

Capacity Statement on Job Creation

PIN Ethiopia, June, 2024

Alliance 2015

towards the eradication of poverty

A smiling man with a goatee, wearing a yellow apron over a light-colored shirt, is working on a shoe sole. He is holding a black, perforated sole piece. In the background, another man is seated at a sewing machine, working on a piece of fabric. The workshop has green metal walls and shelves filled with rolls of fabric and various tools.

 People
in Need

About Us

People in Need (PIN) is an international, non-governmental and non-profit organization with headquarters in Prague, Czech Republic. Founded in 1992, PIN is currently operating in 24 countries across Africa, Asia, Middle East and Europe.

PIN has been operating in Ethiopia since 2003. PIN Ethiopia currently implements various development and humanitarian interventions across the sectors of

food security, nutrition, resilience, environment and livelihoods, water and sanitation, education and skills development, social protection and humanitarian response with annual budget of more than 4.8 million EUR and 182 staffmembers. PIN is a member of Alliance2015, a strategic network of eight European non-government organisations engaged in humanitarian and development action.

The Problems in Job Creation in Ethiopia

Over the past 15 years, Ethiopia has been among the fastest growing countries in the world (at an average of 10 % per year). Despite this impressive growth, it has not converted into creating job opportunities for the country's youth. The national unemployment rate stands at 29.7 % and youth contribute 70 % of Ethiopia's total 115 million population.

Ethiopia's main challenges are inability of continuing its positive economic growth on a sustainable basis and accelerating poverty reduction - which both require significant progress in job creation and improving governance to ensure that growth is equitable across the society. Growth and job-creation abilities of a fledging private sector have been hindered by constraints in the business climate and competitiveness. Ethiopia has growing workforce (at 2 million per year) which puts pressure on absorption capacity of the labor market, necessitates improving current jobs, while creating sufficient new jobs. Education institutions have not been able to produce young people with demand-driven skilled education.

Youth migration is a serious problem in Ethiopia. Many young people rarely have a decent job and often none or limited social protection along with being subjected to

poor working conditions. The situation is even more difficult for women, who cannot find decent work opportunities and are most often concentrated in the informal sector. In recent decades, economic factors have been the most common drivers of migration from Ethiopia, followed by political reasons including insecurity, and ethnic tensions. Migration is increasingly perceived as the only way out of poverty in Ethiopia, especially for the rural youth.

