BILT Webinar Series
Skill up – Stay Ahead: TVET for Employability

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Episode 4
(Industry Partnerships)

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Presentation Outline

1. The Imperative of TVET – Industry Partnerships in the Informal Economy in Africa.
2. What Works and What Doesn't!
3. How TVET – Industry partnerships can include enterprises in the Informal Sector.
4. Key Institutional/Regulatory Challenges to Formalizing TVET – Industry Partnerships in the Informal Economy.
5. Key Success Factors in Building TVET – Industry Partnerships between Training Centres and the Informal Sector.
6. Main Lessons to Learn.

1. The Imperative of TVET – Industry Partnerships in the Informal Economy in Africa.

- Over 80% of Africa’s ‘Industry’ and workforce is in the Informal Economy.
- **Traditional/informal apprenticeship** is the most prevalent form of ‘TVET’ training in the informal economy, in Africa.
- There is a huge opportunity of TVET - Industry Partnerships to offer WBL (Attachments, Internships, Apprenticeships etc).

2. What Works and What Doesn’t for TVET – Industry Partnerships in the Informal Economy.

✅ What Works

- **Focused on Core Job-Specific Skills:** Based on traditional apprenticeship system, the partnership delivers skills critical for workplace performance and resilience.
- **Community-Based Partnerships:** Partnerships leverage on established trust and networks of **informal economy worker associations, cooperatives, and community organizations** to deliver training.
- **Flexible and Tailored Training Delivery:** Partnership aligns with the realities of informal economy and **prevailing local** labour market demand.

❌ Common Pitfalls and Challenges

- **One-Size-Fits-All Approach:** Ignoring the enormous **diversity** of the informal economy (e.g., street vendors, home-based workers, rural artisans, repair technicians).
- **Lack of incentives:** Partnerships that do not offer compensation or subsidies for the informal economy (cost of training materials, or income replacement foregone income) make participation virtually impossible for informal enterprises.
- **Poor Policy Support:** Hampered by fragmented policies, and little to no post-training support to apprentices, hence not able to deploy their acquired skills or are forced to use them in low-productivity survival activities.

3. How TVET - Industry Partnerships can include enterprises in the Informal Sector.

1. **Leverage Informal Economy Intermediary Structures:**
   - Partner with **sector artisans' associations, cooperatives, or trade unions** (e.g., of tailors, mechanics, street vendors). These organizations can act as the **<u>formal liaison,</u>** managing the administrative burden, signing training agreements, collecting fees, and monitoring quality.
   - **<u>Formalize the training, not the enterprise</u>**. Avoid the temptation to do the reverse!

3. How TVET - Industry Partnerships can include enterprises in the Informal Sector...

2. **Validate/Upgrade Existing Informal Apprenticeship Systems:**

   - **Recognition of Prior Learning (RPL):** Establish mechanisms to assess and formally certify the skills of existing master craftspersons (informal employers) to qualify them as certified mentors. This grants their workplaces legitimacy as TVET – Industry partners.

4. Key Institutional/Regulatory Challenges to Formalizing TVET – Industry Partnerships in the Informal Economy.

Key Challenges;

- The main obstacles are often rooted in legal frameworks designed for TVET – Industry Partnerships in the **formal economy** and a **bureaucratic reluctance to adapt.** *(E.g most of the policy frameworks use legal definitions and nomenclature like 'In-company training', 'employers' that do not give unique consideration to the informal enterprises and employers in the informal economy).*

5. Key Success Factors in Building TVET - Industry Partnerships between Training Centres and the Informal Sector.

1. **Mutual Trust and Respect:**

- TVET institutions must **shed academic/formal biases** and respect the knowledge and expertise of the master craftspersons in the informal sector. The relationship should be **one of peers,** not **student/teacher.**

