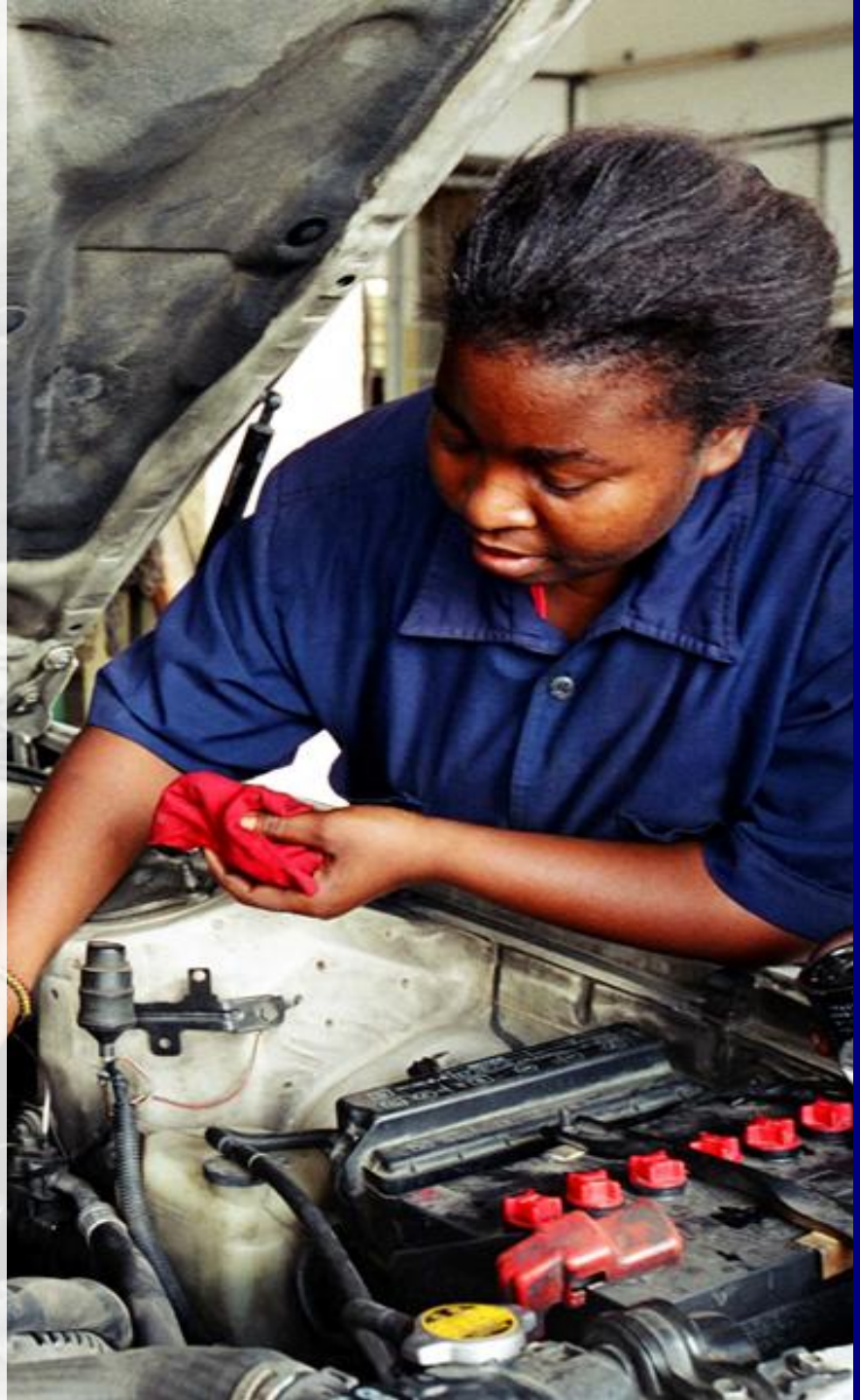


Transitions in Informal Apprenticeship : Results from Countries in Africa



What is Informal Apprenticeship?