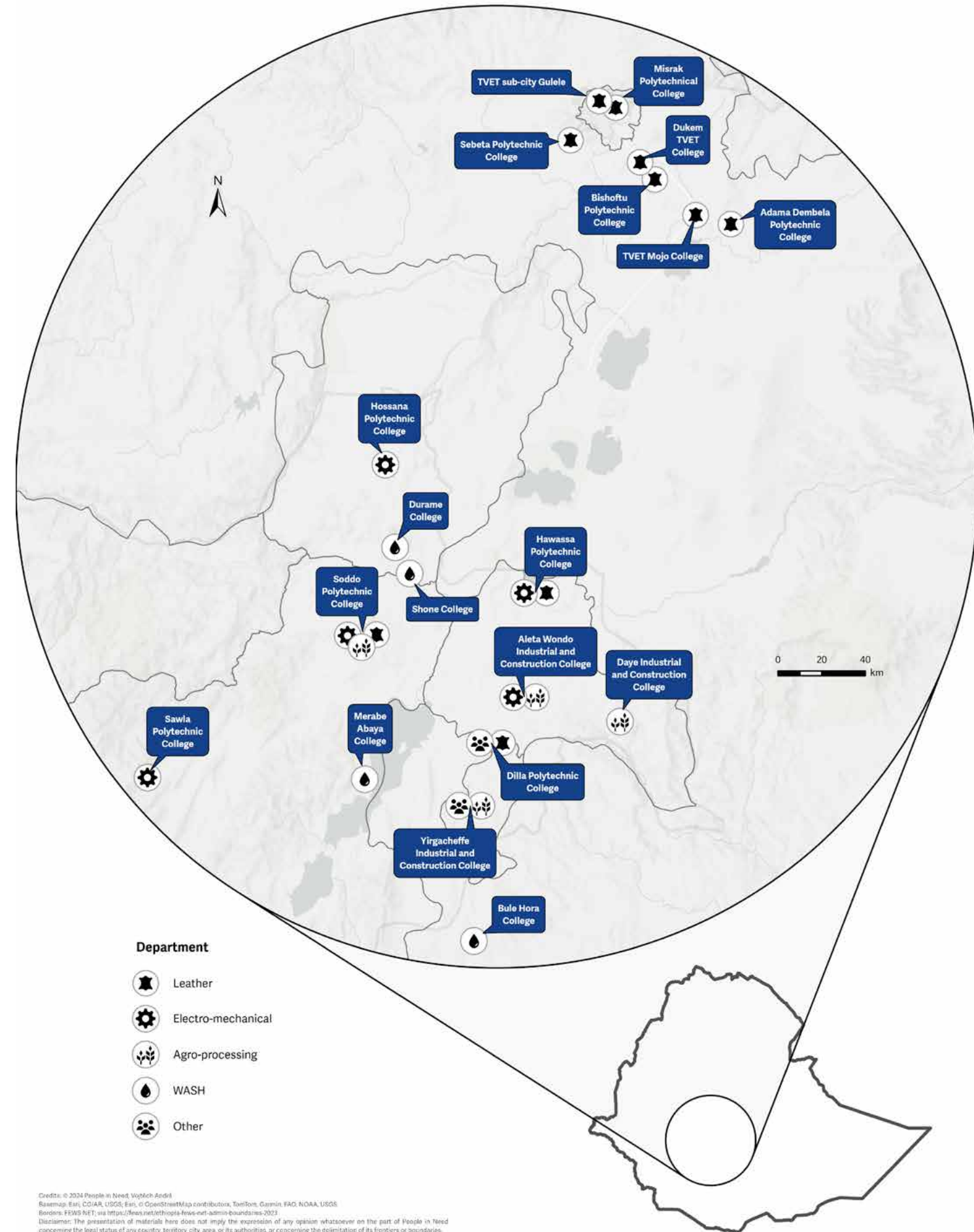
The TVET sector was sought to provide skills training for youth and equip them with adequate technical skills to enable them compete & access employment in the government and private sector. However, the TVETs have barriers in the effectiveness of their vocational training programmes, some of which might be listed below:

- Poor quality and relevance of the vocational training & lack of career counselling and coaching services within the TVET system;
- Lack of skilled trainers with industry connections and experience;
- Lack of opportunities for work-based learning and internships;
- Lack of effective platforms for dialogue between employers/private sector and education institutions.

Students attending TVET courses



Cooperation with TVETs in Ethiopia



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Our Capacities and Experience

PIN has been active in supporting youth employment in Ethiopia's **leather, construction, WASH and Agri-business sectors**. People in Need has been particularly supporting the development of the leather industry in Ethiopia since 2011 through its projects. The leather sector in Ethiopia is highly labor intensive in the raw material sourcing, transportation, processing and marketing phases. Thus, it possesses an enormous potential to create much needed non-agricultural employment, and looks set to play an important role in poverty reduction. Yet this potential has remained largely unexploited and it needs further perspective in the future. Despite the challenges, however, the leather sector remains the priority area for Ethiopian government to contribute to export diversification and foreign exchange earnings.

During the past 15 years, PIN's Education & Skills Development Program has been implementing different

projects focused on job creation, funded mainly by EC, Czech government (Czech Development Agency) and FCDO. The total budget of these projects, implemented in Sidama, SNNRP, Oromia and Addis Ababa, is **24,153,152 EUR**.

PIN's Education & Skills Development Program priorities:

- Improved access to relevant digital and green skills to prepare youth and women for emerging sectors.
- Increased quality, inclusive, equitable and relevance of education on primary level;
- Increased accessibility and quality of TVET education;
- Improved economic prospects for vulnerable youth;
- Strengthened socio-economic empowerment of women.