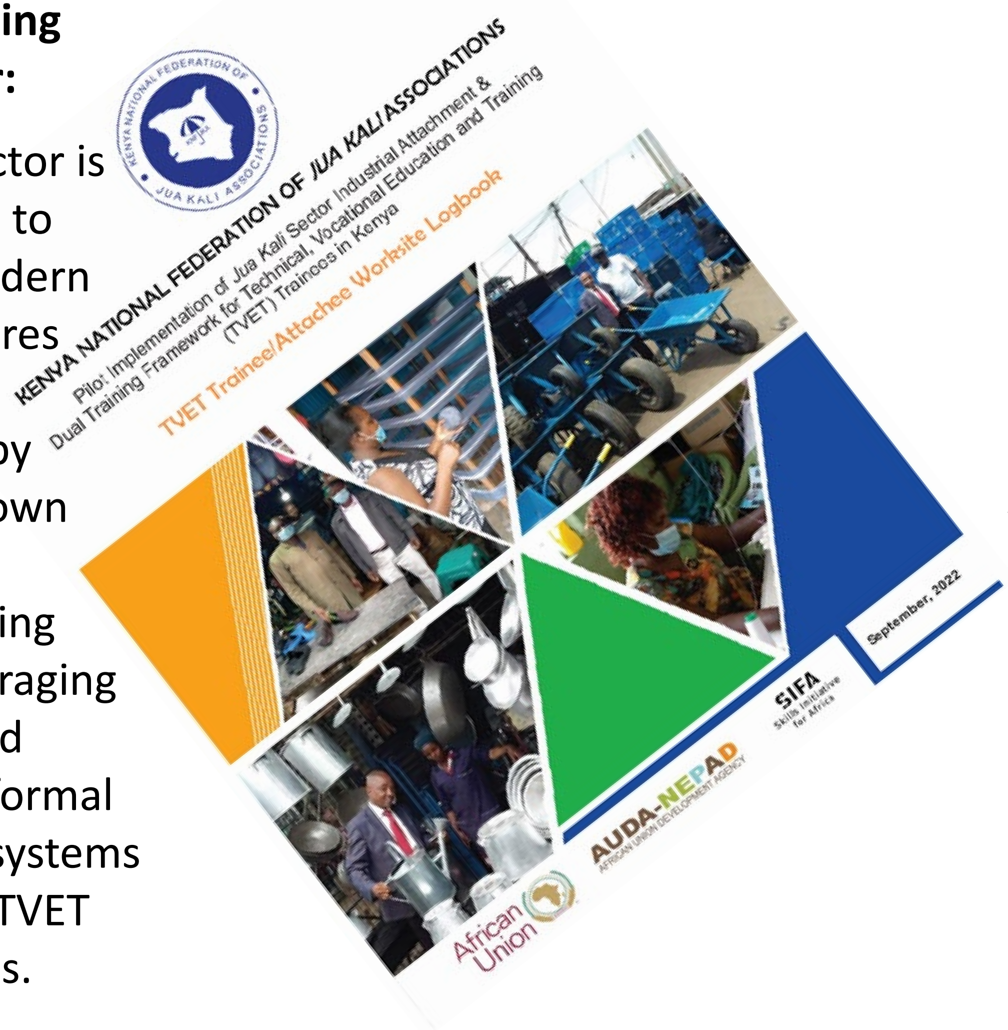
2. **Demonstrate Mutual Benefit in the Partnership**

- For Training Centre – Access to authentic workplaces, learner enrollment.
- For Informal Enterprises – modern tools, formal recognition/certification

5. Key Success Factors in Building TVET - Industry Partnerships between Training Centres and the Informal Sector...

3. A rapidly adapting informal Sector:

- The informal sector is rapidly adapting to realities of a modern world that requires institutionalized collaborations; by establishing its own industry-based standard operating procedures leveraging its structures and upgrading its informal apprenticeship systems to serve formal TVET learners/trainees.



A case study of the Kenya's Jua Kali Sector Industrial Attachment and Dual Training Framework for TVET Trainees that guides TVET – Industry partnerships in collaboration with the Kenya National Federation of Jua Kali Associations (KNFJKA), a SASASNET member entity in Kenya.

6. Main Lessons to Learn in Formalizing TVET – Industry Partnerships in the Informal Economy

1. **Recognition of 'informal TVET':** The goal of TVET – Industry Partnerships should be to leverage on the potential presented by informal economy, with **formal recognition** (certification, legal and policy frameworks for incentives) of 'non-formal TVET' that takes place in the 'informal industry' as a first step.
2. **The Power of Intermediaries:** Leveraging on **informal sector associations and worker organizations** is crucial. They are effective at 'enforcing' TVET quality standards, and acting as the official partner, which helps de-risk the TVET – Industry partnerships, complementing formal TVET partnerships.

Asante sana!
Thank you!
Obrigado!
Merci!

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