

SKILL *Insight*

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Training **OUTCOME**

The success of a training program lies in the utilization of the knowledge and skill imbibed. SKILL-Nepal has always focused on imparting effective program for its beneficiaries. As a training provider, our responsibility is to provide quality training in marketable trade. In order to make the program outcome oriented, emphasis is laid in conducting training need assessment, identification of genuine and committed participants, revision of training curriculum in line with market need, providing quality training, rendering post training support and monitoring & motivating the trainees.

SERA unit carries out training program for Helvetas in rural areas. This unit carries out income verification of the trainees after two and six months of the training. A questionnaire has been developed for this purpose. The objective of this verification is to determine their employment status, income range and identify their technical problems so that necessary refresher course or upgrading training could be provided to them in the future.

In 2005, SERA unit conducted 10 events and developed 132 skilled manpower. Six months verification of the trainees is complete. The verification was carried out by meeting the trainees personally. In some cases, their family members, relatives and friends verified their status. The verification results depict that 84% of the trainees are employed (111 out of 132). Out of them, 3% earn less than Rs. 1000 per month, 23% earn between Rs.1-2000 per month, 34% earn between Rs. 2-3000 per month, 16% earn between Rs.3-4000 per month and 24% earn more than Rs. 4000 per month.



Participant of leather shoe training in his shop at Myagdi. He opened his own shop after the training and makes an income of Rs. 7-8000 per month.



Participant of Haircutting training in his shop at Dhanusha. He started working in this shop after the training and makes an income of Rs. 2-3000 per month.

Franchising unit of SKILL conducts training as a franchisee of F-SKILL. F-SKILL carries out income verification of the trainees after three and six months upon completion of the event. The monitoring in charge meets the trainees personally and verifies their status and income. In 2005, SKILL conducted 11 events as a franchisee. Training was imparted to 158 unemployed youths in different parts of the country. According to the six months verification result, 92% of them are involved in gainful employment. Most of them are self employed. Some work on wage basis while some have gone for foreign employment. Their income ranges from Rs. 1600 to 15000 per month.

Both the units have institutionalized the concept of impact financing in its event. SERA unit has to ensure at least 75% employment and an income of Rs.1000 per month in rural areas. For franchising unit, the training cost plus incentive is paid in installments depending upon the employment rate of the trainees. The trained graduates have to earn more than Rs. 1600 per month.

Further, SKILL plans to incorporate outcome based financing in all its events. Along with it, SKILL will also work towards creating awareness and acceptance of this concept among local organizations involved in imparting technical and vocational skill development trainings thereby ensuring the system of delivering quality trainings.

TRAINING *Impact*

Enabling and Accepting Change


Nepal is a land of diverse culture and societal belief. Amongst many of its tradition, segregating people's class by their occupation is a common practice prevalent in every nook and corner of the country. Preservation of tradition is something to be considered but changing the prejudiced belief is our duty. Enabling and accepting change for the betterment of an individual and society should always be welcomed. Treading on similar path, SKILL has been working in professionalizing occupational skill among needy groups of the society irrespective of their caste and creed.

Change is a gradual process and times are changing. SKILL has witnessed such changes during many of its programs. Be it an individual's attempt or a group effort, their story needs to be told because their experience will open doors for other people.

Sarki community have been involved in leather works, be it in the production, mending of leather shoes or collection of dead animal and processing them into leather. In Nepalese society it is a rare sight to watch people from other caste being involved in this kind of work. There have been participation from other caste in some of our event but very few make it to the end of the training and even lesser number take it up as their profession. However, people from tamang community of Dolkha chose to challenge the society by placing a demand for village leather processing and goods making training. The initiation and willingness of this community to imbibe the skill and take up this profession is a huge step forward.



Training Products

The resources are available in plenty in their area and these groups needed an alternative profession besides farming. SKILL provided  training events in Mirge and Thulopaatal VDC of Dolkha. The trainees work in groups. They process the leather and use them for the production of bags and good item for export. They sell these products to exporters in Kathmandu. The training has had a dual repercussion, utilization of the hides of dead animal and opening of a new avenue for income generation. They were not worried about being outcaste by embracing this line of work. In fact they were happy for having found a way to make a living. These two groups clearly symbolize the fact that unity is strength. It was the collective hands of the community that rose and made their choice acceptable.

It has been SKILL's attempt from the very beginning to enable changes like this in the society but it has to be a dual effort. We can only initiate change; it is the person, the society that has to move forward to accept it.

CASE study

Name: Rabi Kumal
Address: Nuwakot
Training : Basic Plumbing

Rabi Kumal is uneducated and worked as a laborer in construction sites from a very tender age yet she is a rich woman in terms of her conscience, confidence, strength and ability. She shares similar story to that of many disadvantaged people in rural Nepal. Born and brought up in a family where everything was insufficient, she had learnt to survive with little. Her parents were farmers and their income was not enough to raise the family. From the very beginning, she believed in working hard and making use of available opportunities. She never complained for having to work, for not being able to enter school or for not being able to eat well.

Rabi worked at a construction site for a living, be it as a steel fixer, loader or mixing the mortar. She was used to heavy works. In 2005, when SKILL-Nepal and Elam/ Nuwakot conducted plumbing training, she decided to join the session. In comparison to the labour work, plumbing was a more respectable job and it would fetch her higher income. A woman plumber is something very unusual in our society but the confidence and commitment she displayed during the interview was remarkable. There was no doubt about it, she was selected for the training.

During the two months training, she had to work three times harder than the rest of her colleagues because she only had literacy class as a form of education in her stride. The trainer worked extra hours and made simpler notes for her and their hard work paid. Rabi joined this line of work immediately after the training. The field practical had exposed her to the real work as well as given her recognition as a plumbing technician in her district. Initially, she worked as a helper to her friends and relatives. She had to work very hard to prove herself. Whether it was by working at a lower wage or even for free sometimes. Almost a year and half after the training, Rabi works independently and hires her brothers as helpers. People in the district are happy with her work thus no one hesitates in giving her the job. According to her service recipients, She is no different than any other male technicians. In fact, she is more reliable and time bound. Her income is comparatively very good. At present, she earns six times more than what she did as a laborer. She single-handedly looks after her brother's education and contributes in running the family.

Rabi kumal took up a training that was unexpected out of a woman and she set an example by embracing it as her profession. It is a spectacular sight to see a 23 year old girl from a disadvantaged community indulged in cutting pipes, breaking concrete walls, fitting water pumps, roof tanks etc.,. Rabi kumal deserves an applause for being an encouragement to thousands of women in her society who still live behind the veil. Her story needs to be shared because there are thousands of women in different parts of the country who need to know about it.

Picture

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