

SKILL Insight

A newsletter compiled by SKILL-Nepal

Volume 1/Issue 1.....April 2006

This is SKILL-Nepal's first issue of SKILL insight, a newsletter that will exhibit our activities and experiences. It is with much pleasure that we begin this journey of ours. We hope that this newsletter will be a medium of sharing as well as learning for us and our readers. In this issue, we have emphasized more on introducing ourselves. Your feedback and suggestions will be a big asset for the forthcoming issues.



Electronics graduate at her workshop, Bhaktapur

SKILL-Nepal: At a glance

SKILL is an abbreviation for Skill & Know-how Imparted at Local Level. SKILL is a non-government, non-profit making social organization established in July 1992 in close collaboration with Helvetas/Nepal. Based on the prevailing situation, SKILL initiated a unique training program with a development vision to provide equal opportunities to the unemployed and underprivileged rural youth to improve their standard of living through mobile training approach.

SKILL has been primarily focusing on organizing self-employment oriented, short term technical and vocational training in marketable trade at the local level. Much emphasis is being given in the upgrading of occupational trade and breaking the unhealthy

tradition of gender stereotyping in different professions. SKILL-Nepal has provided 248 training events in 52 districts, producing 3473 skilled manpower (as of Dec 2005).

Since July 2005, SKILL has been operating independently and it has diversified its services in three units i.e. Skill for Employment in Rural Areas (SERA), Franchising (FU) and Fee Basis (FBU). Each of these units cater services for different partners at the various areas viz a viz rural, semi-urban and urban.

Our recent tracer study (June 2005) reveals that 75% of trained graduates by SKILL are employed. Out of the employed, 30% earn less than Rs. 1,000, 24% earn Rs. 1,000-2,000, 18% earn Rs. 2,000-3,000, 10% earn Rs. 3,000-4,000 and 10% earn above Rs. 5,000/-month.

Up grading Training

As a part of Post training support, SKILL provides upgrading training in related trades to its graduates. This opportunity is given to those graduates who have utilized their skill professionally for at least six months. For example, a house wiring trainee is provided with electrical motor rewinding training and further with refrigeration repair and maintenance, Tailoring trainees with sewing machine repair and maintenance etc.,.

Graduates from different parts of the country are made a part of this program with inclusion of not more than two people from the same event. The training is imparted on the condition that they go back to their district and transfer the skill to the fellow graduates of SKILL.

Local Partnership

Local Partnership is an imperative part of a mobile training. For an organization that works on demand basis throughout the country and has only one functioning office in the capital, an involvement of local organization is a must for every program. SKILL works in collaboration with local organizations who are socially committed and highly motivated. We realize that local partnership is our strength. It is almost impossible to conduct a training program without the support of a local level organization.

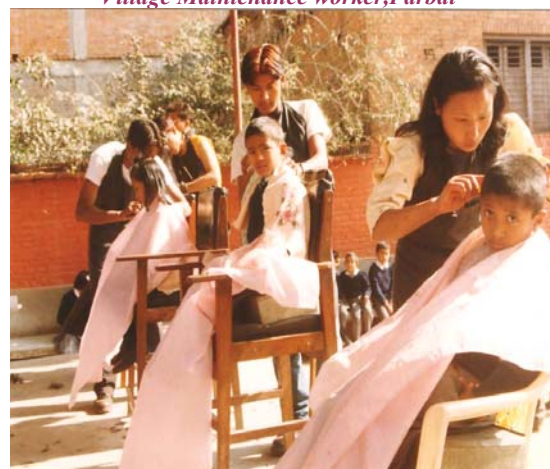
As a result of healthy partnership with local organizations, following achievements can be and has been made over a tenure of 13 years:

- Identification of marketable trade at local level.
- Selection of genuine participants.
- Make provision for outdoor practical exercises.
- Linking trainees to the world of work.

From 1992 to 2005, SKILL has worked in partnership with 134 organizations in 52 districts. The entities of the organization vary from local club, DDC, NGO, VDC, Municipality, Chamber of commerce, CBOs etc.,.



Village Maintenance worker, Parbat



Haircutting, Lalitpur

District Assessment

SKILL-Nepal conducted district assessment of Dailekh, Surkhet and Jajarkot from Feb to March 2006 for its SERA unit. The major objective of this assessment was to analyze prospect of developing skilled manpower based on regional scenario. The assessment comprised of preliminary market survey in two municipalities and 24 VDCs, focus group discussion and a workshop. The VDCs were selected on the basis of its access to road, electricity and market area. The workshop under the heading, "Analyzing Prospect of Developing Skilled Manpower based on District Scenario" was conducted on the 3rd of March 2006 in Dailekh. The workshop was attended by 36 people from different arena of work. Findings of this study (identified potential trades) will be incorporated in the forthcoming plan of SERA unit. *Assessment report available upon request.*