- Informal apprenticeship is the system by which a young learner (the apprentice) acquires skills for trade of a craft in a micro-or small enterprise, learning work side by side with an experienced craftsman.

Informal apprenticeship is strongly embedded in an informal social structure which:

- Shapes how youth perceive informal apprenticeship
- Establishes the informal networks that support functioning of apprenticeship
- Is reinforced through reciprocity, social sanctions, and a kinship system

Why Informal Apprenticeship

- Large informal economies
- Shortage of formal training opportunities and formal jobs.
- Informal apprenticeship is more cost-effective since tools and equipment are readily available in the enterprise.
- Formal training is expensive and lacks capacity to cater for all youth

Transition in the Informal Economy

- Transition in the informal economy can be analysed through three main axes:
 - Access to apprenticeship
 - Drop-out rates
 - Progression to employment

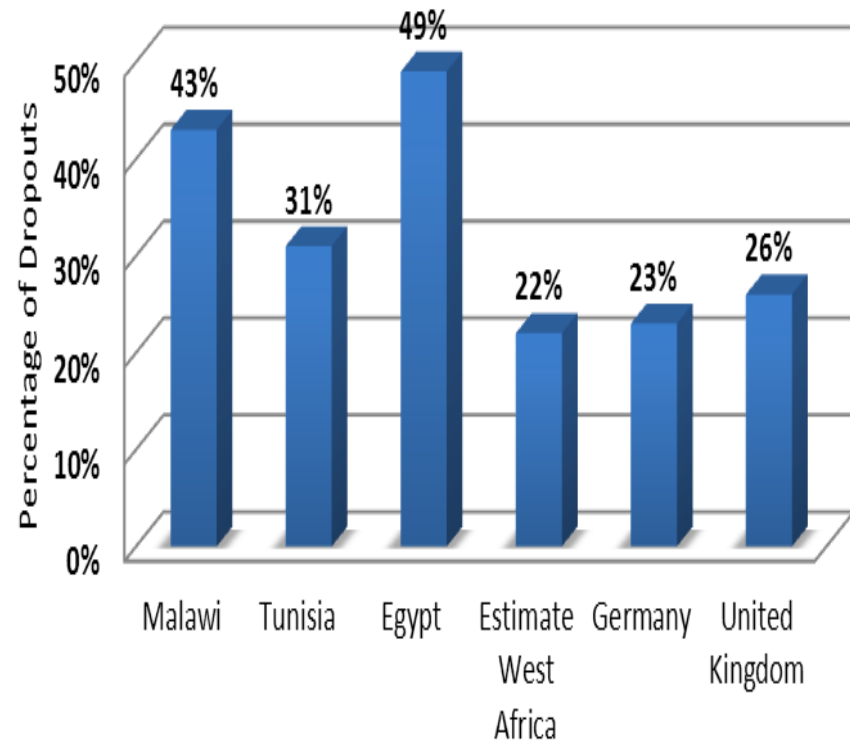
Equal Access

- Access is largely shaped by a gendered social structure:
 - Most enterprises run by men
 - Women are limited to jobs perceived feminine and vice versa
 - In the context of countries under study, the available choices for Women are limited by social norms and values
 - Women are doubly burdened by domestic responsibilities
- The challenge still remains in the economic structure being embedded in gender bias.

Dropout Rates

- The most important reason for high drop out rates is the lack of incentives to complete apprenticeship.
- Dropout rates can be reasonably reduced through offering incentives, for instance; formal apprenticeships are awarded certificates upon completion, hence the incentive to complete the apprenticeship.