PIN's Core Competencies

Skills development	Employment
TVETs capacity building and development of market driven technical and vocational training (TVET) curricula	Entrepreneurship skills development, leading to establishing of MSMEs
Creation of enabling school environment through child-centred and interactive education methodologies	On-job apprenticeship program and job counselling for youth workforce
Skills development in leather good, leather processing, agro-processing and electro-mechanical in TVET Colleges	Public Employment Services capacity building on client-centred approach and providing psychosocial support and counselling for job seekers
Colleges of Teacher Education capacity building and Linkages with private sectors and financial institutions	Women's savings groups and women-lead MSMEs in urban and rural areas

Our Achievements

PIN Ethiopia Skills Development & Job Creation Achievements:

- **19 TVET** Colleges and 22 departments supported (leather, agriculture, electro-mechanical) in 4 regions – SNNPR, Sidama, Oromia and Addis Ababa
- **4677 youth** trained in TVET Colleges in leather production, leather processing, electro-mechanical and agro-processing and other
- **3 new fields of study** introduced in TVET Colleges
- **1562 jobs** in wage employment facilitated in leather and agro-business industries
- **87 MSMEs** established, trained, and financed to be engaged in the production of leather products or by-products and agricultural processed products
- **147 MSMEs supported** in their productivity and profitability
- **Over 200 sewing machines** delivered to TVET colleges
- **Work Based learnings** (Apprenticeships and cooperative trainings) have also been practiced to make youths to be acquainted with the working ethics and procedures of companies. Improving working conditions in the industries by promoting health and safety standards.

- The curricula of several TVET courses have been developed or modified based on the industry standard as there is skill mismatch between the graduates of the TVETs and the potential companies offering jobs. To ensure the quality of the education, TVET colleges have installed monitoring tool by using PIN innovative checklist called **"TVET LEAD monitoring tool"**;
- Strengthened **public private partnership** especially in construction, metal and leather sectors in Addis Ababa and Modjo city and agro-processing in SNNPR and Sidama.
- Establishment of fully-fledged Electromechanical Departments with complete curricula, Training Teaching and Learning Materials, workshops, equipment and trained teachers; supported Hawassa Polytechnic College EMD has become a Centre of Excellence;
- **187 jobless** youth trained on electromechanical skills (levels I-III) and graduated, > 50% of students who completed TVET Level II Certificate of Competence were women.



TVET course focused on leather



Our Approaches

We use Market Driven Approach to:

- Improve employability and quality of people's life;
- Support inclusion and equal access to education for all groups of population;
- System strengthening & Quality Education & Access (Management, monitoring and evaluation tools, curricula, policies, decent work, equipment);
- TVETs Approach seeks to solve the mismatch in labour demand and supply at labour market;
- Private/public sector involvement (LMA, platforms, cooperative trainings, equipment, innovations);
- Networking and Positioning (Experience sharing, partnership with local authorities, local NGOs, INGOs, dissemination of best practices);
- Aligning TVET with the needs of the private sector: **Labour market assessment** and Incorporating the findings from the labour market assessment to revise curriculum per sector, highlight the importance of soft skills.
- Improving business and marketing skills of students and MSEs;
- Public-private partnerships for better skills development: TVETs, private companies, improved public employment services.
- Straightening of the public employment services for better job matching of job-seekers and employers.

3 pillars of PIN TVET programs for youth employment/job creation:

- **Quality of education** (curricula and TTLMs development, equipment & teaching aids donation to TVETs, capacity building to Trainers (ToT), cooperative training/practice, experience and best practices sharing among TVETs, etc.);
- **Strengthening of TVET institutions** (TVET GAP Assessment, Strategy/ Action plan development/monitoring, Capacity building of TVET staff, System & Tools development, Vocational guidance & counselling, Education Monitoring Application – EMA application developed by PIN);
- **Linkage with private sector** (PPP, extra-curricular trainings, visibility, job fairs, cooperative training, apprenticeship, support of One stop centers).

