057 520669	Lumbini Province Butwal 071 543265 546482
---	--	---



Schweizerische Eidgenossenschaft
Confédération suisse
Confederazione Svizzera
Confederaziun svizra

Swiss Agency for Development and Cooperation SDC
स्वीस सरकार विकास सहयोग एसडीसी



Enhanced Skills for Sustainable and Rewarding Employment (ENSSURE) Phase II



Technical Assistance:



About Us

The second phase of the ENSSURE project, a bilateral initiative of the Governments of Nepal and Switzerland, is built on the experience of ENSSURE phase one. The project is implemented by the Council for Technical Education and Vocational Training (CTEVT) at federal level, the Ministry of Social Development at provincial level and municipalities at local level with Helvetas Nepal providing technical assistance. The project will be implemented in Province 1, Bagmati Province and Lumbini Province. The phase period is from 10 September 2021 to 15 July 2025.

The project addresses the issue of unemployment, underemployment and unfair pay facing the Nepali labor market resulting from the mismatch in skills demanded by the industries and that which the workers possess through different training modalities such as Dual VET-apprenticeship and courses with robust on-the-job training (OJT) for the new job entrants and the training of existing workers on the principles of lifelong learning. The second phase will scale up these programs in various occupation and sectors in collaboration with businesses and industries. It also provides career guidance and support to maintain occupational health and safety of trainees and workers in the industries.

Goal and outcomes

The phase goal is “Nepalese youths, women and men, gain social and economic benefits from a federalised TVET system”.

The project outcomes are envisioned at three levels:

At workers’ level: Nepalese youths, women and men have gainful employment.

At the government’s level: Federal, provincial and local Government institutions respond to the needs of the labour market.

At partner companies’ level: Private companies meet their needs for skilled human resources through active engagement in the TVET sector.



Target group/Beneficiaries

The primary target groups or beneficiaries of the project are:

- Early school leavers/job seekers from socially discriminated groups (DAG). This group will benefit from career counseling, apprenticeship or short courses with on-the-job training.
- Workers lacking in relevant knowledge and skills resulting in low performance and pay. This group will benefit from the opportunity to have their skills recognized and to avail of further training.
- Educated and skilled youth with investment potential but lacking entrepreneurial skills. This group will benefit from business skills development training.
- Returnee migrants. This group will benefit from industry-based training and business skills to start micro-enterprises.

The secondary target groups of the project are:

- Individuals who are internal to the project (career counselors).
- Partners (association staff, company owners, OJT coaches and training center personnel).

Both groups will benefit from capacity building supports.

COVERAGE

Initially, the focus will be industries in seven selected economic sectors/sub-sectors: electrical/electronics, mechanical, information technology, automotive, hospitality, construction, and early childhood development. Geographically, the areas with dense economic activities in the selected sectors/sub-sectors and promising industry associations/leading companies will be covered. The project will also extend its interventions to other areas considering mega projects such as hydropower plants, airports, and highways.



Key project components

SKILLS TRAINING

The core training comprises of Dual VET-Apprenticeship and training with OJT courses with on-the-job component for new job entrants, further training for already employed workers, and business skills training for returnee migrants and youth with entrepreneurial zeal. In-company trainers will guide apprentices, on-the-job trainees, and existing workers with practical skills as well as with career guidance. Such supports are expected to help partner companies increase labor productivity which they are expected to pass on to their workers as fair pay and a favorable working environment.

CAPACITY BUILDING

This component looks into building the capacity of in-company trainers, career counselors, and special teachers. Likewise, the project will also build the capacity of partners (association staff, company owners, on-the-job training coaches, and training personnel) in management skills, human resource planning, occupational health and safety, the apprenticeship approach of training, and change management. The partners will also be supported to transfer the learned skills in the workplace.

CAREER GUIDANCE

The pathway from a job seeker to a skilled worker starts with career counseling. Career counseling will be offered in four stages:

- **At the school level:** Career guidance will be offered to students of grades 9 and 10 through existing teachers (capacitated for career counseling) to raise awareness about career choices and vocational education.
- **Pre-training:** Career guidance and job fairs will be organized at the regional level where career counselors will assist job seekers to confirm their choice and to increase their understanding of the conditions of training.
- **During training:** When at skills training (apprenticeship, OJT and further training of workers), career guidance will be offered to help the trainees develop an occupational perspective.
- **Post-training:** At the time of skill testing, the Skills Assessors will guide the trainees on a career path (horizontal and vertical).

COLLABORATION AND COORDINATION

The project will collaborate with the private sector in all stages of the training system, from need identification to designing courses, to their implementation and monitoring. Specifically, the project will establish an effective collaboration with the TVET providers, the skills testing board, partner companies and industry associations at the national and local/federal levels for operational and policy related issues.