

Extending training and learning opportunities to disadvantaged youth for skills for decent livelihoods

**ZIMBABWE EXPERIENCE – PRESENTATION AT THE
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Presented By

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Ministry's Mandates

Youth Development:

- Improving quality of life
- Progressing from lower to higher levels of socio economic, political and cultural attainment, fulfilment and security
- Capacity building through technical and entrepreneurial skills development

Empowerment:

- Active participation in economy and community and national development
- Ownership and control of means of production

Indigenisation:

- Ensuring access to opportunities for previously disadvantaged citizens

Situational analysis of youth unemployment, employability, job creation and skills development in Zimbabwe

- Zimbabwe's population is relatively young.
- Country's population estimated at 12.2 to 12.4 million.
- **71% stay in rural areas.**
- 52% Zimbabweans are female.
- **Country's population is made up of 71% aged 30 and below.**
- Youth below 24 years make up 62.4%.
- Youth unemployment and skills development posing a very strong challenge in Zimbabwe.
- **Youth education and training is one of the keys to economic recovery.**
- **Youth education and training requires new policies and better coordination.**

Status of being a disadvantaged youth

- **Environment** – Lacks a harmonised government policy on dealing with training for out of school and disadvantaged youths.
- **Barriers** – Unsupportive by-laws, Lack of operating space, Entrenched formal sector rules and regulations, Demands and cost for entry into education and training institutions.
- **Supports** – Uncoordinated government, development partner, civic society and donor community programming in youth development and poverty alleviation.
- **Skills need** – Narrow range of education and training programmes on offer moreover largely now irrelevant.
- **Job market** – Few jobs in the formal labour market.
- **Informal Sector** – strong participant, try and error, speculative.
- **Decision** – Unplanned migration to perceived greener pastures or availability and engagement in non-civic and non productive activities

Policies to address the situation

- **National Youth Policy of 2000 – under review (UNDP and UNICEF support)**
- **Zimbabwe National Employment Policy. Framework and National Action Plan – adopted by Cabinet 1st June 2010. (ILO support)**
- **National Skills Development Policy – being finalised. (ILO support)**
- **Small and Medium Enterprises Policy – in place**
- **Zimbabwe Qualifications Framework and Authority – being finalised.**
- **National Policy on Orphans and Vulnerable Children and National Action Plan – in place.**
- **National Gender Policy – in place.**
- **Vocational Skills Training policy – under review (ILO support)**

Key Deliverables

- 1. Vocational training programmes to equip young people with technical and entrepreneurial skills, appropriate business networks and career guidance for employability and self employment.**
- 2. Youth development and empowerment programmes that take youth out of poverty and disadvantage and facilitate their participation in national development.**
- 3. Mobilizing supports and resources that build sustainable wealth creation.**
- 4. Leading and Coordinating the National youth development and empowerment effort.**
- 5. Levelling the political and socio-economic environment**

Simultaneous multilevel policy dynamics

- **Sustainable livelihoods through self-employment or small and medium enterprise development (subsistence production level)**
 - **Skills training and education for entrepreneurship (capacity building for primary production level)**
 - **Wealth creation through value addition, commercialization and innovation of economic drivers (secondary production level)**
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- **Sector growth policies are key – Agriculture and Agribusiness, Mining Development, Industry, Tourism**

Identifying Income and Business Opportunities

- **Ward community-based planning together with development and investment actors for product identification, resource mobilization, trade and linkages (community mobilization)**
- Focus on income generating projects, SMEs and Commercialization (value addition, expansion, product innovation through appropriate technology)
- Product ranges – local and national economic drivers (production feasibility analyses; industrialisation and sector drivers)
- **Markets are local, cross-border, national, regional, and export directed (market analysis)**

Training Design and Development

- Vocational Training Centres (VTCs) are key institutions
- Skills identification – business awareness and introduction, technical, business development and management, post-training skills, literacy, basic and remedial education
- Other skills: civic, life skills, leadership, recreation, cultural integration, healthy lifestyles
- Curriculum Design and Development – flexible delivery
- Instructors, trainees, materials, tools, equipment, venue
- Incubation, apprenticeships, attachments
- Further training in workplace

Basic Opportunities in Economic Sectors

Agriculture, Agribusiness and Food processing

Crop – grains, vegetables, fruit,
Livestock – cattle, pig, goats, sheep
Fishing - tilapia, trout
Fruit – fresh, juices, jam, tinned
Cakes, sweet/candy

Forestry

Forestry – firewood, charcoal,
mushrooms,
Timber processing – pulp and paper,
furniture

Crafts

Rattan, Leather, Fibres, Metal fabrication,
sculptures, wire products, toys

Services

Transport, Communications, ICT, repairs and
maintenance

Skills Training Centres

- **Mission – comprehensive and fulfilling training for economic and social participation**
- Skills selection based on local and broader production and market feasibility
- **Skills Training Focus:-**
 - Diverse, realistic entrepreneurial and social opportunities
 - Basic, remedial and second chance education (primary to O Level) (future)
- **Integrated with incubator, apprenticeship or attachment programmes**
- **Revenue generation for institutional sustainability**
- **Business Start Up and Mentorship programmes**

Quality Assurance

- **Skills Standardisation and Certification:**
 - National Qualifications Framework
 - Recognition and accreditation of prior learning
 - Flexibility of modes of delivery and time frames
 - Board of Examinations
- **Staff training, capacity building and management systems**
- **Technology, equipment and infrastructure requirements – relevance.**
- **Learner centred curriculum integrated with social, culture, sports and recreation.**
- **Making sense out of the informal sector**

Best Practices – from policy to experiencing young people

- ILO modeling best practices for sustainable youth empowerment and participation for rural and disadvantaged communities development in Zimbabwe:
 - ✓ Informed programming and implementation – surveys and studies
 - ✓ **YES JUMP project** – Youth Employment Support, Jobs for the Unemployed and Marginalized People
 - ✓ **TREE project** – (Skills) training for rural economic empowerment
 - ✓ **Informal Apprenticeship project** – mentorship through master craftspersons
 - ✓ Building Capacities of Ministry Staff
 - ✓ Quality improvement – value chain development and management
 - ✓ Community ownership and structured management of projects and revolving fund schemes
 - ✓ Publicity and best stories to increase access and enhance transparency

MINISTRY OF YOUTH IN ZIMBABWE HAS ADOPTED THE METHODOLOGY EXPOSED BY THE ILO THROUGH THESE PROJECTS AS IT HAS DEMOSTRATED SUITABILITY, FLEXIBILITY AND SUSTAINABILITY IN ADDRESSING THE PLIGHT OF DISADVANTAGED YOUNG PEOPLE.

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