

# SKILL *Insight*

Issue 10, November 2012



## The SKILL tree is growing

Educating, enhancing and employing skills, 20 years on, SKILL Nepal has been reaching out to the poor and unprivileged segments of the populace by delivering market oriented quality skill trainings at their doorstep through a mobile training approach resulting in generating employment opportunities, quality service to the community, sustained livelihoods and happy families. This will continue.

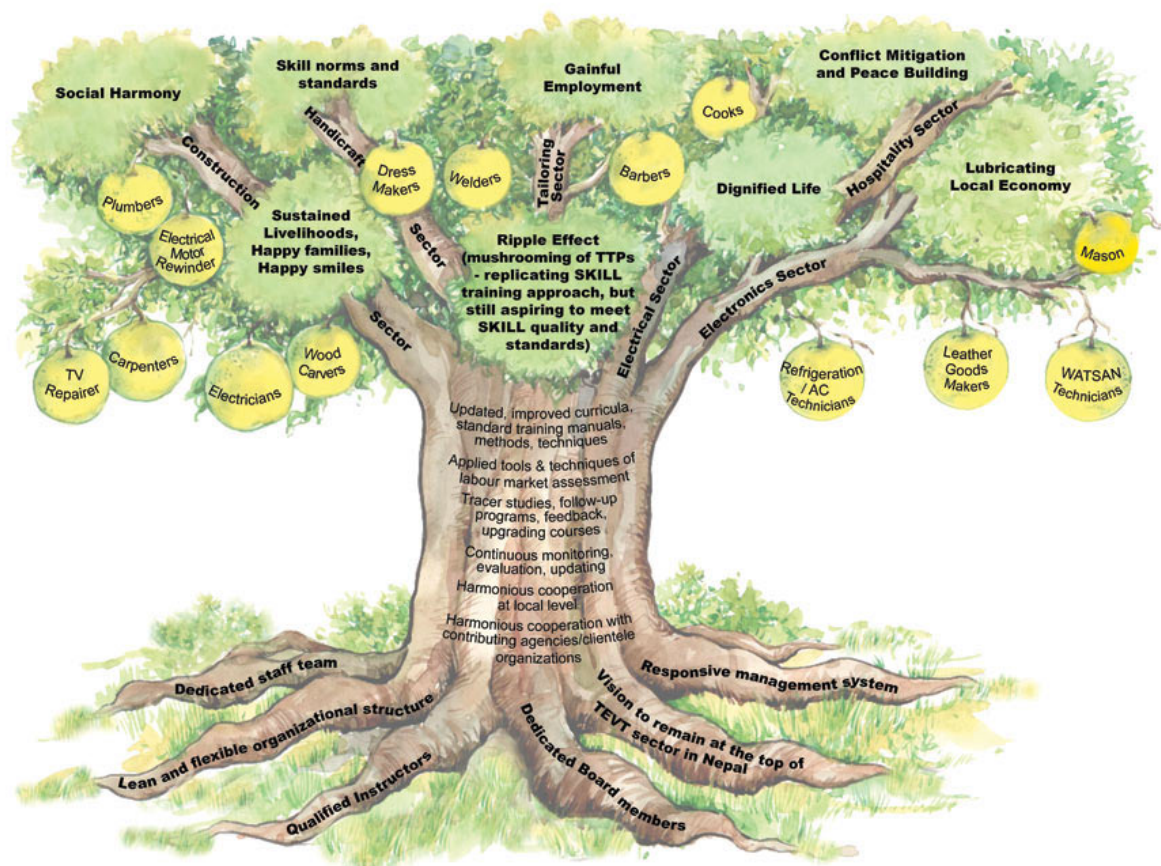
All along, the SKILL tree has grown stout and strong – the roots have dug deep into the TEVT sector of Nepal, it's trunk, comprising of tested and tried processes, organizations and management has evolved into an efficient and effective delivery channel and branches have sprouted to number

38 different types of employment oriented training packages.

The fruits of the SKILL tree are numerous and far reaching. To date, we count over 10'000 trainees scattered in 64 out of 75 districts of Nepal with an employment rate of more than 85%. The ripple effect of SKILL has resulted in institutions like F-SKILL followed by hundreds of Technical Training Providers (TPP's) that replicate SKILL training approach and aspire to achieve SKILL quality norms and standards.

This newsletter gives you the story of how SKILL Nepal over the last two decades has developed into one of the leading actors in Nepal's TEVT sector.

## The SKILL Tree



## Educating, Enhancing and Employing Skills

### The Beginning

In March 1992 the NGO SKILL Nepal was established, initiated by Nepalese development practitioners citing constraints of the formal training institution in reaching out to out-of-valley communities. Together with Helvetas Nepal, SKILL Nepal has implemented “*Skill & Know-how Imparted at Local Level (SKILL)*” programme. Helvetas Nepal committed to provide overall financial contribution to run the programme and to support in the institutional building of SKILL Nepal. Moreover, Helvetas Nepal appointed a Project Manager for technical guidance and supervision. On its part, SKILL Nepal was to ensure effective implementation of the SKILL programme.