Up Coming Training Events

Trade	Venue	Local Partner	Duration
Training of Trainers(TOT) –Village Maintenance Worker	Surkhet	WARM-P/Helvetas	7 days
Arc Welding	Nuwakot	Elam Prashikshan Kendra	1 month
Basic Plumbing	Morang	Nari bikash Sahakari Sanstha	2 months
Electrical Motor Rewinding (EMR) upgrading training for ex-trainees			45 days

Case Study

Name: Mrs. Krishna Kumari Thapa (Phuyal)

Address: Mechinagar Municipality – 10
Kakadvitta, Jhapa

Training Date: Feb 2004 – April 2004

Trade: Leather Shoe Making

"Born in a chettri family, married to a Brahmin and a cobbler by profession", this statement alone can raise thousand of eyebrows in Nepal. It is a regrettable fact that even in the twenty first century, Nepal is one of the countries where some professions are considered low level and is expected to be embraced by the so called low caste and it is still the country where women have a secondary place in the society. Krishna Kumari Thapa's story is about her struggle to earn a livelihood and her determination to survive in a discriminatory society. Her story is an example of dignity of labour that each individual should acknowledge.

Krishna kumari's family was going through financial problem. Her husband's business had fallen apart. It was difficult for her small family of three members to meet their day to day requirements. It was during this dilemma in her life that she learned about leather shoe making training that was being conducted by SKILL-Nepal in partnership with Women Cooperative and Development Organization. Need is a profound motive. Despite of her relatives' and friends' condemnation, she participated in the training and successfully imbibed the imparted skill and know- how.

She started her work immediately after the training with three of her colleagues. SKILL-Nepal provided them with the necessary tools and equipments. They all worked with lots of vigor and enthusiasm in the beginning. However, three of them got subdued by the reaction of the society that kept on badgering them for having taken up an unlikely profession. Finally, they quit and she was left all by herself. Handling a business alone was not an easy task. She knew that it was going to be a tough ride but she also knew that if she quit like others then her two months of dedication that was used in learning the skill would go to waste. She continued her work and did not let the narrow minded comments disrupt her. Her hard work and tolerance paid off. Today, she is a proud owner of Ambika Shoe Centre at Jhapa. She has two helpers. She sells her products in Dhulabari, Damak, Birtamode, Itahari, Dharan, Biratnagar and Kathmandu. Besides the national market, she has set her foot across the border by supplying her products to Darjeeling, Kurseong, Kalimpong, Sikkim (India) and Bhutan. She is economically independent and has set herself way above the crowd. Her standard of living has improved. She has been able to meet her family's essential requirements and also manages to save Rs 3-4000 every month.

"Those who discouraged and ostracized me in the beginning are amazed at my progress. People praise me and look up to me these days." states Krishna kumari. She further wants to upgrade her skill in different modern designs and augment her business and be a perfect example for others.



Krishna Kumari at her shop, Jhapa

What Our Founder Has To Say About SKILL....

*Name: Bansi Rana Magar
Founder/Chairperson, SKILL-Nepal*



1. What initiated you to establish SKILL-Nepal 13 years back?

In those days only formal education existed in the country. Most of these centers provided service in urban areas. The concept of mobile training was brought about because our target Clientele (*out of school youth, small farmers, landless, occupational caste and women*) in rural areas lacked **access** to skill development trainings and could not **afford** to join urban based training centers.

2. What kind of problems did you face during the inception period?

The concept of mobile training was first of its kind therefore one of the major challenges was to break free from the traditional concept of conducting training in an enclosed, fully equipped building. There were a lot of questions and doubts in the beginning on whether we could identify genuine people and reliable local partner or not. Besides, there was the greatest challenge of delivering quality training, hiring qualified trainer and providing post training support (a new concept then).

3. What is your comment on SKILL-Nepal's activities and performance?

SKILL-Nepal has been doing a good work. It is satisfying to see that the genuine target clientele have been tapped and they're being provided with suitable skills. Consequently, many people from the disadvantaged community have been able to earn substantial income. The local community too has benefited as they now have skilled manpower within their vicinity.

4. How has the success of this programme been replicated?

The success of SKILL has been replicated in the form of a program called Franchising SKILL. This program caters to the need of the target clientele through its franchisees. By creating more training providers (its franchisees) like SKILL, this program has been able to reach a wider section of the country.

5. Is there any emerging issues or challenges that SKILL needs to address currently?

As a short term training provider, e.g. SKILL and other franchisee partners has to follow proper steps in order to deliver quality training.

- Conduct training need assessment and identify market oriented trade.
- Design new market oriented training packages as per the standard of Nepal Skill Testing Board.
- Trainers should go through Training of Trainers (TOT).
- Regular monitoring and follow up of trainees during and after the training program

In order to make the training successful, each activity (pre training, training and post training) should compliment and be in coordination with the other so as to complete the entire training circle.

6. Any suggestion and feedback for newsletter.

The newsletter should highlight the strength of SKILL's training programs, like its quality, local partnership etc. It should include the learning and challenges. The newsletter should be simple, short and precise.

For further information, please contact
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