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## First Time Private Sector Temporary Work placement Scheme (TWPS) for Youths Launched in Kiribati

On 6 September 2009 saw the launch of a new initiative for work placements in the private sector for young women and men in Kiribati. This initiative is implemented in the framework of the ILO Youth Employment Programme titled **Sub-Regional Programme on Education, Employability & Decent Work for Youths in the Pacific Island Countries**.



**L-R:** Ngutu Awira (ILO National Officer), Ofelia Eugenio (CTA ILO Youth Employment Programme), Enota Ingintau (PS Labour), Joe Taenoko (President of KIMEO) & Kevin Downe (Principal of KIT)

Kiribati Major Employers Organisation (KIMEO) is taking the lead role in this initiative in collaboration with Kiribati Institute of Technology (KIT), Ministry of Labour & Human Resource Development (MLHRD) and the ILO Youth Employment Programme.

KIMEO is made up of major employers in Kiribati. The 11 participating private sector organisations providing work placement are Noel Trading, Mary's Motel, Kiribati Garments, Kiribati Motor Corporation, Tebeua Rainbows, Taotin Trading/Oceanic Shipping, Christopher Columbus Bus Service, JMR Group, Domino, Utirerei (Bus & Store) and Wishing Star.

The eleven private sector organisations will provide 23 young graduates in the areas of Office Administration/Accounting, Mechanical and Electrical six weeks work placement. This six weeks initiative began on Monday 31 August 2009 and the 23 young graduates are first of two batches of KIT graduates that will benefit through this inaugural scheme. The President of KIMEO Mr Joe Taenoko said that the major employers in Kiribati was pleased to be part of the first-time initiative and will allow employers to perform it's social responsibility to address the youth unemployment situation in Kiribati and also provide feedback to the KIT in improving their curriculum to provide graduates with appropriate skills demanded by the private sector.

Under the Memorandum of Understanding (MOU) signed by KIMEO and the ILO Youth Employment Programme the main objective of the Temporary Work Placement Scheme (TWPS) is to improve the employability of young KIT graduates by providing first-hand work experience that will enhance their knowledge and skills technically including inculcating the right work attitude and ethics necessary for employment in the private sector. The Chief Technical Advisor (CTA) for the ILO Youth Employment Programme Ms Ofelia Eugenio congratulated the partners in this first time initiative and saw this as an opportunity for the young graduates to be absorbed by the organisations as permanent employees.

The Principal of KIT Mr Kevin Downe is pleased with the scheme and believes that any training is a partnership between the training institution and the industry. He reiterated the vital need for feedback from the participating employers for future development of courses and providing graduates suited for the demand of the labour market in Kiribati.

One of the beneficiaries of the scheme is Ms Tiibwa Bonto. She is from Bikenibeu in Tarawa. A graduate in Diploma in Business Secretarial. She is attached with Mary's Motel under the Temporary Work Placement Scheme.

She hopes that this scheme will ultimately provide her with the opportunity to secure full time employment with Mary's Motel. She thinks that Government and the Private companies should introduce more schemes to reduce the youth unemployment situation in Kiribati.

Since graduating in December 2008, she has since been looking for work which she also acknowledges is common among young graduates in Kiribati. Out of the 11 graduates in her field last year, she is only aware of five of those graduates securing employment. Besides young graduates she mentions that there are many youths in her area out of primary and high school that are also looking for work.



Tiibwa Bonto checking-in a guest at Mary's Motel

She is thankful to the initiators of the scheme for introducing such an initiative as it will personally help her to apply the knowledge and skills she had gained from KIT and while gaining work experience in the private sector.

As a major partner of the scheme the Permanent Secretary of Labour Mr Enota Ingintau emphasised his appreciation for the implementation of the scheme in combating the youth unemployment situation in Kiribati. He was positive that this scheme will not only provide direct benefit to the 23 young KIT graduates but also valuable feedback on how to strengthen KIT.

## Local Kiribati Trainers receive Certification on Start & Improve Your Business (SIYB)

**Tarawa, Kiribati.** The ILO Pacific Youth Employment Programme titled **Sub-Regional Programme on Education, Employability and Decent Work for Youth in Pacific Island Countries** presented Certificates to four (4) local certified trainers on **Start & Improve Your Business (SIYB)** at the **Ministry of Labour & Human Resource Development Conference Room in Tarawa, Kiribati at 2.00pm on Monday 8 September 2009.** .



Standing behind the trainers (L-R) Teera Maio (President of KTUC), Enota Ingintau (PS Labour), Ngutu Awira (ILO National Officer), Ofelia Eugeni (CTA ILO Youth Employment Programme & Mauea Wilson (Youth Officer-MISA)

In October 2008 the ILO Youth Employment Programme in collaboration with the Secretariat of the Pacific Community (SPC) organised a sub-regional workshop for local trainers in the sub-region on Start & Improve Your Business (SIYB). These local trainers further underwent a training programme for certification under the guidance of an ILO Consultant and Master Trainer in their respective countries. The two weeks training to certify local Kiribati trainers was held in Tarawa on 8-18<sup>th</sup> May 2009.

The certification criteria included, among other things, mastery of the subject, organisation of training, delivery of the training and feedback from trainees.

The four local trainer are:

1. Ms Maria Taua : Ministry of Internal & Social Affairs
2. Mr Benjamin Tekanene : Ministry of Commerce
3. Mr Taiaki Irata : Private Trainer/Counsellor for TUC
4. Mr Tamaroa Teebaki : Kiribati Chamber of Commerce & Industry

The above four local trainers in Kiribati will form part of a pool of SIYB certified trainers in the Sub-Region who will now be required to train youths in Start & Improve Your Business (SIYB). As part of the certification process, the four local trainers have already trained 25 youths in Tarawa and will in the next few months conduct more training for youths on Start & Improve Your Business (SIYB).

