

Project Brief



International
Labour
Organization

Training and Employment Support Programme (TESP)

Objective	To facilitate economic development in Timor-Leste and to support employment growth, through the development and delivery of demand driven skills training.
Key Partners	■ Secretariat of State for Vocational Training and Employment Policy (SEPFOP) ■ National Labour Force Development Institute (INDMO)
Duration	2 years (1 January 2013 – 31 December 2014)
Geographical Coverage	National (Timor Leste)
Country Programme Reference	Improve quality and relevancy of skills training courses by public and private training institution.
Donor	 Australian Agency for International Development Government of Timor-Leste
Budget	USD 12,114,048
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Project Background

Working in close collaboration with the Secretary of State for Vocational Training and Employment Policy (SEPFOPE), the Training and Employment Support Project (TESP) aims to facilitate economic development in Timor-Leste and to support employment growth, through the development and delivery of demand driven skills training. The TESP responds to the strategic priorities of the SEPFOPE which are articulated in the long-term Technical and Vocational Education Plan (TVET Plan 2011-2030) and the National Employment Strategy (NES). Both the TVET Plan and the NES aim to support the needs of a modern economy with a highly diverse and skilled labour force. Both elaborate a key priority of the Strategic Development Plan of Timor-Leste (SDP: 2011-2030) which has underlined the lack of trained human capital as one of the main development challenges confronting the country.



Key inputs provided by the TESP are directly linked to the seven key elements of the TVET Plan.

The ultimate beneficiaries of this programme are workers and job seekers, especially youth, newly entering the labour market, who will gain access to good quality market-driven, certified training, and employment services. Enterprises in the priority economic sectors will also be the main beneficiaries of the project through the increased supply of skilled workers who can support their efforts in improving productivity and competitiveness. The TESP will seek to establish collaborative partnerships with both government and non-government institutions to optimise outcomes for beneficiaries of this project. The TVET Plan is an ambitious endeavour which will require a collective effort of the government, non-state actors, as well as the development partners in the country.

Priorities of TVET Plan

Inputs from TESP

Essential Element One:
EFFICIENT INVESTMENT IN TRAINING

- Policy and legal frameworks for implementation of TVET Plan
- Institutional and coordination arrangement strengthened
- Funding mechanisms for TVET improved

Essential Element Two:
NATIONAL, DISTRICT & INDUSTRY NEEDS & DEMANDS

- Robust labour market information system developed
- Development of sector skills development plans as part of the sector development strategies
- Role of CEOPs enhanced

Essential Element Three:
PARTICIPATION IN TRAINING

- Gender mainstreaming and prioritized trainings for women and vulnerable groups
- Expansion of training delivery to provide national coverage

Essential Element Four:
BUILDING THE CAPACITY OF TRAINERS

- Support for training providers through INDMO and Learning Resource Centre
- Training programmes for trainers
- The institutionalisation of TVET Development through INDMO

Essential Element Five:
BUSINESS ENGAGEMENT IN DEVELOPING SKILLS

- Support for Industry Sub-Commissions
- On-job trainings and apprenticeships

Essential Element Six:
NATIONAL PARTNERSHIPS & INSTITUTIONS

- Support in the establishment of the National Skills, Employment and Productivity Council
- Inter-Ministerial working group strengthened to promote cooperation

Essential Element Seven:
GOVERNANCE AND MONITORING OF TRAINING

- Internal capacity development in SEPFOPE
- Improved monitoring, analysis, and reporting of TVET using SIMU dbase

Target Groups	Support to be provided	Expected Benefits
SEPFOPE [INDMO, Legal Unit, LMI Department & Directorate of Employment Services]	Technical experts to support staff in the development of guidelines, qualification standards, curriculum development, tools for labour market analysis, internal institutional capacity development	Able to provide appropriate qualification standards, expand services, financing, and ensure quality of trainings and services delivered
Training Providers	Training of trainers, coaching, quality assurance, financial support and provision of equipment	Provide high quality market driven trainings to their clients, and increased outreach
Social partners, other governments and private sector institutions	Seek their involvement in policy making, the identification of skills, and development of training programmes and provision of trainings including job placements and apprenticeships	Greater collaboration among government institutions and avoid overlap; increased private sector participation in provision of trainings
Ultimate beneficiaries	Technical trainings, career guidance, apprenticeships, job placements, seed funding for start-ups businesses for self- employment	Greater skills contribution to increased productivity, competitiveness and job creations Find wage employment and/or engage in self-employment