The SKILL programme initiated a concept of mobile training approach, whereby skill oriented training activities were held wherever need be. With the approach SKILL Nepal was able to reach the poorest and backward communities all over Nepal. The responsive nature of the approach resulted in successful implementation and impact for three years. This success had to be institutionalized. In June of 1995 the successes of the mobile training

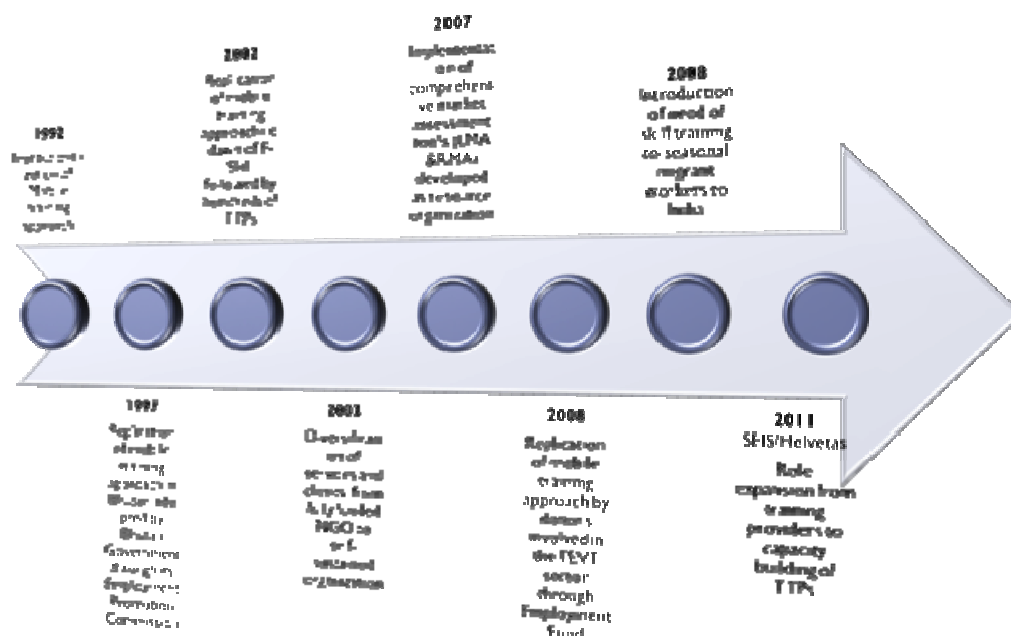
approach was institutionalized.

### International Chapter

After successfully employing the mobile training approach in skill-oriented training activities in Nepal for more than five years, SKILL Nepal expanded its mobility to a neighbouring country. With the initiation of Helvetas Bhutan, SKILL Nepal provided mobile skill oriented training in four different cities of Bhutan. The initiation culminated into a permanent development policy when the Entrepreneurship Promotion Centre of the Ministry of Trade and Industries of Bhutan adopted SKILL’s mobile training approach for skill-oriented activities.

### Domestic Spread

The dawn of the twenty first century saw an encouraging growth in the number of technical training providers. The establishment of Franchising-SKILL in 2002 was accompanied by rapid mushrooming of technical training providers all over Nepal. With its mass replication of SKILL’s mobile training approach was seen in the domestic market. Six years down the road SKILL’s mobile training approach was replicated by international donors involved in the TEVT sector through establishment of the Employment Fund (EF).



## Coming of Age

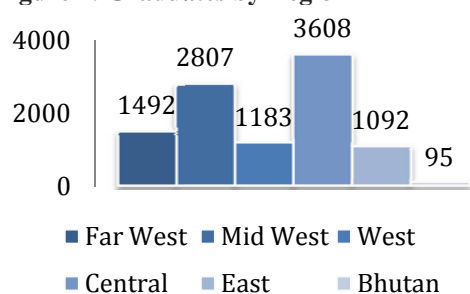
In 2003 SKILL Nepal transformed itself from fully funded NGO to a self-sustained organization. This was made possible by diversifying its services and clients. Apart from pioneering mobile skill oriented trainings, SKILL developed into a resource organization. Comprehensive market assessment tools were developed and implemented, researches in foreign markets were done on labour migration and capacity building training of TTPs were developed and implemented. In order to encourage local ownership of the skill oriented trainings an implementation modality based on hiring a local training coordinator was developed.

## SKILL Nepal in Figures

In its journey 1992 onwards SKILL Nepal has produced 10'277 trained graduates spanning over 64 out of 75 districts in Nepal and four cities in Bhutan. The employment rate of the graduates exceeds 85%.