.In addition to the certification of trainers, the ILO Youth Employment programme is in the final stages of developing an SIYB manual adapted to the pacific context.

According to Maria Taua, one of the certified trainers, the acquisition of skills and certification in SIYB will enable her to train youths who wish to venture into entrepreneurial activities. She is very excited and has already identified youths and planned two trainings next month.

## CBTREE Pilot Implementation Commences in Kiribati

The enterprise training package Community Based Training for Rural Economic Empowerment (CBTREE) is now being pilot tested in Kiribati. This first time initiative is implemented in the framework of the ILO Youth Employment Programme titled **Sub-Regional Programme on Education, Employability & Decent Work for Youths in the Pacific Island Countries**.



Members of the 8 Youth Groups identified for CBTREE Implementation with Trainers from ILO, FSPK and KANGO

The training of representatives of 8 community based youth groups on a tool of the CBTREE called Transition Enterprise Planning (TEP) was conducted from 8<sup>th</sup> – 9<sup>th</sup> September 2009 in Tarawa.

According to ILO Trainer Edward Bernard, the training focused on Enterprise Visioning & Planning, Locating the Enterprise, Business & Profit forecasting, Marketing, Organising the Enterprise and Record keeping.



Trainees involved in practical business and profit forecasting for their enterprise projects

Whilst the training package Start & Improve Your Business (SIYB) focused on individual youths and entrepreneurship, the CBTREE methodology focuses on groups particularly based in the rural community and enterprise development.

Whilst such business trainings for youths are offered at University level, the CBTREE methodology provides very simplistic training tailored for youths in the rural community.

The 8 youth groups consist of 4 church based groups, 3 village based groups and 1 group from the Kiribati Trade Union Congress Youth Wing. Leading this initiative is the Ministry of Labour &



Human Resource Development (MLHRD). While opening the training, the Permanent Secretary of MLHRD thanks the ILO for implementing such an initiative that will eventually assist the youths to venture into self employment. While normally the topics covered in the training would require attending University, he said the youths were fortunate to be given the chance to receive this training which will eventually improve their employability for self employment.

According to the ILO Youth Employment Programme Chief Technical Advisor (CTA) Ms Ofelia Eugenio, the CBTREE methodology is currently being pilot tested in Vanuatu, Samoa and Papua New Guinea with emphasis on adapting the methodology to suit the local context of the countries and the pacific. In August last year the Programme conducted a Training of Trainers (TOT) on the CBTREE methodology in Vanuatu. The trainees included a trainer each from the Ministry of Labour & Human Resource Development (MLHRD), Foundations of the Peoples of Kiribati (FSPK) and Kiribati Association of NGO (KANGO). These trainers are now assisting the youth groups in implementing the CBTREE.

## **Labour Market Information & Analysis (LMIA) Technical Working Group set up in Kiribati**

In April 2009 a National Awareness Workshop was conducted in Kiribati on Youth Labour Market Information & Analysis. This first time initiative is implemented in the framework of the ILO Youth Employment Programme titled **Sub-Regional Programme on Education, Employability & Decent Work for Youths in the Pacific Island Countries**.



Some members of the LMIA Technical Working Group after their 3<sup>rd</sup> meeting

The objectives of the workshop was:

- Have an appreciation of the general concepts and application of Labour Market Information and ILO activities in this field
- Have the ability to relate the concepts and application of Labour Market Information to Decent Work and Youth Employment Policies
- Identify data/information available within each ministry/department including existing gaps
- Identify Key Indicators for Labour Market Indicators (KILM) for the country including KILM for youth employment
- Propose for the establishment of a LMIA Technical Working Group

The ILO Youth Employment Programme is please to announce that the LMIA Technical Working Group has been established in Kiribati. According to ILO Trainer Edward Bernard this is the first group set up in the Pacific. The membership is made up of officials from various relevant ministries, including the Employers Organisation and the Kiribati Trade Union Congress. The group has met three times after its inception and will be involved in collection, analysis and management of labour market data.

The Ministry of Labour & Human Resource Development (MLHRD) has taken the lead role in this initiative. According to ILO programme officer, the LMIA Technical Working Group has identified a few activities such as incorporating labour market related questions in the 2010 population census, stock taking of all Labour Market Information present in all ministries and submitting a report on the Private Sector Temporary Work Placement Scheme.

The ILO Youth Employment Programme commenced in April 2008.

Recognizing the urgent need to respond to the huge challenge of youth unemployment and underemployment in the Pacific, the ILO Youth Employment Programme (YEP) entitled **Sub-regional Programme on Education, Employability and Decent Work for Youth in the Pacific Island Countries** is aimed at contributing to improved employability and decent work for young women and men in Kiribati, Papua New Guinea, Samoa, Solomon Islands and Vanuatu.

To achieve this goal, the Youth Employment Programme has the following three immediate objectives:

- (1) to enhance the knowledge of how to better address the challenges faced by young women and men in securing decent wage and self-employment and efficiently disseminate the knowledge within each country and in the sub-region;
- (2) to strengthen the capacity of governments, employers' and workers' organizations as well as youth organizations to develop national and local policies and programmes to achieve decent work for youth; and
- (3) to facilitate greater access by young men and women to support services for wage and self-employment through new tools and methodologies adapted to national circumstances.

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