

Connecting Major Stakeholders to Maximizing Employability of Youths”

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**ASPYEE GOOD PRACTICE REFLECTION AND KNOWLEDGE SHARING WEBINAR
SPOTLIGHT ON
PARTNERSHIPS FOR DEMAND-DRIVEN SKILLS DEVELOPMENT**

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**By
Ashenafi Shiberu
Director,
Planning, Monitoring, Evaluation & Communication
Selam TVET College, Ethiopia**



I. The Problem

Low Rate of Employability of TVET Graduates

- ❑ Each year, large number of youth graduate from vocational training institutions.
- ❑ Yet, many graduates do not get employed.
- ❑ Employers (industries & companies), on the other hand, complaining that they are not getting skilled labor force easily as per their demand with a required skill and quantity.
- ❑ There is a big GAP between the training graduates (Job seekers) and the employer industries or Companies.

II. Major Contributing Factor

- ❑ One of the contributing factors for the GAP is Lack of Labour Market Linkage and Intermediation.
 - Hardly any institute actively connects graduates with employer industries & companies, OR
 - Graduates are given little/no support from the TVET institutes in finding jobs.

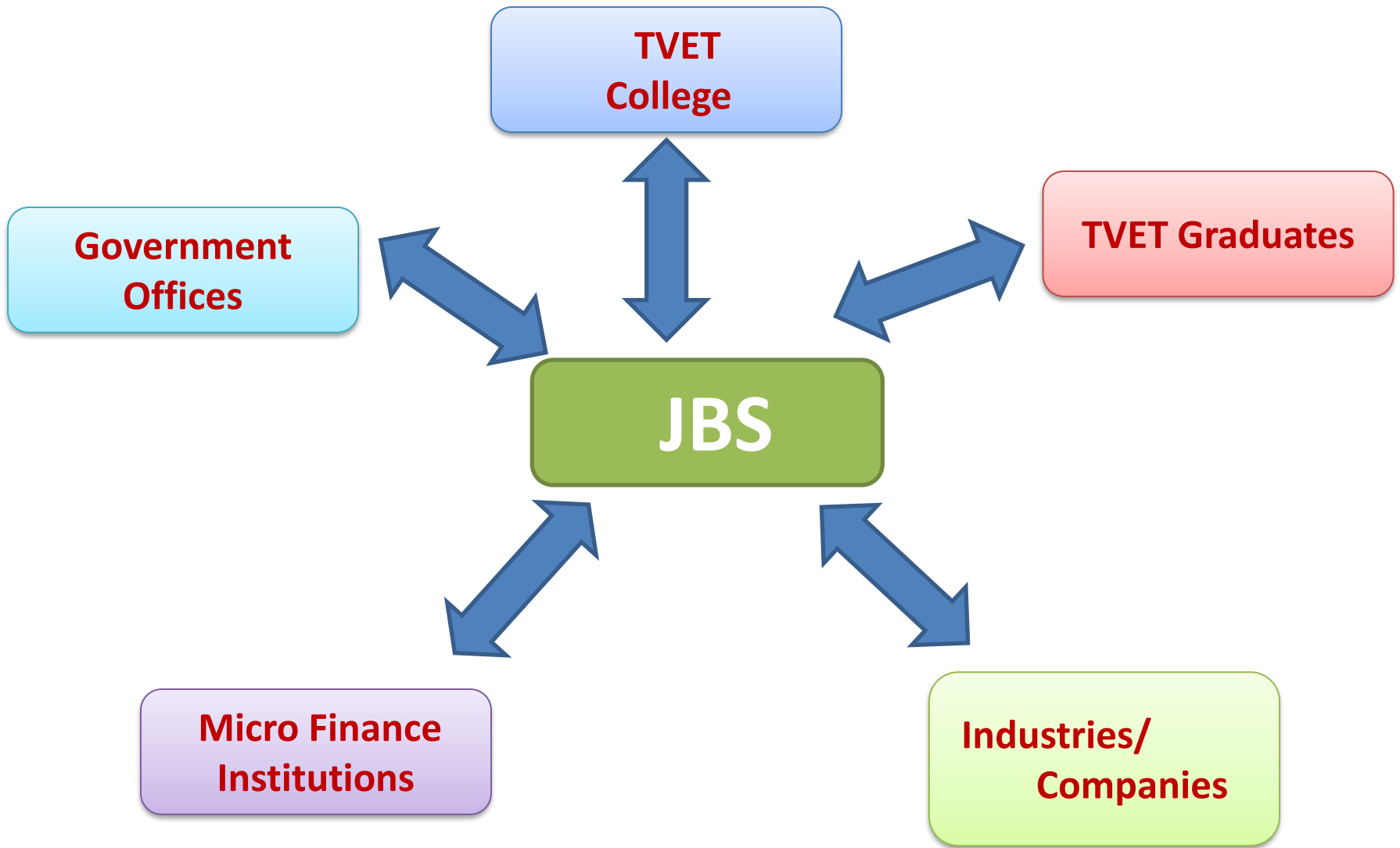
□As a result:

- (1) Graduate youths (the job seekers) have limited information about employer industries and companies.
- (1) The employers do not have ample information on where to get the skilled personnel as per their demand of skill types, requirements, and levels of specialization.
- (3) For self-employment, the graduate youths have limited information and access to finance to engage in small businesses.

III. The Approach - (JBS)

- ❑ To address the problem of Labour Market Linkage and Intermediation Selam has come up with an intervention/ a new approach called **Job and Business Service (JBS)**.

- ❑ The main function of the JBS service is connecting or Linking all the major actors:
 - (1) The Training Provider (TVET College),
 - (2) The Job Seekers (Training Graduates),
 - (3) The Employers (Industries and Companies),
 - (4) The Financial Sources (Micro Finance Institutions)
 - (5) The Government Facilitators
(Sub Cities Social & Labour Affairs Offices, Youth and Women Affairs Offices, Micro and Small Enterprises Offices)



S.N	Stakeholders	
1	For Job Seekers (Graduate Youths)	<ul style="list-style-type: none"> ▪ Information about employer industries, companies. ▪ Necessary support to graduates in finding jobs. ▪ Connect graduates with employers.
2	For Employers (Industries, Companies)	<ul style="list-style-type: none"> ▪ Share information about functioning of graduates. type of skills, level of skills, quality of the training, the competency of the graduates, what makes them different what makes the college special ...
3	For the TVET College	<ul style="list-style-type: none"> ▪ Type and level of skills that the industry or company demand, ▪ Employment plan of the industry /company ▪ Feedback about functioning of the graduates skills gap, attitude and behaviours of employed graduates ▪ Recommendations for improvement of trainings, and to develop new trainings based on industry/market demands.

S.N	Stakeholders	JBS Officers
4	For Financial Sources (Micro Finance Institutions),	<ul style="list-style-type: none"> ▪ Updated information about the graduate youths, ▪ Link the graduates with MFIs
5	For Concerned Gov't Offices (Social & Labour Affairs, and Micro and Small Enterprises Offices).	<ul style="list-style-type: none"> ▪ Information about the graduates ▪ Created link between the graduates and the concerned gov't facilitators. ▪ Support the youths in establishing their working groups, Saving and Credit Associations, ▪ Support the youths in Legalization of the new Associations. ▪ Support the youth in facilitating working space

IV. The Result

- ❑ Selam TVET College has aggressively implemented this approach, created links and connected the major actors and attained amazing results.

- ❑ From the total **skill training graduate youth**, **86%** have become employed:
 - Some were employed at various industries and companies and,

 - Some also become self-employed begun their own small businesses.

V. What we have Learned!

- ❑ Training institutions should focus not only in equipping youths with technical skills, but also in:

Labour Market Linkage and Intermediation

so as to:



Maximizing the Employment Rates of TVET Graduates

And



Transfer the youth from Learning to Earning

Thank You!