The TESP is designed as a multi-component project that will contribute towards the realization of the following outcomes:

1. **Improve the TVET and employment policy environment:** The project will assist in the development of necessary policy guidelines, procedures and legal frameworks needed for the implementation of the TVET Plan and the NES. The governing framework for managing the TVET sector will be formalized to improve coordination, oversight, and delineation of responsibilities. In this regard, providing clear terms of reference and formalization of national bodies to improve interface between the government and the private sector (i.e. employers and workers) will be a key priority deliverable. The enabling of a robust and transparent funding mechanism for training delivery and employment initiatives will also be developed through the review and up-grade of the existing legal framework of the FEFOP and capacity building of SEPFOPE staff to manage the fund.

2. **Improve labour market information and workforce planning and projection:** The TESP will build strong research and analysis capacity in the Labour Market Information (LMI) Department in the SEPFOPE to analyze and report on labour market trends. An evidence-based approach will complement the development and expansion of market driven training system with client focussed services. Activities will be undertaken to ensure effective use of the internal management



information system (SIMU) as a tool for monitoring and evaluating training and employment services. A set of standard reports and dissemination mechanisms will be established to ensure that relevant stakeholders are briefed and updated on a regular basis.

3. **Expand the delivery of industry relevant competency based qualifications in priority sectors:** The TESP will assist the expansion of training services to a national scale. It is expected that by 2014 foundation level courses will be provided in all the districts of Timor-Leste. To support this growth, the project will offer more technical support to training providers (both public and private) through the new INDMO Department of TVET Development and the current Learning Resource Development Centre (SDRA). This expansion in services will result in training providers having access to cutting edge learning materials, and training that can help them to continuously upgrade programmes. Training providers outside of Dili will be assisted to obtain accreditation so as to increase the number of accredited providers in the country. A set of mid-level qualifications and competencies, for example level 3 and 4, will also be developed to build on the on-going work for developing the qualifications for tourism and hospitality, administration and finance, and agriculture. Centres of excellence will be established in these sectors to deliver mid-level skills training at levels 3 and 4. New competency based qualifications will also be developed in the priority economic sectors, for example, oil and gas, maritime activities, and health and community services. Training materials for these courses will be developed in close cooperation with the respective industry representatives.
4. **Improve linkages between investment in training and the growth of selected priority economic sectors:** The project will support improved coordination of the TVET response to needs of industry and thus contribute to economic growth and employment creation. Partnerships with the private sector will be further institutionalized through Industry Sub-Commissions (ISCs) and through the establishment of a high level National Skills and Employment Productivity Council (NSEPC), which will serve as the interface between the private sector and the government. Besides helping in the identification and forecasting of future skills and the development of qualifications, this interface will encourage private businesses to make greater use of services provided by SEPFOPE, particularly in the recruitment of



graduates in their companies. TESP will also facilitate dialogue among the government, employers and workers in the selected priority sectors for the development of sector growth strategies that utilize and increase the demand for skills, such as influencing business/sector strategies to move up the value chain and/or diversify. The strategies will be accompanied by sector skills development plans, which enable investment in training to be better targeted to support the growth of job creation in the sectors. The ISCs will also enable industry representatives to participate in the development of competency standards. The project also supports the increased participation of industry in training activities through: increased provision of on-the-job training; piloting national apprenticeship programmes; and, the establishment of industry-led training centres and/or networks especially for middle-high skills level training for the priority sectors.

5. **Strengthen linkages between employment services and the labour market at district level:** The TESP will assist in strengthening the services that further facilitate linkages between training and employment. To provide better employment services to clients in the districts, the CEOPs will be assisted to widen their network for referrals including exploring opportunities with businesses for on-the-job training, apprenticeships, and internships. CEOPs will be established in further 4 districts and all CEOPs will be strengthened so that they can play a more facilitative role. A feature of this support will include advisory and technical assistance for promoting self-employment. In particular, support will be provided to help entrepreneurs to transform their ideas into business plans and link them to business development service providers who can help them in the start-ups of their businesses, and subsequently refer them to funding sources for financing of their businesses. In this, the CEOPs will carry out an important role in engendering growth and enterprise development in local economies.

Overall, the project strategy adopts a holistic approach to gender mainstreaming across all programme activities to promote gender equality. The participation of women in the labour market is low, accounting for less than one-third of total employed persons in 2010. In addition, the rate of vulnerable employment among female workers is 9 percentage points higher than male workers.