Overview of Dropout Rates



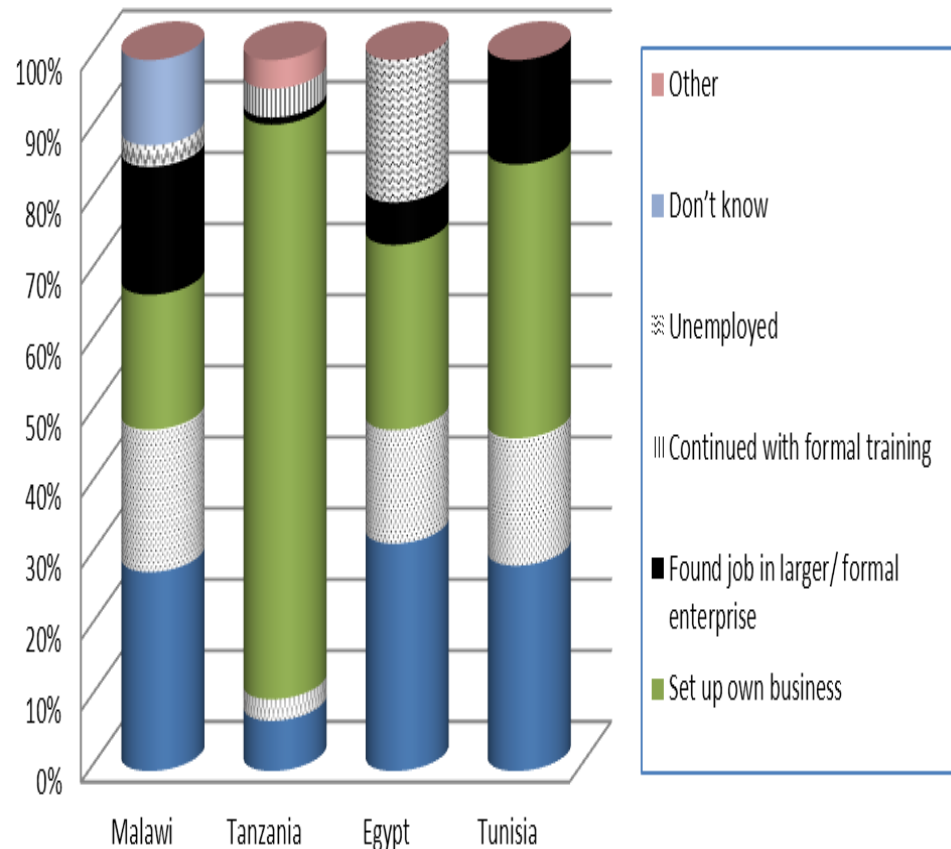
Progression to Employment

Transition to employment is context specific.

Lower risk of unemployment

Most youth desire self employment since self employment entails higher recognition in the community as compared to employment.

Overview of Employment Outcome



Why upgrade informal apprenticeship systems?

- Promote employability of youth
- Improve decent work for apprentices and master craftspeople
- Promote productivity of enterprises and enterprise development
- Strengthen the role of social partners
- The way forward – dynamic apprenticeships foster dynamic local economies

How to upgrade informal apprenticeship systems?



Training systems are the product of constant changes

➡ Understand

- functioning of informal apprenticeship;
- dynamics of apprenticeship systems;
- interactions between formal and informal institutions (e.g. Recognition of skills through formal assessments)
- Progressively link informal apprenticeship with the formal training system



while

maintaining and strengthening incentives of master craftspeople and apprentices to participate in apprenticeship

Case study: Upgrading informal apprenticeship in Benin

Federation of artisans in Benin (FENAB) organizes 50.000 artisans in around 1000 associations

CQP “*Certificat de Qualification Professionnelle*”: introduced in 2005 to formally recognise apprentices’ skills

9 Trades: masonry, electricity for construction, plumbing, refitting, cycle maintenance, carpentry, refrigeration and air conditioning, clothes making and design, hairdressing

Complementary training for apprentices: 1 day/ week

Fixed duration: 2 or 3 years

Local trainers: connect technical school and master craftspeople, use CQP methods and materials

Results: Employers prefer to hire CQP graduates

A black and white photograph of a sewing workshop. Several women are seated at sewing machines. In the foreground, three young children are standing and smiling. The room has a window with a metal grille and various fabrics hanging in the background.

**Thank you
for your
attention!**

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