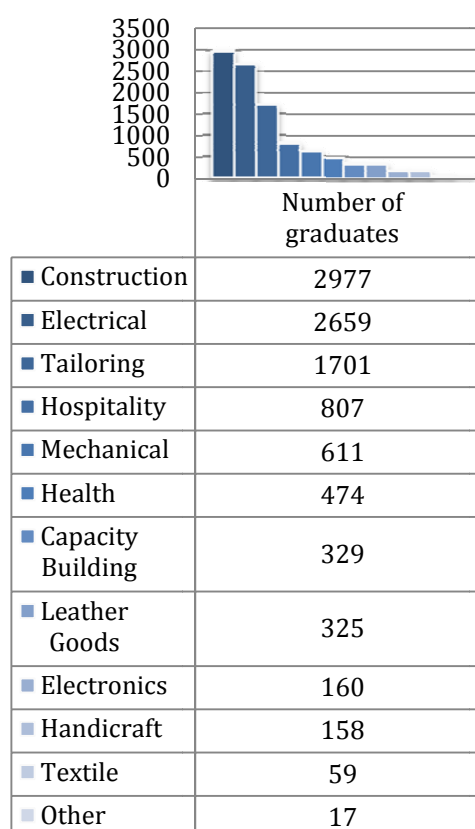
Since 2008, 2475 graduates have attended the skill test provided by National Skill Testing Board as a benchmark for testing the skills acquired. Among those who attended 2310 (93%) graduates passed with flying colours.

**Figure 1: Graduates by Region**



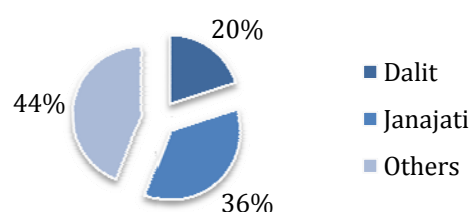
SKILL Nepal currently boasts 38 different, well tested, skill training packages in more than ten different sectors that are in line with the Occupational Skill Standard (OSS) Level 1-2.

**Figure 2: Graduates by Sector**



Since its establishment SKILL's prime objective has been to reach the underprivileged and underrepresented groups of the society with its mobile training. With extended efforts and targeted programme slowly more underrepresented and underprivileged groups are benefitting from the skill-oriented training, 56% of the graduates represent the Dalit and Janajati communities.

**Figure 3: Graduates by Ethnicity**

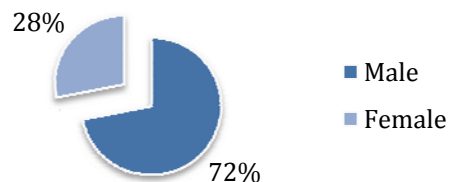


Similar effects are seen in the participation of females in skill-oriented trainings. Despite the huge aggregate difference between male and



female number of participants through the years, the number of female participants is slowly increasing with introduction of targeted programme. The last four years (2008-March 2012) has seen a steady rise to about 40% in female participation.

**Figure 4: Graduates by Gender**



An encouraging trend seen is the growing participation of women in so-called 'traditional male trade'. In total 69 graduates have been produced in hair cutting training, while some 40 women have been trained as village maintenance workers that take the responsibility of maintaining and repairing the drinking water supply systems installed in their villages.

### Road Ahead

Expansion of services and introduction of newer methodologies is key to any institutions development. SKILL Nepal is determined to promote a concept of demand oriented skill based training, whereby we generate capable labour in certain trades and promote the market of being able to supply

labor in the every trade. Considering the changes in education and the international requirements SKILL Nepal would attempt to promote targeting interested candidates beyond SLC – youths who are no longer attending formal education and are unemployed. In order to develop or promote the overall concept of importance of technical and vocational trainings SKILL Nepal envisions advocating and installing pay for training system for skill oriented training through establishment of informal training institute or SKILL academy, parallel with its extensively developed mobile training approach.

### Dear SKILL Team

*With great pleasure and happiness I congratulate the whole SKILL team on behalf of HELVETAS Swiss Intercooperation on the occasion of the 20<sup>th</sup> anniversary of SKILL. I can't believe that it was 20 years ago when Helvetas together with some committed individuals tried to implement the "crazy" idea of mobile, decentralized skill training in the hills and Terai of Nepal. Looking back now after 20 successful, interesting and sometimes challenging years, we can proudly ascertain that our original idea was anything but crazy! On the contrary, SKILL can be proud of its achievements! SKILL was the innovative and promising basis for F-SKILL and the Employment Fund and has thus enabled thousands of young Nepali women and men to earn their own living. I am looking forward to continued joint efforts to provide skills training to women and men from disadvantaged backgrounds to empower them to realise a more prosperous and meaningful future!*

Regards,  
 Franz Gaehwiler  
 Programme Coordinator Nepal & Bhutan  
 HELVETAS Swiss Intercooperation  
 Weinbergstrasse 22a, P.O. Box, 8021  
 Zurich, Switzerland

