



# Local Governments' Ownership of Vocational Skills Training



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**Rural Enterprises and Remittances Project (RERP)/SAMRIDHI**, 2018 to 2022, was conceptualized in the context of unitary government. With the country's transition into the federal structure, and the constitution assigning exclusive rights to the local governments (henceforth Palikas) to implement and monitor skills training, the Project needed to strengthen its relationship with the Palikas and seek their engagement for effective implementation of its training programmes. In fiscal year 2020/21, the second year of its implementation, the Project made it mandatory for its partnering Training and Employment Service Providers (T&Es) to coordinate with the respective Palikas when carrying out training programmes. The aim for seeking Palikas' collaboration was to obtain support with proper targeting and outreach, avoid duplication of trainings and repetition of trainees, and to benefit from the synergistic effort in training and employment in the sector, while at the same time orienting and capacitating the Palikas in Technical and Vocational Education and Training (TVET).

To ensure that the Palikas are on boarded into the programme, the monitoring team prior to initiating training activities orients the respective elected representatives of the Palikas and officials on the Project's modality and objectives, and the training implementation process. Post training, the practice of sharing the list of graduate employees with the local authorities, the Labour Information Center, the Ministry of Labour, Employment and Social Security (MoLESS) and the Prime Minister's Employment Programme (PMEP) has contributed to minimizing duplication of trainees by the TVET service providers. The PMEP is preparing a nationwide database of graduates/trainees to be accessible by all PME offices at Palikas and at other levels.

The monitoring team of Technical Assistance (TA) to the sub-component 1.3 (Decent Jobs) of SAMRIDHI has thus far oriented 72 of the 98 vocational skills conducted Palikas of the 16 districts in Province 1, 2 and in Bagmati on the Project's modality and objectives and the training implementation process; the T&Es oriented the remaining Palikas. The participation of the Mayor/Deputy Mayor, Chief Administrative Officer, Ward Chairperson, PMEP Employment Coordinator, Information Officer and respective training providers was ensured.



Sher Bahadur Limbu, the Chairperson of Chhatar Jorpati Rural Municipality of Dhankuta district said that the rural municipality has been collaborating with the Project from the last two years in imparting vocational skills for employment to the youth. In this regard, it has assigned a focal person to oversee trainings and has supported trainees



The Deputy Mayor, Tara Basnet Lama of Mithila Municipality, Dhanusha appreciated the Project's effort to ensure the graduates' placement at jobs. This is addressed through the outcome-based payment to the training providers which also considers the rate of employment among others and through continuous follow up of the graduates post training. She also commended the Project for its work in empowering women with market oriented vocational skills.

The current practice of engaging the Palikas in the training cycle though not bound by contract follows the following steps.