Addressing systemic constraints to improve opportunities for youth employment through:

- Improving access of youth and women to vocational training and skills;
- Improving access to financial services;

Why Partner With PIN?

- ✓ 19 years of consecutive experience implementing flagship education programming in over 70 communities in SNNPR, Sidama, Oromia and Addis Ababa;
- ✓ Gender sensitive skills trainings and community sensitization programs for promotion of learning opportunities for girls;
- ✓ Apprenticeship programs and on-job training piloted leading to successful employment of 1500 youth in Addis Ababa;
- ✓ Over 80 MSMEs (Micro, small, medium enterprises) in leather, WASH and agriculture over the past 10 years;
- ✓ Sub-contracting modalities for large companies to outsource their part of works for MSMEs;
- ✓ Outstanding working relationships with decision makers at the federal, regional, woreda and kebele level, including Regional TVET Bureaus, Colleges of Teacher Education, BoID: Bureau of Industry and Development, BoWCA: Bureau of Women and Children's Affairs, BoYVC: Bureau of Youth and Voluntary Coordination, EIFCCOS: Ethio-international footwear cluster co-operative society Ltd, LLPI-RDC: Leather and Leather Products Industry and Research Development Centre (former LIDI);
- ✓ National and HQ-based in-house sectoral technical advisors – Education & Skills development, Protection, Market systems development, WASH, Agriculture, Good governance, etc.



List of Currently Active & Past PIN Implemented Skills Development & Job Creation Projects in Ethiopia

List of Project	Duration	Donor
Promoting employment opportunities in the WASH sector through quality vocational training in selected areas of SNNPR and Oromia, Ethiopia	2023-2025	CzDA
Strengthening social cohesion by supporting local economies and social development initiatives especially for women and youth and enhancing industrial and labour relations in the Modjo Leather City (LISEC)	2021-2024	EUTF
Support of employment opportunities and employability of youth in the agriculture sector in SNNPR (Agri-TVET)	2020-2023	CzDA
CHANGE , Improving access to education for most marginalized girls	2018-2023	FCDO

List of Project	Duration	Donor
Access to vocational education and improvement of water source management in four zones of SNNPR (TVET-WASH)	2018-2021	CzDA
Increasing the access and quality of vocational training in the leather sector in Ethiopia	2018-2019	CzDA
Job creation for potential migrants in Addis Ababa (SINCE)	2017-2020	EC
Support of Inclusive Education in Dilla, Hossana woredas of SNNPR	2017-2020	CzDA
Increasing the access and quality of vocational training in the leather sector in Ethiopia	2016-2017	CzDA
Orphan and Vulnerable Children (OVC) Care and Support in Hawassa, Ethiopia (Shiny Days)	2016	PIN
Access to vocational education and improvement of water source management in four zones of SNNPR	2015-2017	CzDA
Support of Implementation of Modern Teaching Methods	2014-2016	CzDA
Increasing the access and quality of vocational training in the leather sector in Ethiopia	2013-2015	CzDA
Improving quality and relevance of education at the level of primary, secondary and higher education	2011-2013	CzDA
Social protection for the urban population of Ethiopia	2011-2014	EC + CzDA
Assistance in Bridging the Digital Divide Problem in Africa	2011-2013	CzDA
Supporting farmers and agricultural education in Damboya and Alaba districts, Southern Nations Region, Ethiopia	2011-2013	CzDA
Increasing the access and quality of vocational training in the leather sector in Ethiopia	2011-2013	CzDA
Expanding Access to Higher Secondary Education to Orphans in Awassa	2009-2010	Japanese Embassy
Access to secondary education for orphans and other vulnerable groups of children, South Ethiopia	2007-2009	The Ministry of education, Youth & Sports
Practical Skills Training and Social Work in Disadvantage Communities in Awassa	2006	Embassy of the Czech Republic
Enable Access to Education and Care to AIDS Orphans	2004-2006	The Ministry of Education, Youth & Sports
Support of Implementation of Modern Teaching Methods	2003-2007	The Ministry of Education, Youth & Sports

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Beneficiaries
attending
electromechanical
training provided
by TVET school



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