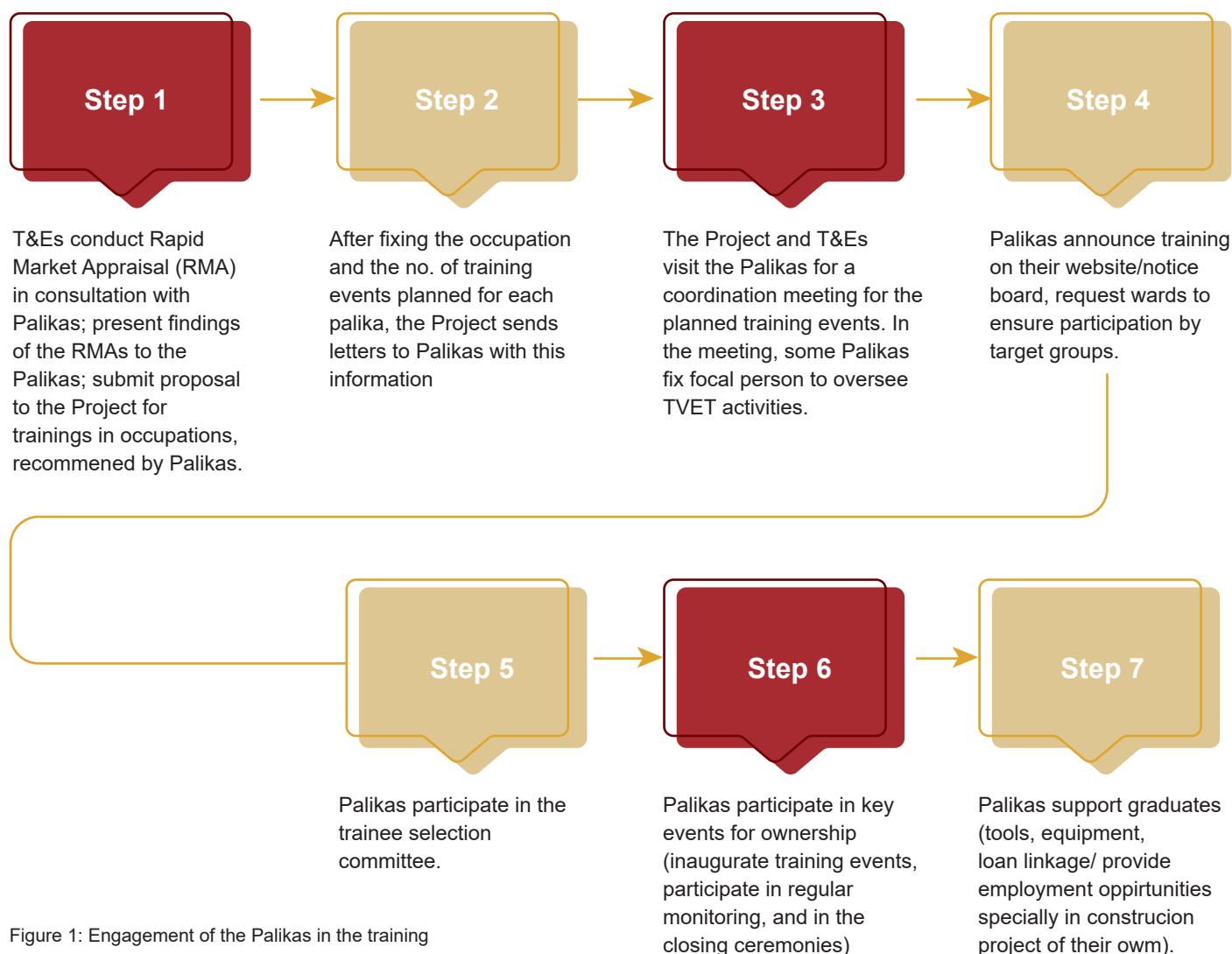


Figure 1: Engagement of the Palikas in the training programmes

## key achievements

The effort by the Project to engage the palikas has resulted in the following achievements:

- ◆ The palikas have started disseminating information and application forms of upcoming training from theirs and the ward offices.
- ◆ A representative (Employment Coordinator) from each palika participates in the trainee selection process.
- ◆ The participation in training by disadvantaged groups is above 90% and by women is above 55%, which are above the Project's set target. This is the result of outreach and targeting which improved with the palikas' engagement.

- ◆ Three palikas (Gaur, Lalbandi, Myaglung) have sent letters to the MoICS expressing their interest to collaborate with the Project.
- ◆ A number of Palikas have assigned focal persons to oversee vocational skills training. The palikas were Myaglung, Laligurans, Chhatar Jorpati, Mahalaxmi, Pakhribas, Dhankuta, Bhojpur, Parthi Sanischare, Uralabari, Sunbarshi and Belbari.
- ◆ The elected heads of the Palikas and the officials from the monitoring committee regularly engage in monitoring the training events and the graduates' transition to employment.
- ◆ A few of the palikas have started to allocate resources to help the graduates to transition to the world of work. Ward No. 5 of Itahari Sub-metropolitan City provided sewing machines to 20 participants of tailoring training and has committed to provide the essential materials/tools to vulnerable participants for starting their own enterprises. Likewise, Ramdhuni municipality provided sewing machines costing NPR. 147,000 to the tailoring trainees. Myanglung, Chhatar Jorpati, Mahalaxmi, Dhankuta, Uralabari, Surunga committed to providing tools and equipment, and seed money support to the graduates for starting their own enterprises after the completion of the training.
- ◆ Recognizing the strength of the database system of the Project, the office of Biratnagar metropolitan city and Belbari municipality have approached the TA team to support with preparing their Management Information System (MIS) for TVET.

## Challenges and Lessons Learned

- ◆ The Palikas have yet to build their own capacity to be able to engage effectively in the TVET sector, especially on market appraisal, training delivery, monitoring, legal requirements, other supports such as linkage with finance, employers and industries, business development services, etc., which demands intensive support for some time. While there is this need to increase their comprehension of the sector, the Project is reaching its completion soon and may have to consider activities/actions through which to contribute here.



- ◆ It has been observed that the Palikas' interest and engagement in the TVET is noteworthy if on boarded in a timely manner by recognizing their roles. The Project coordinated with the Palikas for their engagement by informing them about the occupation and the number of training events planned for the Palikas and requesting them for their engagement in selecting trainees, for regular monitoring, etc. The result was that a number of them published training announcements on their websites, supported in targeting the right participants and assigned focal persons for TVET activities and even distributed tools and equipment as support to the graduates.
- ◆ After the local level election held in May 2022, there is a need by the Project to invest greater effort in building relationships for continuous collaboration and coordination of its TVET activities with the new elects of the Palikas.
- ◆ The education section of most of the Palikas is not well equipped to implement and monitor the TVET process and it is important that this section's capacity be built.
- ◆ Most of the T&Es are urban centric, therefore for better supply of quality trainings at the local level it is necessary to build this capacity as well. However, the task of developing such capacitated service providers at the local level will require a lot of work and will be time consuming.
- ◆ For quality assurance and employment guarantee, an outcome-based payment modality is seen as effective. Nevertheless, most of the Palikas are not aware of such a model.

## Collaboration envisioned with the Palikas

As already mentioned, the capacity of the Palikas needs to be strengthened and institutional mechanism established to enable them to discharge their TVET functions well. To this end, the Project has envisioned the following areas of technical support to the Palikas:

- ◆ Capacity development of the respective officials on market assessment, training modalities and implementation of training cycle, outcome-based payment, process and results monitoring including employment and income verification, use of database, and access to finance, business development, employment, etc.
- ◆ Establish working procedures and develop training implementation and monitoring guidelines.

- ◆ Establish outcome-based payment modality.
- ◆ Establish an information management system (database to aid with information sharing, monitoring and payment for use by the Palikas as well as the T&Es).
- ◆ Facilitation and linkage for job placement of the graduates.

The above will involve the collaboration with the Education, Planning, Technical, Micro Enterprise Development Programme (MEDPA), Vocational education, Migration Resource Centre, Information, Agriculture, Industries, Physical Infrastructure units of the Palikas.

